



Calor Ireland & Calor Group of Unions Pay Agreement 2020 - 2023

Further to recent discussions at local level between Calor Management and Union representatives from SIPTU, Mandate and the Unite Union, we wish to outline the following pay agreement which comes into effect from 1st October 2020. The previous pay agreement between the parties expired on 30th September 2020.

Pay Agreement 2020 - 2023

Calor Ireland are offering the following pay agreement to permanent staff based in Republic of Ireland. These pay increases will be applied independent of market rates, which had formed part of the previous pay agreement.

This Pay Agreement 2020 – 2023 will commence on 1st October 2020 and be in place for a duration of 28 months, therefore, the agreement will expire on 31st January 2023. The duration of the agreement is such that it will provide a level of certainty and stability to both staff and the company.

The pay agreement involves 2 phases:

Phase 1:

- 2% pay increase in basic pay will apply from 1 October 2020 to all permanent staff members.
- All back dated monies will be processed as soon as possible but no later than within 30 days of confirmation of acceptance of this pay agreement by the Calor Group of Unions.

Phase 2:

- 2% pay increase in basic pay will apply from 1 January 2022 to all permanent staff members.
- This agreement will expire on 31 January 2023.

Normal Ongoing Change

As Calor, we are on a journey to transition our business into the leading supplier of cleaner, sustainable and energy efficient solutions for rural Ireland. Calor has and continues to adapt and change in order to sustain our business and security of employment. Change is a normal way of life and we need to continue to change and develop our customer offering so we remain competitive and viable into the future. This pay proposal is offered subject to full cooperation and flexibility by all staff in relation to normal ongoing change.

What is meant by 'normal ongoing change' is ongoing flexibility and cooperation as we adapt our portfolio to become more sustainable and remain competitive, as we simplify our processes, availing of advances in technology or new equipment to improve our offering to customers and a safer working environment for staff.



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Substantive Change

If at some stage in the future, more fundamental change, substantive change is required, Calor Management are committed to separately consulting and engaging with employees, employee representatives and Unions, in a timely manner to discuss any possible impact on staff.

What is meant by 'substantive change' is a change that negatively impacts upon contractual terms and conditions of employment.

If such substantive change is required, Calor Management will consult with employees affected and their representatives at a local level in advance of the change being implemented.

If such discussions cannot be resolved and agreed locally, within a reasonable time frame, the matter can be referred to the Workplace Relations Commission for their assistance.

Re-engagement for Pay Future Discussions 2022

In advance of the expiration of this Pay Agreement 2020 - 2023, all parties agree to resume talks in relation to a subsequent pay arrangement. These discussions should commence no later than September 2022, so that all parties have adequate opportunity to discuss a revised pay arrangement that can be agreed in advance of the expiry of this agreement. This will strive to ensure that there is no time delay between the expiry of one arrangement and the commencement of the next.

Signed:

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On behalf of **CALOR TEORANTA**

Name:

Mia Kutner

Title:

Chief People Officer

Date:

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