PERMANENT ARBITRATION TRIBUNAL

PART-AWARD

R. N. 573

H. Balgobin - President

M. Serret

H. Seebaluck

Parties

Transport Employees Union

and

Rose Hill Transport Ltd.

Terms of Reference

1. Whether the 2 months overseas leave should be with pay.

2. Whether drivers and conductors should be paid overtime for all hours of work performed in excess of 8 hours daily, taking into account spread over as being hours of work.

3. Whether all workers who have been employed on a monthly basis should, from their quantum of annual leave entitlement in a year be allowed to take 10 annual leaves for emergency purposes.

4. Whether the restriction for not granting annual leave:

   a) for traffic section during the period beginning on 15 December in a year and ending on 15 January in the subsequent year;

   b) for Administrative Section and Maintenance and Workshop Section during the month of December and January of any year;

should be removed.

5. Whether all workers above the age of 50 should be made to undergo a complete medical check up including eyesight test every year at the expense of the employer.

6. Whether all employees should be provided with glasses at the employer's expense where required.
7. Whether workers should be allowed to opt for retirement after 30 years of service with payment of a gratuity.

8. Whether all employees in the Maintenance and Workshop Section should be granted three overalls and three pair of boots every year.

9. Whether all employees in the traffic section should be granted three polyester suits and three pair of shoes every year.

10. Whether all workers in the administrative section should be granted two pairs of shoes and three uniforms every year.

11. Whether a worker who is scheduled to work when cyclone warning Class III or IV is in force should be allowed reasonable time to assume duty after a cyclone working Class III or IV has been removed.

12. Whether all workers should be provided with a raincoat every two year.

13. Whether the exercise for the upgrading of workers in the Maintenance and Workshop section should be carried out every year.

14. Whether the employers should grant to workers a wage increase of 26% as from January 1997.

15. Whether the workshop supervisor should be entitled to a yearly increment of Rs 100 up to 5 years.

16. Whether the normal days work for casual drivers and conductors should be 8 hours of actual work.

17. Whether every worker should be given 3 days leave with pay on the occasion of the death of his immediate relatives.

18. Whether on the occasion of his wedding a worker should be given one week's leave with pay.

19. (a) Whether a worker who works on a Public Holiday, other than a Sunday, should be entitled to one day's rest in the following week;

(b) Whether a worker who has notified his employer in writing, at least one week in advance, of his intention not work on a Public Holiday, should be paid one day's normal wages.

I. The Tribunal has decided to deliver a Part Award in relation to dispute 14 which concerns a demand for wage increase:

"Whether the employers should grant to workers a wage increase of 26% as from January 1997."

For the reasons given in Part Award RN569 where the parties were:-
I. National Transport Corporation,  2. United Bus Service Ltd., 3. Triolet Bus Service Ltd. and 4. Rose Hill Transport Ltd., the Respondent Bus Company shall grant to the workers concerned a 14% increase as follows:

- 9% with effect from 1st May 1999
- 5% with effect from 1st January 2000

3. The Tribunal awards accordingly.

(H. Balgobin)  
President

(M. Serret)  
Member

(H. Seebaluck)  
Member

28th April, 1999