

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

JH/LF
2 September 2022

RE: Yours of the 25 August 2022 – Pre 96 and Consolidated Rates of Pay

Dear Mr Timmins

Further to your responses of the 25 August 2022, received in this office on the 30 August 2022, I wish to respond as follows.

The Company's proposal of consolidated pay in mid-2021 was presented originally by Tesco as a non-cost saving exercise and commitments were given that the proposal to consolidate the rates of pay and a proposed loss of earnings compensation formula would adequately mitigate the loss. However, as noted in Mandate's submission to the Labour Court in early 2022, it was immediately evident that following engagement with the membership during the balloting process in October 2021, the number of members and the extent of their potential losses were grossly understated by the Company in the WRC.

In the twelve months since those negotiations, Ireland has witnessed an unprecedented cost of living crisis with current inflationary rates of over 9%, compounding the crisis for low paid workers and compelling employers to review rates of pay. Despite the Union seeking the implementation of the Living Wage in 2021 and in 2022, I now understand that Tesco Ireland has introduced a new starter consolidated rate of €11.94, which is well below the current Living Wage starter rate that Mandate pursued in the Labour Court in addition to maintaining all premium payments. It is also not in line with current inflationary rates.

In respect of your correspondence regarding our Pre 96 members, and your reference to the Union's rejection of LCR 21340, which our members were absolutely entitled to determine through the ballot box, it's significant that given the passage of time and the amount of Pre 96 workers remaining within your business that Tesco Ireland are still seeking to change the terms and conditions for this relatively small group of workers, all of which is incredibly unfair and unwarranted. Given the contributions by those impacted workers to your business over the 25 years trading in Ireland, I cannot believe that Tesco Ireland are asking Mandate Trade Union to put forward "sensible proposals", in order to facilitate a reduction in our members and conditions of employment.

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These sentiments in your correspondence dismiss outright the most obvious and sensible option, which would be to reward these colleagues in line with the pay awards given by the employer since 2015 and treat them no less favourably than anyone else.

Given the 25 years celebrations by the Irish business, one would expect any reasonable employer in this situation to celebrate the contributions of all their workforce and honour their terms and conditions of employment hard earned over those years, all of which gave rise to the profitability of the business. Given the representations made above, I trust that Tesco Ireland will now do the right thing, given the passage of time and pay these employees the retrospective wages that are justifiably owed to them.

Yours sincerely
For Mandate Trade Union


Jonathan Hogan
Assistant General Secretary