



To: Robert McNamara, Mandate Divisional Organiser; Lorraine O'Brien, Mandate Divisional Organiser, Myles Worth, SIPTU Industrial Official and Eason Shop Steward National Committee

Subject: Eason Terms Proposal 2021

Date: 2nd September

Following our final joint Company, Union and Shop Steward meeting held on the 1st September 2021 in the Gresham Hotel, the Company has put forward the following proposals in relation to hourly paid Retail colleagues' terms and conditions:

Increases to Rates of Pay:

For hourly paid Retail colleagues on the current "Scale 3", the following increases will apply:-

Point on Scale	Current	Proposed Increase 1 st Sept 2021	New Rate from 1 st Sept 2021	Proposed Increase 1 st Dec 2022	New Rate from 1 st Dec 2022
Year 1	10.20	Maintained at National Minimum Wage Level			
Year 2	10.20	3.9%	10.60	2.4%	10.85
Year 3	10.20	3.9%	10.60	2.4%	10.85ⁱ
Year 4	10.53	2.4%	10.78	1.6%	10.95
Year 5	10.96	1.5%	11.12	1.5%	11.29
Year 6	11.39	1.5%	11.56	1.5%	11.73
Year 10	12.48	1.5%	12.67	1.5%	12.86

For any hourly paid Retail colleagues on the older Scales 1 & 2, the following increases will apply:-

Current	Proposed Increase 1 st Sept 2021	New Rate from 1 st Sept 2021	Proposed Increase 1 st Dec 2022	New Rate from 1 st Dec 2022
14.60	1.5%	14.82	1.5%	15.04

The above increases will apply until 31st October 2023.

Ex-Gratia Payment:

In recognition of the enormous commitment displayed by our Retail colleagues over the last 18 months, the following once-off lump sum payments will be made to all hourly paid staff:

Hours	Amount
30 – 37.5 hours	€300
20-29	€200
Less than 20	€100

The company is committed to making these payments in the most tax efficient way possible via payroll.

Enhanced Terms & Conditions for Post 2012 Colleagues

- **Pension Scheme**

All eligible colleagues are entitled to join the Eason Defined Contribution Pension Scheme. The Company proposes to increase the matched employee contributions from 1%-3% to 1%-5% of basic salary.

- **Sick pay**

It is proposed that the Company will provide for 3 sporadic days of paid sick leave for all colleagues with more than 1 years' service, who are currently covered by the 2012 sick pay scheme, provided the normal sick pay policy rules are followed.

The proposals outlined above are made on the basis that the National Committee will recommend acceptance to all members in Eason.

Thank you for your work during the negotiation process to reach the above proposal. The meetings have been challenging for all concerned especially during the unprecedented Covid crisis we find ourselves in, but we believe that this proposal will benefit our Retail hourly paid colleagues and provide stability for the business in the future.

Yours sincerely

Carmel Murphy
Group Head of Human Resources

ⁱ Point 2 & 3 to be incorporated into one point on scale