



The Labour Relations Commission
An Coimisiún um Chaidreamh Oibreachais

Tom Johnson House
Haddington Road
Dublin 4
Teach Thomás Mac Seáin
Bóthar Haddington
Baile Átha Cliath 4

Telephone 01 613 6700
Fax 01 613 6701
E-mail: info@lrc.ie
Website: www.lrc.ie
LoCall (outside 01 area): 1890 220227

16th May 2013.

Re: Bus Eireann / SIPTU, NBRU, TSSA & Craft Group of Unions.

The Labour Relations Commission has engaged extensively with all parties to this dispute and has exhausted every possibility to find agreement in a most challenging and difficult situation. The Commission, in tandem with all of the parties, has been conscious of the crisis facing the Company and the crucial importance of finding a means for the parties to agree a way forward that secured the future of Bus Eireann and the employment of those working within the Company.

The Commission is fully satisfied that the proposals set out below represent the best possible set of measures that could be secured by negotiation and urges all parties to consider them in a constructive manner and taking account of all the circumstances surrounding these negotiations and the Company.

Proposals

Inspectors

Reduction in self certified sick leave

- 4 days to 3 days

Overtime Rates

- As per Labour Court Recommendation

All Rest Day Working including sunday

- First two hours paid at 1.25 and 1.50 thereafter

Reduction in Premium Payments

- As per Labour Court Recommendation

Commission members
Breege O'Donoghue, Chair
Brendan McGinty
Fergus Whelan
Gerard Barry
Iarla Duffy
John Hennessy
Peter McLoone

Kieran Mulvey (Chief Executive)

Expenses Payments and Allowances

- As per Labour Court Recommendation

Shift and Rota

No change from current rates

Reduction in Annual Leave

- As per labour court recommendation but for 2013 and 2014 only.

Co-operation with New Technology.

- Full co-operation with the use of hand-held technology across all inspector grades and activities
- Use of hand-held technology associated with revenue protection and smart card technology

Note: Such technology not to be relied upon as part of any disciplinary procedure.

All of the above to be in place for a fixed period of 19 months from 1st June 2013 to 31st December 2014.

Drivers

Reduction in Self Certified Sick Leave and Elimination of Averaging of Sick Benefit

- 4 days to 3 days

Overtime Rates

- As per Labour Court Recommendation

All Rest Day Working including sunday

- First two hours paid at 1.25 and 1.50 thereafter

Reduction in Premium Payments

- As per Labour Court Recommendation

Expenses Payments and Allowances

- As per Labour Court Recommendation

Reduced PROT Averaging

- As per Labour Court Recommendation

Shift and Rota Payments

- Remain at current levels

Reduction in Annual Leave

- 2 days

Outbased Workings – Spare Drivers

In addition to the expense payment reductions, as outlined in the Labour Court Recommendation, the following amendments would also apply to spare drivers on relief at out-based locations;

- Reclassification of the Under and Over 40 mile rule to Under and Over 50 miles
- Elimination of the travel or Outbased Relief payments and replaced with Overnight payments (overnight payment is €33.43 before reduction of 20% for the duration of this agreement).
- Payments for non-working rest-day overnights will be discontinued.
- The payment of a flat days pay in respect of the first rest day away from home depot will be discontinued.

All of the above to be in place for a fixed period of 19 months from 1st June 2013 to 31st December 2014.

ME craft worker

Reduction in self certified sick leave

- 4 days to 3 days

Overtime Rates

- As per Labour Court Recommendation

All Rest Day Working including Sunday

- First two hours paid at 1.25 and 1.50 thereafter

Reduction in Premium Payments

- As per Labour Court Recommendation

Expenses Payments and Allowances

- As per Labour Court Recommendation

Shift and Rota

No change from current rates

Reduction in Annual Leave

- As per labour court recommendation but for 2013 and 2014 only.

All of the above to be in place for a fixed period of 19 months from 1st June 2013 to 31st December 2014.

