

Summary of Proposals and Recommendations for consideration on Ballot

The Taskforce consisting of representatives from the Government ICTU and IBEC Have endorsed the Proposals and Operational Recommendations put forward by the Independent Team of Noel Dowling and Ultan Courtney as fair balanced and accurate proposals upon which the Professional Bus Drivers in Dublin Bus can make an informed decision

Basic Pay – No change

Shift Pay – No change

Income Continuance Payments – No change

Annual Leave – No change

Spreadover payments – No change

Travel Time - It is the view of this group that the current travelling time arrangements remain in place. As a means of achieving the targeted savings the Company will conduct a review of scheduling efficiencies and customer demand throughout the city with a target of saving 15 daily duties in total.

Information note: *Travelling time and other scheduling arrangements will need to be addressed in the wider context of the proposed market opening, and it is the view of this group that these matters are dealt with as part of that process.*

19 Month Agreement - As per the terms of the Labour Court Recommendation at the end of the 19th Month Agreement the terms and conditions will “automatically revert” to the present rates. Dublin Bus has confirmed to the Investigation Team that:

- i. Dublin Bus is committed to the full restoration of current agreed rates for Rest Days, Overtime, and Premium payment 19 months from the date of acceptance of these proposals.
- ii. In order to reinforce and strengthen this promise the Company has agreed to submit to BINDING ARBITRATION in the unlikely event of its defaulting on its commitment.
- iii. The company also agrees that it shall co-operate fully with any financial examination requested by the agreed independent Arbitrator.
- iv. In the unlikely event of a Company default Dublin Bus Drivers, through their Unions are free to respond as they deem appropriate.

Rest day and overtime working

- a. Rest day and overtime on Sunday to be paid at double time
- b. Rest day Monday to Saturday to be paid at time and one quarter
- c. Overtime working on Monday to Saturday to be paid at time and one quarter for the first two hours in a given day and at time and one half thereafter
- d. Public Holiday normal day to be paid at time and one quarter plus statutory entitlement
- e. Public Holiday rest day and overtime to be paid at time and one quarter plus statutory entitlement
- f. Drivers who work a duty (excluding a workout) for a normal working day on a public holiday will have two options:
 - I. a day and one quarter pay plus one additional annual leave day.
 - II. two and one quarter day's pay .

Incentive Schemes

- a. Attendance bonus of €250 will be paid annually for drivers with 4 days absence or less in a 12 month period.
 - i. Payment will be in the form of a Bonus Bond to the value of €250.
- b. Current attendance bonus will continue until 31st October 2013. The new scheme will take effect from 1st November 2013.

Driver Feedback Technology

- a. The safe driving bonus scheme will remain in place until agreement is reached on the introduction of driver feedback technology to achieve fuel savings. Payment will be a maximum €250 per year (taxable).
- b. Dublin Bus will engage with the Trade Unions over the next three months to agree a system which will deliver fuel savings.
- c. Savings achieved will be shared on a 50:50 basis with drivers by way of a revised driver performance incentive scheme.
- d. The driver feedback technology will not be used in any disciplinary procedures.

Self-Certification Scheme

- a. A maximum of 4 days self-certified sick leave will be permitted in a calendar year
- b. No more than 2 such days will be permitted in a 6 month period
 - i. 6 month reckoning periods (Jan-Jun) & (Jul – Dec)
- c. With the exception of the above, the current terms of the scheme, including the mode of calculating payment, will continue to apply
- d. Above will take effect from 1st January 2014 (current terms apply for 2013)

Late Breaks

- a. Below sets out proposals which are subject to discussion at the Schedules Steering Group over a four month period.
- b. The late break rule will only apply where a driver is not more than five minutes late departing the terminus on his/her breaking journey.
- c. Where a driver has a minimum of 60 minutes break time (duties breaking in Depot) or 50 minutes break time (all other breaks), the driver must return on time, as per board.
- d. Overtime will be paid for the minutes a driver breaks late, subject to a minimum of 10 minutes payment.
- e. Where it can be identified that there is a consistent problem with a duty breaking late, the above agreement will not apply, until such a time as the duty issue is resolved.

