





# Every Little Helps... Especially on our Wages!

TESCO plc, the world's third largest retailer which is expecting to post profits of £3billion in the full year, is attempting to make long serving staff members in Douglas, Co. Cork redundant in order to hire workers on less wages.

The TESCO store in Douglas is due to move to a new premises on 1 May 2009 but it has said openly that the company is not willing to accept all staff members from the old store on their current contracts. This is despite having a Replacement Store Agreement applied Nationally with Mandate Trade Union guaranteeing the transfer of terms and conditions.

Staff members are willing to transfer to the new store on condition that their current contracts and terms and conditions are honoured.

TESCO is forcing loyal staff members into a choice of either a compulsory buyout of their terms and conditions or alternatively, the worker will be dismissed by means of redundancy.

TESCO hand delivered letters to Mandate members on Friday 10 April stating that if the individual had not made a decision by Tuesday, 14 April 2009, then the company would *"assume that you (the worker) do not wish to avail of an opportunity to continue your career with TESCO Ireland and we will then proceed on the basis that your position will become redundant on the 30 April 2009"*. Workers had only four days to decide on whether they wanted to continue working in the company.

TESCO has also written to other staff members with a letter of comfort stating that hours and patterns of work will be honoured in the new store in a blatant and devious attempt to divide the workforce and to push through the erosion of workers terms and conditions. The question remains how can a "letter of comfort" be honoured if the company is clearly breaching and dishonoring existing contracts of loyal workers.

It's time for TESCO workers throughout the country to unite and insist that they will not be forced into working for less money and terms and conditions so that a profitable multinational retailer can pursue billions in profits for its shareholders.



**MANDATE**  
TRADE UNION

Check out our new website  
for further developments  
[www.mandate.ie](http://www.mandate.ie)