

Christmas Trading Arrangements Agreement
2017 for Night Workers



*Happy Christmas to all
Mandate Members in
Tesco Ireland Ltd*

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Country Stores

<i>Store Name</i>	<i>Store Name</i>	<i>Store Name</i>
Arklow Square	Ennis	Roxboro
Arthurs Quay	Letterkenny	Sligo
Balbriggan	Lisduggan	Thurles
Ballina	Longford	Tralee Square
Ballinasloe	Longwalk	Tullamore
Carlow	Mallow	Wexford
Clonmel	Maynooth	Wicklow
Dooradoyle	Middleton	Wilton
Douglas	Monaghan	Celbridge
Drogheda	Naas	Galway
Dundalk	Navan	Paul Street
Greystones	Poleberry	Killarney New Street
Roscrea	Portlaoise	Cavan
Edenderry	Mullingar	Golden Island

New Country Stores

<i>Store Name</i>	<i>Store Name</i>	<i>Store Name</i>	<i>Store Name</i>
Roscommon	Rathoath	Ardkeen	Mahon
Ashbourne	Kilcoole Express	Mitchelstown	Youghal
Castlebar	Gorey	Newcastle West	Carrick on Shannon
Killarney park	Tralee Manor	Nenagh	Tipp Town
New Ross	Coonagh	Shannon Banks	Claremorris
Abbeyfeale	Castlepollard	Tullow	Westport
Birr	Clane	Kilrush	Tramore
Ballinrobe	Bettystown	Bailieborough	Swinford
Naas Extra	Ballinamore	Drogheda Extra	Kinnegad
Cashel	Kilcock	Oranmore	Ballybeg
Cahir	Galway Express	Kildare	Hazelhatch
Enfield	Headford Road	Ballincollig	Finbars Express
Baylough			

Dublin Stores (Ex Inuvgata - Mandate)

<i>Store Name</i>	<i>Store Name</i>	<i>Store Name</i>
Tallaght	Newbridge	Dundrum Town Centre
Artaine	Blanchardstown	Phibsbro
Drumcondra	Bloomfields	Lucan
Merrion	Bray Centre	Nutgrove
Santry	Finglas Clearwater	Sandymount
Rathmines	Prussia Street	Crumlin
Baggot Street Lower	Ballybrack	Kilbarrick
Baggot Street Upper	Ballyfermot	
Jervis Street	Clondalkin	

Dublin Stores (EX Idatu - Mandate)

<i>Store Name</i>	<i>Store Name</i>
Rathfarnham	Stillorgan

New Dublin Stores (Mandate)

<i>Store Name</i>	<i>Store Name</i>	<i>Store Name</i>	<i>Store Name</i>
Clarehall	Swords	Shankill	Fleet Street
Camden Street	Inchicore	Ringsend	Fairview
Talbot Street	Parnell Street	Bray Express	Rathcoole
Dolphins Barn	Rush	Dennehy's Cross	Donnybrook
Thomas Street	Kimmage	Crumlin Village	Cabra
Upper Rathmines	Cardiffsbridge	Cabinteely	Ranelagh
Terenure	Glasnevin	Leonards Corner	College Green
Kimmage	Dorset Street	Aungier street	

Night Workers

Christmas Sundays

Christmas Sundays for all stores are the Sundays in December up to Sunday 24th.

- All Sunday Christmas Trading overtime will be distributed on a fair and equitable basis.

Trading for Christmas Sundays: the following premium rates will apply for Christmas Sunday Trading

	<u>Trading</u>
Pre 96 Mandate	Treble Time
Pre 97 SIPTU	Treble Time
Post 96 Mandate	Double Time
Post 97 SIPTU	Double Time

Overtime

- In Dublin stores all overtime in the 6 trading days prior to Christmas day overtime will be paid at the rate of double time for all members.

Please note: All members should receive their day off the week prior to Christmas as well as Christmas week.

Sunday 24th December, Christmas Eve

- All Night Crews will be off on Christmas Eve night i.e. finished no later than 8am on Sunday 24th December. There is no night working on Christmas Day. The Public Holiday arrangements as outlined above will apply.

Public Holidays (Monday 25th, Tuesday 26th December 2017 and Monday 1st January 2018)

- Members employed previous to the 1996 Mandate Agreement are not obliged to work on any of these days.
- Members employed after the 1996 Mandate Agreements are obliged to be available to work on these dates.

All locations will close on Christmas Day this year and all members will receive a normal days pay that will result in no loss of earnings.

Normal Public Holiday entitlements apply for Christmas Day, St. Stephen's Day and New Year's Day, that is

- All pre 1996 members will receive a paid day off on the day, which will be calculated to ensure that no loss of earnings occurs.
- All post 1996 members may be rostered to work. These members will receive time and a half for any hours worked in addition to their statutory entitlement, which may be one of the following, the choice of which is decided by local store management.
 - An additional days pay
 - An additional days leave

Please note for colleagues employed pre 1996: If a public holiday falls on a day that you do not normally work, your public holiday entitlement for Monday 25th and Tuesday 26th December and Monday 1st January will transfer to the next normal working day, taking in to account the agreement for your store relating to Wednesday 27th December . This only applies to members with established working patterns.

In addition, the premium paid to members working on any of the public holidays cannot be used to offset any hours properly due under the employees contract of employment i.e. **they must receive their minimum number of contracted working hours in addition to the premium payment.**

St Stephens Day and New Year's Day

St. Stephen's day and New Year's Day are Public Holiday's and therefore are normal working days for Post 96 members. Given the time of year and in line with previous years store managers should make every effort to fill their rostering requirements on St Stephen's Day and New Year's Day from volunteers in the first instance. If they do not get enough volunteers to satisfy rostering requirements, members could then be rostered accordingly in a fair and equitable manner given due consideration to members who have worked these days in previous years.

Tuesday 26th and Wednesday 27th December

Country Stores and new country stores Tuesday, 26th December from midnight is a normal working night for all members.

Dublin stores ex INUVGATA working on Tuesday 26th December from midnight will be voluntary for all members as Wednesday 27th December is a trade day in Dublin stores. Where hours are worked on Wednesday 27th December normal trade day arrangements apply i.e. Double time and a day off in lieu. If the trade day falls on a day that you do not normally work, your day off for this day will transfer to the next normal working day.

New Dublin Stores working on Tuesday 26th December from Midnight is obligatory and you must be available for work if rostered and will be paid at double time (at their rate) with a day off in lieu.

Temporary Night Crew: New and existing members

Under the National Night Working agreement 2014 there is scope to create a temporary night crew.

- Please note that the formation of the above needs to be planned and must be advertised in line with the agreement.
- The Company in the first instance will seek volunteers from members who focus on replenishment and who work on days.
- Both the Specific Purpose Contract & the Temporary Night Crew (Fix Term) contract will be issued.
- This is in line with the 2014 Tesco & Mandate Night Working Agreement.
- In line with the 2006 Agreement all vacancies and additional hours will be advertised internally in the first instance.

Please see your National Night Crew Agreement file for further information or speak to your shop steward.