

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

JH/LF
4 April 2023

Dear Mr Timmins

Further to your letter of 27th March 2023, received by this office on 29th March 2023 and your comments regarding the number of engagements initiated by Tesco in relation to the Pre-96 outstanding payments, the company unfortunately have continued to overlook the fact that our Pre-96 members overwhelmingly rejected the Labour Court proposals some years ago. This was their democratic entitlement to vote to either accept or reject the proposed changes to their terms and conditions of employment and is also in line with our procedural agreement.

The rejection of the proposals resulted in an industrial relations crossroads, whereby the company decided to withdraw from the collective bargaining process. In 2021, Tesco Ireland tabled a number of proposed changes to the General Assistant's terms and conditions of employment which were ultimately rejected by the members. Notwithstanding the company's compulsion to refer constantly to a Labour Court recommendation that our Pre-96 members rejected, Tesco Ireland have also rejected Labour Court recommendations in the past, however the view of the company seems to be that it can do whatever it wants, whenever it wants and expect our members to accept Labour Court recommendations while reserving the right to reject recommendations when it suits the their own agenda in relation to alterations to our members' terms a conditions of employment

To date, the company have failed to outline the motive or objective behind choosing this unilateral approach varying our members' terms and conditions of employment. The tone of my correspondence simply sets out to reflect accurately the discontent, disappointment and outrage that a very profitable company continues to seek flexibility changes to the contracts of 150 employees, in exchange for pay awards that were given to all workers with the exception of those employees.

Your suggestion of *"being open to exploring mechanisms providing for time bound engagement with definitive outcomes"* is ambiguous to say the least however, it may assist all parties if the company were more definitive when corresponding with the undersigned. I note that once again, you appear to have totally dismissed our existing procedural agreement, nor have you addressed any of the concerns raised in my correspondence of the 27th March, which continue to this day and impact all our members. I would appreciate if you would give these matters your attention and revert to the undersigned with the company response.

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**Yours sincerely
For Mandate Trade Union**

A handwritten signature in black ink, appearing to read 'Jonathan Hogan', written over a faint circular stamp.

**Jonathan Hogan
Assistant General Secretary**