

## Penneys/Mandate Trade Union Pay Proposal 2022

The following proposal is as a result of pay discussions and negotiations between the Company and Mandate Trade Union and Colleague Representatives on 20<sup>th</sup> October, 10<sup>th</sup> November, 22<sup>nd</sup> November and 22<sup>nd</sup> December 2022.

### Scope of the Proposals

These proposals cover all Mandate hourly paid colleagues. The agreement will commence upon 21<sup>st</sup> October 2022 for 18 months and will expire on 20<sup>th</sup> April 2024.

### Recommendation for Acceptance

The union agree that these proposals are to be put to a ballot by union members and are recommended for acceptance by Mandate's National Negotiating Committee.

### The Proposal

#### Pay:

It was agreed that from 21<sup>st</sup> October 2022 a 5% pay increase over 18 months will apply to all employees covered by this proposal as follows:

- 3% increase for the first 12 months (effective 21<sup>st</sup> October 2022)
- 2% increase for further 6 months on all rates (effective 21<sup>st</sup> October 2023)
- The entry rate will increase to €11.56 per hour from the 21<sup>st</sup> October 2022 and to €12.00 per hour (effective 1<sup>st</sup> January 2023)
- Retrospective Pay Increases will be backdated to 21<sup>st</sup> October 2022

#### Proposed Rates of Pay

|        | Current Rate of Pay<br>€ per hr | Proposed rate<br>from 21.10.22<br>3% for 12 months | Proposed rate<br>from 21.10.23<br>2% for 6 months |
|--------|---------------------------------|--|---|
| Rate 1 | €11.22                          | €11.56 from 21.10.2022<br>€12.00 from 01.01.2023   | <b>€12.24</b>                                     |
| Rate 2 | €12.99                          | €13.38   | <b>€13.65</b>                                     |
| Rate 3 | €14.00                          | €14.42   | <b>€14.71</b>                                     |
| Rate 4 | €15.97                          | €16.45   | <b>€16.78</b>                                     |
| Rate 5 | €16.91                          | €17.42   | <b>€17.77</b>                                     |

## **Application**

The contents of this proposal will only apply on successful ballot of this agreement and will be applied from 21 October 2022.

Unless changed or addressed by the contents of this agreement, all other agreements remain unchanged. These are non-precedent setting proposals.

It is agreed that there will be no cost-increasing claims to pay and conditions by any employees or union covered by these proposals during the period of the agreement. Employees will cooperate with normal and ongoing change as per previous agreements.

If these proposals do not find favour they are deemed to be without status and withdrawn without prejudice.