

**Clarification on Christmas and Extended
Trading Agreement 2017 for Day Workers**

Tesco Ireland



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

Table of Contents

List of stores page 3-4

Christmas Sundays' page 5-6

Christmas Eve Public Holidays page 7-8

Day colleagues working nights page 9

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	Midleton	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		Aungier Street	Dorset Street

Day Workers

Christmas Sundays

Christmas Sundays for all stores are the Sundays in December up to Sunday 24th December, except certain stores which have additional Christmas Sunday trading established since 1995 (see below).

Sunday, 19th November:

Bray - named individuals
Galway - named individuals.

Sunday, 19th and 26th November:

Full Store: Tallaght, Rathmines, Bray, Phibsboro
Named individuals in the following stores:
Tullamore, Sligo, Nutgrove, Dundalk

Sunday, 26th November:

Full Store: Wilton, Galway
Named individuals in the following stores:
Artane, Santry, Stillorgan, Dooradoyle & Killarney (62), Artaine

This applies only to named individuals.

- Sunday Working is on a voluntary basis for all colleagues employed pre 96/Mandate pre 97 SIPTU
- All Sunday Christmas Trading overtime will be distributed on a fair and equitable basis. Under the terms of the Labour Court Recommendation members who have existing established working patterns e.g. working Sundays every Christmas on a patterned

basis as protected under the terms of the 1996 Mandate agreement should continue to be rostered for the agreed number and pattern of Sundays as previously worked in 2013.

Trading for Christmas Sundays and behind closed doors: the following premium rates will apply for Christmas Sunday Trading during the day.

	<i>Non Trading - (behind closed doors)</i>	<i>Trading</i>
Pre 96 Mandate	Double Time	Treble Time
Pre 97 SIPTU	Double Time	Treble Time
Pre 96 Mandate	Double Time	Double Time
Pre 97 SIPTU	Double Time	Double Time

- There is a recognised limited named list of members who receive treble time behind closed doors. This list is held in stores that it is applicable to.

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.

Christmas Eve: Please note that the closing time for Christmas Eve in stores and PFS may vary. In general trading in stores until 7.00pm and members left the store by 7.15pm. If members are unable to remain until 7pm, management should respect their decision in this regard. Members (Dublin Stores) should be rostered to 5.15pm and **the company must seek volunteers to remain in the store after 5.15pm (Dublin only).**

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

- Members employed previous to the 1996 Agreement are not obliged to work on any of these days.
- Members employed after the 1996 Agreement 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 members employed pre 12/12/1996 Mandate: If a public holiday falls on a day that you do not normally work, your public holiday entitlement for Monday 25th, Tuesday 26th and Wednesday 27th December and Monday 1st January will transfer to the next normal working day, taking in to account the agreement for your store relating to the 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 members employed Post 12/12/96. There is an established practice whereby store managers should make every effort to fill their staffing 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 staffing 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.

Wednesday 27th December: Trade Day Dublin Stores only

For Dublin stores the trade day is Wednesday 27th of December and normal trade day arrangements apply i.e. **Double time and a day off in lieu.** Working on this day will be on a voluntary basis for all staff pre and post 12/12/1996. 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 – Members have a contractual obligation to work on Wednesday 27th December and must be available for work if rostered, they **will be paid at double time and a day off in lieu.**

New Country Stores – Members have a contractual obligation to work on Wednesday 27th December must be available for work if rostered and will be paid as a normal day.

Existing Day Time Members Working Nights

Please note, for members who normally work days, any hours worked after 11.00pm will be on a voluntary basis.

- Members who normally work day shifts throughout the year and who elect to work over the night from the 1st of December will be paid at time and 1.33. The appropriate consolidated rate should apply.
- 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 seek advice from your shop steward.