

SUSTAINING PROGRESS PLUS DEALS: 2003-2004

Date of Deal	Company	No of staff/ categories covered	Structure of Deal	In Return for	Other Comment & IRN Ref
Oct 2003	Merck Sharpe & Dohme Clonmel	160 SIPTU operatives Pharmaceutical	Increase in remuneration of 5.76% over and above Sustaining Progress.	Productivity	38/03
Feb 2004	Wavin Dublin	100 SIPTU operatives	A pay increase of up to 15% over and above Sustaining Progress	Productivity/ flexibility	8/04
Mar 2004	Feelystone Kilkenny	45 SIPTU Manufacturing Quarrying	A pay increase of 8% over and above Sustaining Progress	Productivity concessions	13/04
Feb 2004	Campbells Soups Thurles	100 SIPTU operatives Food	Pay increases ranging from 8.8% to 17.5% over and above Sustaining Progress	Overtime reduction, grade restructuring, flexibility	8/04
July 2004	Unilever Bestfoods Dublin	100 SIPTU operatives Food	Pay increase of about 10% over and above SP	Productivity/ new ways of working	29/03
June 2003	Chubb West of Ireland	100 SIPTU security guards	Pay increases of up to 8% over and above Sustaining Progress	Harmonisation	25/03
May 2003	Fujisawa Co. Kerry	over 100 SIPTU workers Pharmaceutical	Pay increase worth 5% over and above the Sustaining Progress	Productivity	20/03
Nov 2004	Boxmore Plastics Cavan	230 SIPTU Manufacturing	Increase of 7.5% - including the last 2% due under SP part 1 and a re-phasing of SP2, whereby the payment dates have been brought forward. Of the 7.5%, 5% is to be paid in one go from November 1, 2004, and 2.5% from November 1, 2005. These terms, and the changed phasing, mean that each worker will receive an additional €324-€500 lump sum over and above the terms of SP part two.	Acceptance of new work system (HACCP)	44/04
June 2003	Irish Co-op Limerick	100 SIPTU & TEEU Packaging	4% over and above Sustaining Progress	Achievement of British Retail Consortium Standard	22/03
June 2004	As above	As above	3% is being implemented over and above the final 2% increase under SP part one. The total of 5% is being applied with effect from July 1, 2004 – the due date for the final 2%.		25/04 Two SP plus pay deals in 12 months
Nov 2004	Hilton Foods Drogheda	90 SIPTU Food	An average increase of just above 1% over and above the terms of Sustaining Progress part 2 phase I (which amounts to 1.5% to those earning over €9 per hour, and 2% for those workers earning less than €9 per hour). The pay increases apply from October 1, 2004		45/04 SIPTU newly organised in this employment

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July 2003	Mayo Quarry Mayo	20 SIPTU Quarrying	12% over and above Sustaining Progress. The deal runs for 13 months rather than the standard 18 under SP part one.		29/03
Feb 2004	Bord na Mona	2000 workers: SIPTU, ATGWU, TEEU, AMICUS Semi-state	6% over Sustaining Progress - two 3% increases: one payable on acceptance of the deal and retrospective to January 1, 2004, and the other payable six months after the date of acceptance.	Engaging in negotiations on productivity.	9/04 An earlier 6% offer – conditional on increased, but undefined, productivity - was rejected
May 2004	Tayto Dublin	70 ATGWU operatives Food	3% over and above Sustaining Progress	Efficiencies and cost savings	20/04
July 2003	Keelings Dublin	330 AGEMO trade group members of SIPTU Distribution	Pay increases of between 5% and 9.5% over and above SP	Context of a move to new distribution centre	27/03
Feb 2004	Dennison Cork	SIPTU members Manufacturing	A multi-year pay deal, providing 12% in increases over a 28-month period. Slightly above SP part one, which provided 7% over 18 months.		7/04 Operates outside of national deals.
Dec 2003	Pfizer Dublin	45 SIPTU white-collar grades Pharmaceuticals	Pay increase of 4.1% over and above Sustaining Progress	Cooperation with normal ongoing change	48/03
Nov 2003	AIB Dublin	100 SIPTU catering staff	8% over and above Sustaining Progress	Grade restructuring	45/03
Jan 2004	Aer Rianta Shannon	100 SIPTU catering staff	10.8% increase over and above Sustaining Progress	Productivity deal	1/2/04
Oct 2003	Lakeland Diaries	15 SIPTU clerical staff	5% over and above the pay terms of Sustaining Progress. Backdated to Jan 1, 2003.	Context of relocation	38/03
Mar 2004	Coillte	IMPACT white-collar staff in State forestry company	5% standalone 'benchmarking' pay deal exclusive of Sustaining Progress. Deal seen by IMPACT as a 'benchmarking equivalent' agreement, which ensures comparability between Coillte pay levels with those in the civil and public service.	In return for efficiencies of €20 a year.	11/04
July 2003	John Player Dublin	150 SIPTU, MSF, AEEU, TEEU Tobacco	10% over and above national wage agreements	Move to new premises, 50 voluntary redundancies, major productivity changes	26/03

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Jan 2004	Athlone Extrusions	SIPTU members Manufacturing	1% over and above the first 3% of SP, under a three-month extension.	Cooperation with new level of supervision and teamwork	1/2/04
April 2004	FSW Cavan	SIPTU production workers Paint manufacturing	Pay increase of 10% - including the last two 2% phases of SP part one.	Cooperate with ongoing change	17/04
April 2004	Abbott Donegal	20 TEEU crafts	9% over two years		14/04 Operates outside national deals. Abbott Donegal now known as Hospira
Dec 2004	Abbott Sligo	20 TEEU crafts	Three-year pay deal worth 12.5%		46/04 operates outside national deals
Oct 2004	Abbott Sligo	450 SIPTU workers	9.5% over two years		39/04
Oct 2004	Duggan Steel Kilkenny	55 SIPTU operators Manufacturing	11% over eighteen months - double part two 5.5% of SP, which the deal includes. Based on past productivity.		40/04
Nov 2004	Becton Dickinson Dublin	220 SIPTU operatives Healthcare	14% over and above SP	Productivity	44/04
May 2004	Ducon Concrete Cork	15 operatives Construction	€1 per hour over and above Sustaining Progress		19/04
Nov 2004	Roche Ireland Co. Clare	100 SIPTU workers Pharmaceutical	Phased increase of 7% over and above Sustaining Progress. Applied in 3 phases of: 2%, 3% and 2%.	Cooperation with a teamwork initiative. New technology	44/04
Sep 2004	Medtronic Galway	800 SIPTU Healthcare	14% increase over three years. 3 phases of 5%, 5% and 4%. Expires May 31, 2007.		37/04 operates outside national deals
July 2003	Unilever Bestfoods Dublin	100 SIPTU operatives Food	10% over and above SP part one.	New ways of working. 7 voluntary redundancies	29/03
April 2004	Kilkenny College	25 SIPTU kitchen and cleaning staff	Increases of between 7 and 14% over 18 months. Inclusive of 7% under SP part one.		15/03
May 2004	Shannon Foynes Port Company	6 SIPTU boat crew	Pay increases of almost 40%, plus a lump sum of about €10,000 in settlement of retrospection.		21/04 The 6 workers had taken a claim for pay parity.