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## **NAECI Wage Negotiations 2027 & Beyond**

Dear Jason and Charlotte,

Further to the conclusion of the 2026 NAECI pay negotiations and subsequent imposition, the ECIA and its members are keen to move forward and commence dialogue regarding pay, benefits and the essential reforms required within the NAECI Agreement. The ECIA and its negotiating team are now ready to begin wage negotiations for 2027 and beyond.

We wish to open discussions with the signatory Trade Unions on three priority areas:

- 1. Modernisation of the NAECI Agreement** — The Agreement was drafted in the 1990s, and employers believe it now requires meaningful modernisation to deliver improved outcomes for all workers.
- 2. Review of the Incentive Bonus Arrangement (IBA)** – Where incentives are sought, the IBA no longer offers the workforce and Employers a meaningful level of performance-based payments.
- 3. Workforce benefits** — A review is needed to support workforce retention and ensure the Agreement remains fit for purpose.

To support constructive progress, we propose a basic increase of rates for 2027 at CPI(H) + uplift. The ECIA is open to discussion on the implementation of a pay rate mechanism that is based on CPI and Average Earnings to ensure that workers are remunerated for their roles.

In addition, we propose an expansion of IBA bandings. This would not alter the existing site structure but would introduce additional payments linked to new measurable metrics that are essential for improving future performance and industry output.

While these matters represent our key priorities, we fully recognise that the signatory unions will have issues raised by their members that they wish to bring forward. We welcome the opportunity for a constructive and forward-looking discussion on improving the NAECI for all parties.

We therefore request receipt of your pay proposal for 2027–2029 within March 2026, and we would like to schedule four initial negotiation sessions between April and June 2026.

Yours sincerely

A handwritten signature in black ink, appearing to be 'John Simpson', written in a cursive style.

John Simpson  
ECIA Managing Director