New Driver Rates

- a. All new drivers recruited into the company will commence at the starting point of a revised 6 year scale. Point one of the scale will apply to years 1 & 2. Point two on the scale will apply to years 3 & 4. Point three on the scale will apply to year 5. Point four on the scale will apply to year 6.
- b. New driver pay rates will be meaningfully reviewed after 3 years.

New/Spare Drivers

The issue of spare drivers was discussed in detail with all groups. The issues identified were as follows:

- I. Drivers in spare category for up to 10 years
- II. Junior rota working 5 out of 6 Saturday's
- III. Lack of movement from junior to senior rota

Recommendation: The Company has identified +60 duties currently vacant for over 6 months through long term illness and rehab.

- I. These +60 duties should be advertised on a temporary basis among spare drivers locally.**

They will be filled on the basis of seniority. Into the future duties vacant as a result of long term illness or rehab for 6 months should be advertised and filled in a similar fashion. Drivers successful in achieving a temporary position will

revert back spare when the marked in driver holding the duty is deemed fit to resume normal duty.

A spare driver working group put forward proposals to introduce a more favourable 10 week rota for junior spare drivers. The Company could not consider this change at the time due to difficulties it would cause in covering Saturday duties. However, the Company has now agreed to put forward proposals that should improve significantly the spare driver situation going forward on the basis of the following:

- I. Recruit 70 new drivers operating a four day week working a combination of Thursday to Sunday, and Friday to Monday late shifts.**
- II. Move up 70 junior rota drivers to the senior rota.**
- III. Implement a new 10 week junior rota (see below) for all remaining junior rota drivers that gives an additional Saturday rest-day (week 3) per rota.**
 - a. Eliminate the current junior rota and replace with the new 10 week rota.

| | Sun | Mon | Tues | Wed | Thurs | Fri | Sat |
|---------|------|------|------|------|-------|------|------|
| Week 1 | REST | REST | L | L | L | L | L |
| Week 2 | REST | E | E | E | REST | E | E |
| Week 3* | REST | L | L | L | L | L | REST |
| Week 4 | REST | E | E | E | E | REST | M |
| Week 5 | L | L | REST | E | E | E | REST |
| Week 6 | REST | REST | L | L | L | L | L |
| Week 7 | REST | E | E | E | REST | E | E |
| Week 8 | REST | L | L | REST | L | L | L |
| Week 9* | REST | E | E | REST | E | E | E |
| Week 10 | L | L | REST | E | E | E | REST |

*Restdays week 3 becomes Sunday-Saturday (instead of Sunday – Wednesday)

*Restdays week 9 becomes Sunday-Wednesday (instead of Sunday-Friday)

The above to be implemented on a phased basis as recruitment commences and all the above will be completed by 31 May 2014

First Use Bus Check

- a. The first use bus check arrangements currently in place in Donnybrook and Harristown will remain. In all other locations where arrangements are in place for spare drivers to rotate through the First Use Bus Check Duties, the Company and Trade Unions will explore alternative options in order to retain a roster.
- b. In all other locations first use bus check assistants will be covered from the Traffic

Operative, & Rehab categories of staff.

- a. Criteria for selection to be agreed with Trade Unions within a 3 month period.
- c. In all locations, where required, cover for the above duties to cover annual leave / illness etc... will only be provided for by spare driving staff.

Schedule Steering Group

- a. A Schedule Steering Group, chaired by an official of the Labour Relations Commission will be formed with the following Terms of Reference:
 - i. Examine issues with regard to underperforming schedules
 - ii. Propose adjustments to rectify underperforming schedules
 - iii. Review implementation of proposed revisions to above
 - iv. Examine issues with regard to Christmas Schedules
 - v. Examine issues with regard to Summer Schedules
 - 1. Examine methods of implementation with a view to minimising the impact on spare drivers.
 - vi. Examine issues with regard to Late Breaks
- b. Items i to iii. will be examined, on-going, on a quarterly basis.
- c. Items iv. to vi. will be examined over a four month period.
- d. The Steering Group will consist of the following
 - i. Chairman
 - ii. Operations Manager
 - iii. Regulatory Affairs Manager
 - iv. Area Manager, Central
 - v. Two Trade Union Representative each from the driving grade, NBRU and SIPTU

Schedules Tribunal

- a. The Terms of Reference will be revised in consultation with the Trade Unions.
- b. It will be chaired by an agreed Independent Chairman

Schedules

- a. All schedules will reflect current conditions in regard to running time and customer loading.
- b. Trade unions will be notified in advance of any proposed schedule changes.

