

TESCO WORKERS PROPOSED PAY & BENEFIT CLAIM

FAIR PAY – We are seeking the implementation of an incremental pay scale in Tesco that pays a living wage as a starter rate and rewards service within the business – 25 years trading in Ireland should be reflected in workers' wages.

The table below sets out the wage rates Tesco workers are seeking:

PAY SCALE	Claim Rate
Point 1	€14.00
Point 2	€15.58
Point 3	€17.44
Rate after 5 years service*	€18.62
GHS Driver	€16.90
GHS Driver after 5 years service	€18.62

*Inclusive of Pre 96 Workers

All currently agreed Union rates of pay outside of the rates specified in the table should receive a 9% pay award.

PRIVILEGE CARD – Increase staff discount to 20% on the staff privilege card

SICK PAY – All workers should be paid from day one of their absence

WORK-LIFE BALANCE – All workers to receive certainty regarding shift patterns

FULL-TIME JOBS AND FAIR ALLOCATION OF HOURS – Tesco Ireland should commit to creating full time jobs i.e. 39 hours per week and allocate all additional hours to current staff in the first instance – (40% of responders to Mandate's Tesco 2022 Survey experienced a reduction in hours as a result of the last Tesco pay rise)

PENSION PROVISION – Employer contributions to be double employee contributions for all Tesco workers (2:1)

PAID MATERNITY/PATERNITY/ADOPTIVE LEAVE – Full paid leave

RIGHT TO COLLECTIVELY BARGAIN – Tesco management must recognise and respect their workers right to be represented by their Union representatives for the purposes of negotiating their terms and conditions of employment

RIGHT TO ACCESS – Tesco Ireland must recognise their workers right to consult with their Union representatives and give Union Officials access to Tesco stores to deal with member's concerns

PREMIUM PAYMENTS – All current collectively agreed pay premiums to remain in place

PAY EQUALITY – Tesco management must recognise and rectify the unequal treatment of their longest serving Pre 96 employees who have had company pay awards estimated to be worth more than €2million withheld from them since 2015

– All workers to have access to guaranteed 5% bonus scheme