

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

JH/LF
16 August 2023

Response to Pay and Benefits Claim of 10th July 2023

Dear Mr Timmins,

Further to your correspondence of 26th July 2023 and given the lengthy negotiations that resulted in a WRC referral up to and including a Labour Court recommendation in 2022, I don't believe revising opinions in correspondence at this juncture, regarding historical proposals that were found to be overwhelmingly unacceptable by our members to be helpful in advance of beginning a new stage of negotiations.

In any event and for the purposes of absolute clarity, our members' broad agenda, as you are now aware, is effectively a claim for an improved remuneration package that provides for certainties of a higher income threshold, additional enhanced benefits and greater certainty of working patterns to fulfil the work-life balance needs of all our members.

In relation to mechanisms for such an engagement to be timebound with definitive outcomes, our expectation is also that meaningful negotiations could be conducted in a timely fashion to the benefit of all parties. This can be achieved by agreeing in advance a number of potential dates for engagement, which can be reviewed appropriately at particular intervals, should parties agree to same.

In addition to the above, it would be of assistance to the Union for the company to clarify what is meant by "definitive outcomes", which the company have requested. From the perspective of Mandate Trade Union, ultimately it will be our members who will determine whether any agreed set of proposals would be deemed acceptable or not through a ballot vote.

Please feel free to contact me to arrange a schedule of dates and times, in relation to the above.

Yours sincerely
For Mandate Trade Union



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Assistant General Secretary

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