Christmas Schedules

- a. Changes will be subject to agreement as part of the proposed Schedules Steering Group.
- b. Designated Monday-Friday operating days over the Christmas period will operate Saturday schedules (up to a maximum of four days).
- c. Where a driver would have ordinarily been due to operate a workout, driver will be guaranteed a workout (start/finish times can vary).
- d. All marked in drivers guaranteed their shift only. In the event of floating from their own road, the company will endeavour to match driver with a duty with nearest finish or similar work time as appropriate.
- e. There will be no loss of spread-over where applicable.
- f. Early spare staff guaranteed finish no later than 20.00hrs.
- g. Spare staff will be given an even distribution of duties (i.e. if you get a 20.00hrs finish off an early duty, all other spare must receive same prior to you getting a 2nd late finishing early).
- h. We will endeavour to match all duties with nearest finish and/or similar work time as appropriate.
- i. Sheets marked as follows, 5/7 shift, bogey, MF Rota, spare.
- j. Closing date for Christmas Leave applications will be the last Sunday in November.
- k. Leave will be agreed locally during the first week in December.

Summer schedules

The issue of summer schedules was discussed in detail with all groups. The issues identified were as follows:

- i. Duty type available with new schedule
- ii. Uncertainty regarding starting and finishing times in new schedule (shift and bogey drivers)

iii. Possible loss of workout duties

Recommendation: The Company has now agreed to put forward the following proposals which should remove the uncertainty with regard to the issues identified:

- a. Changes will be subject to agreement as part of the proposed Schedules Steering Committee.
- b. Summer schedules will operate for a 10 week period (mid-June to end August).
- c. All duties in summer schedules will be rostered to be as “like for like” as possible with their winter equivalent. Particular attention will be paid to finishing times.
- d. Where a driver would have ordinarily been due to operate a workout, driver will be guaranteed a workout (start/finish times can vary).
- e. Following concerns raised with regard to the impact of Summer Schedules on the spare driver, alternative methods of implementation will be examined as part of the Schedules Steering Group with a view to limiting the impact on spare drivers.
- f. All summer schedules will endeavour to prioritise 5 over 7 work.
- g. There will be no loss of spread-over where applicable.
- h. There will be no change to weekend services.
- i. Although subject to change the proposal is as follows:
 - i. Traditional schedule rota will be frozen for 10 week period of summer schedule implementation.
 - ii. No drivers will revert spare. Where fewer duties are available on a summer schedule, spare blocks/lines will be added to the rota as applies to maintain current number of blocks and marked in status. Rotation around rota will apply as normal.
 - iii. Drivers in spare blocks will float onto available duties, as per their own rota, on their own road if available.
 - iv. Where floating applies all drivers, shift, Monday-Friday and Bogey will be guaranteed their shift.
 - v. Bogey 308 drivers come down first, then Monday-Friday shift, Monday-Friday bogey, bogey and 5 over 7 drivers.
 - vi. All drivers, shift, Monday-Friday and bogey will be guaranteed their shift.

Revenue Protection

- a. A part time ticket checking unit will be formed from the driving grade to provide additional resources to the Revenue Protection Unit when required.
- b. Further discussion with the Inspector Grade will take place in this regard.
- c. Pending the outcome, follow on discussions will take place with the Driver Grade.
- d. An increase in the number of ticket checks will be achieved.

Revenue Improvement Task Force

- a. It is proposed to establish a Revenue Improvement Task Force to examine the areas where revenue generation may be improved.
- b. A communications road show will take place in all locations as part of this initiative, inviting views from all employee stakeholders.
- c. The driving grade will be represented on this team.
- d. Some areas under consideration will be
 - a. Maximising Revenue Streams
 - b. Impact of Integrated Ticketing
 - c. Opportunities from new technology
 - d. Protecting current revenue streams

Rule 29b

- a. All future appointments to the superannuation pension scheme from the wages grade scheme will be on the basis of future salaried grade pension service only.