

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

**JH/LF**  
**10 July 2023**

**Re: Pay and Benefits Claim**

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**Dear Mr Timmins,**

Further to extensive consultation and engagement across our membership, please be advised that Mandate Trade Union is seeking, in accordance with the terms and spirit of our existing collective agreements, a meeting with company representatives to discuss our pay and benefits claim which is as follows.

Our members in Tesco Ireland are seeking the implementation of a universal incremental pay scale that seeks to recognise the need for low paid workers to be paid a starter rate commensurate with a living wage.

It is also our claim that the rates of an incremental pay scale should reflect and reward long service within the business, the details of which can be expanded upon during our discussions. As a direct consequence of the current and protracted cost-of-living crises our members have suffered the brunt of these increases more than most workers. This has been felt through reductions in their band of hours coupled with increases in consumer price inflation etc. In supporting our members through these challenges, our claim is for Tesco Ireland to also provide workers with access to full time jobs and to allocate hours appropriately to current staff in the first instance, as per our current collective agreement.

There are a number of other issues that we wish to discuss, such as Tesco Ireland's current pension provision for new starters in the DC scheme. We believe that there is scope to enhance contributions within the current DC scheme, as well as enhancements to family leave arrangements, increases to the staff discount card and pay equality. Our members' demand for equal treatment is driven amongst other things by their desire to be rewarded equally through pay awards that treats no worker less favorably and gives all workers a right to access remuneration equally. This can be achieved through enhancements across all areas of remuneration.

Certainty of earnings is also now matched by a demand from all workers in retail for certainty of working patterns. These demands have been recognised by the recent introduction of the Worklife Balance and Miscellaneous Act 2023 and indeed the well-established and respected Irish Human

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**General Secretary: Gerry Light**  
**Registered Number: 604T**

Rights and Equality Commission. Mandate is seeking a review of current working practices, which will allow for meaningful discussions around addressing our members' Worklife balance concerns.

Conducive to all good industrial relations is the need for parties to recognize and respect their rights to be represented by their respective representatives, when they wish. We are seeking meaningful engagement on all of these outstanding matters. In doing so, Mandate is seeking the restoration of long-established practices and facilities which the company unilaterally withdrew. Many of these facilities are contained within the Code of Practice on Duties and Responsibilities of Employee Representatives, all of which can facilitate good faith informed negotiations. Other matters that we would like addressed by Tesco Ireland is the employer's denial of allowing Union Officials accessing stores for union business and representing our members through face-to-face in person meetings. Specifically in this regard our members believe that post Covid the reliance on remote conference calls is not only unjustified, but the continuance of this practice seriously denies the member/s in question the opportunity to avail of the best quality representation possible.

In light of the above and in line with our collective agreement, Mandate is seeking meaningful and immediate engagement and negotiations with Tesco Ireland's senior management representatives to discuss the Union's broad agenda. In keeping with well-established practice our members expect a speedy response to our request and therefore we look forward to meeting with management representatives soon. Anything else will be viewed by our members as a serious and unjustified departure by their employer from the industrial relations practices which have served all parties well in the past.

**Yours sincerely**

**For Mandate Trade Union In keeping with**



**Jonathan Hogan**  
**Assistant General Secretary**