



Ref: 0661

Ms Maroua Bouyahya
Head of Trust & Safety Operations EMEA
TikTok Technology LTD
The Sorting Office
63 Cardiff Lane, Grand Canal Dock
D02 HD23

6th March 2025

Re: Redundancy announcement in TikTok

Dear Ms Bouyahya,

I am writing to you in relation to the recent announcement by TikTok to cut jobs from its Irish operation.

The Communications Workers' Union (CWU) has been contacted by members working in TikTok, expressing deep concern about the scale of the proposed redundancies and its impact on them. Those members have sought their Union's help and support through the upcoming process.

You will appreciate that staff are shocked and upset at this announcement as well as the continuing uncertainty around their working lives. This in circumstances where staff report that a 'culture of silence' in TikTok makes it impossible for them to discuss the threat to their future.

In the first instance, we would seek reassurance on behalf of workers in scope that TikTok would look to mitigate the number of redundancies. One way to achieve this is to adopt a voluntary first approach.

To ensure a fair and transparent process it is incumbent on you to ensure that the employee representatives have professional support from their Union at consultation meetings. The CWU is available to support our members and we request that TikTok facilitate this fair and reasonable request on behalf of your staff.

Other issues of concern to workers are:

- What is TikTok doing to mitigate against compulsory redundancy.
- What are the terms on offer to those that are in scope for redundancy.
- What plans are in place to ensure that members have proper, suitably experienced representatives in place for such discussions.

Cont'd.../



The CWU insists that the redundancy process is a voluntary led approach. This is the practice in industrial relations in Ireland and we expect that TikTok will conform to what normally occurs in this sector of the economy.

To address these and other issues, we request immediate engagement with you and the members of your team that are dealing with this matter.

I am available to meet at short notice so discussions can commence on the above issues.

Yours sincerely,

Fionnuala Ní Bhrógáin

Fionnuala Ní Bhrógáin
Head of Organising & Campaigning

www.datacwu.ie