



MANDATE
TRADE UNION

Mr Frank Timmins
Head of Employee Relations
Tesco Ireland Ltd
Gresham House
Marine Road
Dun Laoghaire
Co Dublin

22 July 2022
GL/SB

BY EMAIL AND POST: [REDACTED]

RE: New Contracts (Sales Assistant Grade)

Dear Mr Timmins

Following the company's announcement to introduce a new contract for the above-mentioned grade from the 1 August 2022 I have been instructed to write accordingly. It is noted with concern that the terms contained within the new contract are being introduced by the employer without agreement with Mandate Trade Union, which traditionally held negotiating rights for this grade of worker. It is further noted that the terms offered in the new contract do not reflect those contained in our long-established collective agreements.

This development can only be viewed as regressive in nature and seriously undermines the integrity of existing collective agreements which the company have formally stated on many occasions in the past, they are committed to uphold. The reality is that the introduction of another contract covering this grade of worker has the real potential to create further division, resentment, and unnecessary disruption.

This type of unilateral behaviour by the employer creates a dangerous and unwelcome precedent into the future from the perspective of all parties joined to our existing collective agreements and indeed the overall maintenance of good industrial relations.

We also note from company information distributed throughout the store network that an unequivocal guarantee is being offered to existing staff that the introduction of the new contract will not negatively impact in any way on their current rosters, working patterns or earning levels. If this is the case, then I am sure that the employer will have no difficulty in confirming this in writing to the union by return. Any reluctance to do so in a timely fashion will seriously undermine these commitments given at store level.

Mandate Head Office

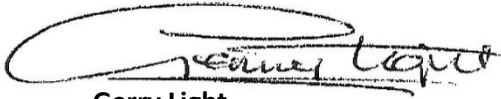
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General Secretary: Gerry Light
Registered Number: 604T

Finally, given your stated commitment to same I wish to remind you of your existing obligations covered by collective agreement when it comes to the distribution of available hours in that they must be offered to existing staff first.

Yours sincerely
For Mandate Trade Union

A handwritten signature in black ink, appearing to read "Gerry Light", with a large, sweeping loop at the beginning.

Gerry Light
General Secretary

c.c. Union Members, Representatives and Officials

