



MANDATE
TRADE UNION

Ms Louise Kelly
Employee Relations Manager
Tesco Ireland
Gresham House
Marine Road
Dun Laoghaire
Co Dublin

LOB/SB
25 July 2022

By Email & Post: [REDACTED]

RE Investigation and Disciplinary Hearings

Dear Ms. Kelly

I refer to our correspondence of 12 July 2022 and your subsequent response on 13 July 2022 regarding the above subject matter. As you are aware the circumstances under which the introduction of conference calls as a mechanism for conducting meetings with our members particularly in relation to investigation and disciplinary matters was introduced at the outset of the Covid-19 pandemic as a safety precaution. At that time this alternative method of engagement introduced by Tesco to deal with these matters was accepted on a temporary basis by our members in good faith and in the interest of the welfare of all involved.

It is therefore extremely disappointing and concerning to learn that the company has taken the decision not to revert to the well-established practice of face-to-face meetings which is the absolute preference of the members who find themselves in such unfortunate circumstances. Our members are of the firm belief that the continued refusal by the company to facilitate face to face meetings impedes their entitlement to full and proper representation at a time when they are at their most vulnerable. They further believe the company is deliberately utilising this method of conducting said meetings to cause maximum disruption to the process and for the individuals concerned which is certainly not in keeping with their right to natural justice and fair procedures.

The worst of the pandemic has now thankfully passed, our economy and society have returned to normal and is operating at full capacity and yet Tesco continue to unnecessarily impose an inferior, inadequate, and unwarranted process for conducting potentially serious investigation and disciplinary meetings.

Given the above outlined we are now requesting that the company seriously review its position in the best interests of their employees who have the right to a fair hearing along with the right to a process which affords them the best opportunity to state their case. In the interim our members reserve the right to participate in these online meetings on a case-by-case basis.

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General Secretary: John Douglas
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We await your response.

Yours sincerely
For Mandate Trade Union

A handwritten signature in blue ink that reads "Lorraine O'Brien".

Lorraine O'Brien
National Co-ordinator

c.c. Union Members, Representatives and Officials