ME Eng Ops

Reduction in self certified sick leave

- 4 days to 3 days

Overtime Rates

- As per Labour Court Recommendation
- With the exception for Broadstone garage Sunday rest day (ie. A reduction for 2.5 to 2.0)

All Rest Day Working including sunday

- First two hours paid at 1.25 and 1.50 thereafter

Reduction in Premium Payments

- As per Labour Court Recommendation.

Expenses Payments and Allowances

- As per Labour Court Recommendation

Shift and Rota

No change from current rates

Reduction in Annual Leave

- As per labour court recommendation but for 2013 and 2014 only.

All of the above to be in place for a fixed period of 19 months from 1st June to 31st December 2014.

Executives

Reduction in self certified sick leave

- 4 days to 3 days

Incremental step back

- Step back one point on their respective pay scale

Increase in working week

- From 36 hours per week to 39 hours per week from 1st June 2013

Reduction in Annual Leave

- As per Labour Court Recommendation but for 2013 and 2014 only.

In line with all other groups the executive grouping are required to contribute cash savings on a pro-rata basis commensurate with the weighting of the overall payroll. In addition the non-graded executives who are not covered by collective agreements will be expected to contribute at double this rate.

The total additional cash contribution is in the order of €330,000 or 6% of the total cash savings. In addition the productivity associated with additional hours and reductions in holiday entitlement will result in a non-cash contribution of €700,000 approximately.

The chief executives salary has been reduced in line with the Croke Park agreement in recent weeks by 14%. This salary will be reduced further in line with the above.

Directors Fees – it is proposed that Bus Éireann board director's fees would be reduced by 20% for the period of this agreement.

All of the above to be in place for a fixed period of 19 months from 1st June 2013 to 31st December 2014.

Clerical

Reduction in self certified

- 4 days to 3 days

Overtime Rates

- As per Labour Court Recommendation

All Rest Day Working

- First two hours paid at 1.25 and 1.50 thereafter

Reduction in Premium Payments

- As per Labour Court Recommendation

Expenses Payments and Allowances

- As per Labour Court Recommendation

Reduction in Annual Leave

- 2 days

Increment step back

- All clerical staff to drop back one point on their respective pay scale

Increase in working week

- From 36 hours per week to 37 hours per week from 1st June 2013 .

All of the above to be in place for a fixed period of 19 months from 1st June 2013 to 31st December 2014.

ME Foreman

Reduction in self certified sick leave

- 4 to 3 self-certified day

Overtime Rates

- As per Labour Court Recommendation

All Rest Day Working

- First two hours paid at 1.25 and 1.50 thereafter

Reduction in Premium Payments

- As per Labour Court Recommendation

Expenses Payments and Allowances

- As per Labour Court Recommendation

Shift and Rota

No change from current rates

Increment step back

- Will go back one point in the respective pay scale for the duration of the agreement.

Reduction in Annual Leave

- As per labour court recommendation but for 2013 and 2014 only.

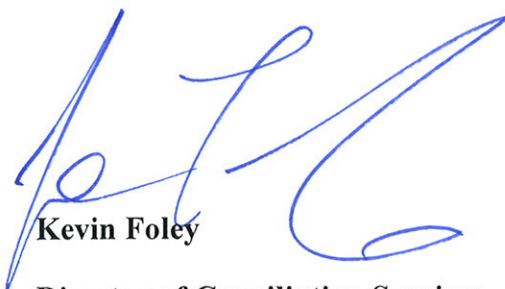
All of the above to be in place for a fixed period of 19 months from 1st June 2013 to 31st December 2014.

Joint Initiative to maximise operational effectiveness.


The parties are committed to ensuring that all of their views and contributions are secured in order to address all possible means of ensuring the Company operates in a manner that maximises performance of the Company's assets. To that end the parties are committed through their normal processes of engagement to establish an appropriate engagement mechanism to regularly exchange views and develop actions to impact on this aspect of company performance.

The parties agree that the application of these reduced terms and conditions terminates on 31st December 2014

These proposals are tabled by the Labour Relations Commission in a final attempt to find agreement on the matters in dispute.



Kevin Foley
Director of Conciliation Services



Damien Cannon
Regional manager.