

O-I Glass Limited  
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Mark Holland  
GMB Regional Organiser  
GMB  
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26<sup>th</sup> August 2021

Dear Mark

### **O-I Glass Ltd – Pay Negotiations 2021**

I write further to our meeting today (Thursday 26<sup>th</sup> August 2021), present at the meeting were:

Representing O-I: Steven Doncaster (Plant Manager), Amy McKay (People & Culture Director),  
Danielle Chandler (People & Culture Business Partner), Sean Brewis (Quality  
Product Manager)  
Representing GMB: Mark Holland (GMB Regional Organiser), Peter Williment (Shop Stewards)

During our meeting we further discussed the pay offer that O-I has made in response to the GMB pay Claim. I outline below the details of our final offer to your members.

### **Pay increase**

3 year deal with pay increases each year as follows:

- Year 1 (2022) – 2%\*
- Year 2 (2023) – 2.5% or CPI, capped at 3%\*\* , whichever is higher
- Year 3 (2024) – 2.5% or CPI, capped at 3%\*\* , whichever is higher

### **Additional Pay Increase Terms**

\*The year 1 increase of 2% to base salary rates and associated allowances **will take effect from the date the deal is agreed to by GMB members via a majority vote**. This means if the offer is accepted by 1<sup>st</sup> September 2021 the Company will apply the 2% increase from that date. In real term, this equates to a 2.66% increase (2% additional pay from Sep 21 – Dec 22).

\*\*Year 2 & 3 – CPI will be capped at 3% will be based on the October CPI rate for the year prior. CPI data will come from the Office of National Statistics.

Year 2 and 3 annual increases will be effective from the 1<sup>st</sup> January in the relevant year

### **Hot End Operator structure**

The implementation of a Hot End Operator framework outlining skills and behaviours at each grade enabling recognition of achievement and a progression pathway. Included within the framework is the implementation of a Lead Operator role.

### **Paternity & Maternity leave**

Paternity and Maternity leave will be extended to 2 weeks full pay for babies born after the date of agreement.

### **Overtime rules**

Mutually agreed rules on overtime process.

### **Absence**

The 3 day “waiting” period will be removed, meaning sickness absence will be paid from day 1 with the following conditions applied:

1. Absence for GMB members remains under 3% for the rolling year. Should absence exceed 3% the 3 day “waiting” period may be reintroduced until absence levels reduce below 3% in the rolling year. This would apply to all employees covered by the GMB agreement. This does not include COVID related absence.
2. Removal of Machine Allowance when absent due to sickness for employees employed pre 2009
3. Employees with 3 instances of sickness absence in a rolling 12 month period may lose entitlement, which means for the individual the 3 day “waiting” period may be reintroduced.

### **GMB Collective Agreement**

GMB and the Company will continue to work together to update and reformat the current GMB Collective Agreement.

### **Shift Pattern**

Work has been undertaken to review the viability of implementing the Alloa 5 crew / 8 hour shift pattern and this is **not financial viable** for the business. The Company has explored alternate shift patterns whilst maintaining a 4 crew / 8 hour working pattern and have not found any pattern that is more favourable for employees. We are open to continuing to explore alternative **4 crew / 8 hour** working patterns that are viable for both employees and the Company.

This letter represents our full and final offer in regard to the Pay Negotiations for 2021, and for the avoidance of doubt is dependent on the agreement to the full offer as it relates to the Harlow Process population represented by the GMB, as detailed above.

The Company agreed to enable Peter Williment to be released from shift to enable GMB members to vote in a timely manner and would recommend acceptance to this offer.

I look forward to hearing from you in due course



Danielle Chandler  
People & Culture BP – Harlow Plant