



## **Calor Ireland Pay Proposal - Calor Group of Unions Pay Agreement 2023 - 2025**

Further to recent discussions at local level between Calor Management and Union representatives from the Unite Union, SIPTU and Mandate, we wish to outline the following Calor pay proposal for balloting purposes. The current Pay Agreement 2020 - 2023 between the parties expires on 31<sup>st</sup> January 2023.

### **Pay Agreement 2023 - 2025**

Calor Ireland are offering the following pay agreement to staff based in Republic of Ireland.

This Pay Agreement 2023 – 2025 will commence on 1<sup>st</sup> February 2023 and will be in place for 24 months, therefore, the agreement will expire on 31<sup>st</sup> January 2025. 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:**

- 3.75% pay increase in basic pay or a minimum increase of €1,400 per annum on a full-time equivalent salary, whichever is the greater, will apply from 1<sup>st</sup> February 2023 to all staff members.

#### **Phase 2:**

- 3.5% pay increase in basic pay or a minimum increase of €1,400 per annum on a full-time equivalent salary, whichever is the greater, will apply from 1<sup>st</sup> February 2024 to all staff members.

This agreement will expire on 31<sup>st</sup> January 2025.

### **Christmas voucher**

#### **2022**

- Calor will provide a tax-free €1,000 voucher in December 2022 to all staff in our employment on or before 1<sup>st</sup> January 2022, availing of the Small Benefits Exemption scheme. This is an increase of €500 on previous Christmas voucher payments.
- For staff employed on or before 1<sup>st</sup> July 2022 they will receive a tax-free €500 voucher in December 2022, availing of the Small Benefits Exemption scheme. This is an increase of €250 on previous Christmas voucher payments for staff with this length of service.
- This tax-free voucher replaces all other Christmas payments provided to staff.
- Calor will provide this enhanced voucher amount to staff, in advance of the outcome of the union's balloting process, in good faith, on the understanding that the Calor Group of Unions recommend this agreement for acceptance and that the outcome of the ballot will be completed and communicated to Calor Management on or before 12<sup>th</sup> January 2023.



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### 2023

- Calor will provide a tax-free €1,000 voucher in December 2023 to all staff in our employment on or before 1<sup>st</sup> January 2023, availing of the Small Benefits Exemption scheme.
- For staff employed on or before 1<sup>st</sup> July 2023 they will receive a tax-free €500 voucher in December 2023, availing of the Small Benefits Exemption scheme.
- No alternative Christmas payments will be provided to staff.

### 2024

- Calor will provide a tax-free €1,000 voucher in December 2024 to all staff in our employment on or before 1<sup>st</sup> January 2024, availing of the Small Benefits Exemption scheme.
- For staff employed on or before 1<sup>st</sup> July 2024 they will receive a tax-free €500 voucher in December 2024, availing of the Small Benefits Exemption scheme.
- No alternative Christmas payments will be provided to staff.

### Holidays

Calor will increase annual holiday entitlement for holiday year 2023 which commences on 1<sup>st</sup> January 2023, and subsequent years as follows:

Length of Service	Current Annual Holiday entitlement	Proposed Annual Holiday entitlement
0 - 2 years	22 days	
3 - 4 years	23 days	Increase to 25 days (+ 2 days)
5 - 6 years	24 days	Increase to 25 days (+ 1 day)
7 years	25 days	
8 years	26 days	
9 years	27 days	
10 years	28 days	
20 years	28 days	Increase to 29 days (+ 1 day)
25 years	28 days	Increase to 30 days (+ 2 days)

This annual holiday entitlement is in addition to company days leave – Good Friday and 27<sup>th</sup> December. Calor's holiday year runs from January to December.

Service-related annual leave increases take effect in the following holiday year after the work anniversary date. Calor's holiday management system to be used for requesting leave.



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### Normal Ongoing Change

Calor's purpose is to drive the energy transition in Ireland and create a sustainable future for generations to come. We are, therefore, 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 and modernise our processes, availing of advances in technology, or new equipment, to improve our offering to customers and our efficiency, while providing a safer working environment for staff.

### Substantive Change

If at some stage in the future, more fundamental, 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 considerable 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 2024

In advance of the expiration of this Pay Agreement 2023 - 2024, all parties agree to resume talks in relation to a subsequent pay arrangement. These discussions should commence no later than September 2024, 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:

5/12/2022 | 11:26 AM GMT