



City Hall Greens

**Sian Berry AM
City Hall
Kamal Chunchie Way
LONDON E16 1ZE**

John Murphy, CEO
Murphy Group
Hiview House
81 Highgate Road
London NW5 1TN

(Sent via email)

18 October 2023

Dear John,

I am writing about an issue that has been brought to my attention by Unite the Union. I have been informed that a Murphy Group subsidiary in Ireland, Murphy Ireland (previously known as Murphy International Limited), dismissed four Unite members, including a shop steward, for organising a meeting of their fellow workers after Murphy Ireland reneged on national agreements on pay.

It is my understanding that the only workers to be sanctioned by Murphy Ireland following this meeting were members of Unite, while non-union workers who participated faced no penalties. I have also been told that you claim this meeting of workers amounted to unofficial strike action. This allegation has only added to the emotional impact on those affected by the dismissals.

Such actions would place Murphy Group in violation of fundamental workers' rights, including ILO Convention 87 on Freedom of Association and the Protection of the Right to Organise, and ILO Convention 98 on the Right to Organise and Collective Bargaining. As a strong supporter of trades unions and the right to organise at work, I consider these actions from Murphy Ireland/International to be a very serious matter.

As a London-wide Assembly Member I want to raise this matter with you directly in relation to plans for the Murphy's Yard development in Camden. Should this go ahead, it will be a significant development for the whole city. As you know, any plans will need to be approved by both Camden Council and the Mayor of London, the latter in accordance with the policies of the London Plan. As a significant development I would fully expect Murphy's Yard to provide good jobs where collective bargaining and the fundamental right of a worker to join a trade union are respected.

Moreover, I note that GLA capital grants under the Homes for Londoners: Affordable Homes Programme 2021-2026 can only be awarded to GLA investment partners. All investment partners must implement a zero-tolerance approach to all forms of discrimination, including

discrimination on the grounds of trade union membership.¹ Investment partners are also encouraged to work towards achieving accreditation through the Good Work Standard, one of the criteria for which is working with trade unions.²

I am therefore concerned by your company's ongoing refusal to reinstate the four Unite members, and I urge you to address this at the earliest opportunity.

Murphy's Yard has the potential to be of huge benefit both to London and to your business. I am sure you would agree that new developments should contribute to positive social outcomes and good employment for Londoners, and that developers should ensure that collective agreements and workers' rights are respected.

I look forward to hearing from you and am happy to discuss the matter further.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Sian Berry', with a stylized flourish at the end.

Sian Berry
Green Party Member of the London Assembly

¹ Homes for Londoners: Affordable Homes Programme 2021-2026, Nov 2020, pages 19-22,
https://www.london.gov.uk/sites/default/files/201123_homes_for_londoners_-_affordable_homes_programme_2021-2026_-_funding_guidance_fa.pdf

² <https://www.london.gov.uk/programmes-strategies/business-and-economy/supporting-business/good-work-standard-gws/guidance-and-support-employers>