

Registered Post

Mr Jonathan Hogan
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Mandate Trade Union
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26th July 2023

Dear Mr Hogan,

We refer to your letter of the 10th July 2023 seeking a meeting with the Company on pay and benefits.

We would welcome a meeting with Mandate trade union and colleague representatives to discuss both your broad agenda, and ours. This includes reengaging in a meaningful way on our last proposal of February 2022 on moving to a pay consolidation model.

In those proposals, you will recall, we revised our proposals to ensure that colleagues would continue to receive Sunday and Public Holiday premium in addition to a higher guaranteed hourly rate of pay. This, we understood from colleague feedback, was the primary concern for our colleagues.

In advance of making arrangements for a meeting, we would also like to understand from Mandate trade union what mechanisms your union proposes for such an engagement to be time bound with definitive outcomes, and therefore will not create long term uncertainty for our colleagues. In this regard please refer to our letter of the 27th March 2023.

We would ask that you revert positively on these points so that arrangements can then be made for a meeting to take place between the parties. Alternatively, should you wish to discuss this further, please feel free to phone the undersigned.

Yours sincerely,

Frank Timmins
Head of Employee Relations



Natasha Adams (Chief Executive), Geoff Byrne,
Cathal Deavy, Niamh Lawlor, Joe Manning.

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