

# **Town of Chapel Hill**

## **Department of Transportation**

### **Transit Workers Presentation to Town Council**

#### **Issue 1: Pay Progression**

- New Hires making as much or close to those with years of seniority
- No workers in department have reached top pay grade including those with 20 years or more of service
- No Annual COLA

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#### **Issue 2: 40 hr Work Week/Run Schedule**

- Transit Workers are loosing a minimum of \$14,000 in pay annually due to work schedules of less than 40 hours per week
- 25 % of drivers are effected by this policy
- Over-time pay is directly impacted
- Run schedule is unfair to drivers

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#### Issue 3: Attendance Policy

- Number of active drivers too low due to unfilled positions
- Stand-by drivers/Extra Board too small or not used enough
- No Run Switches
- Workers could not actually take “sick days” as specified in the Town Personnel Policies without getting a “miss out” or “occurrence” or needing doctors excuses
- No personal days available without using vacation days
- *Attendance Policy is now being discussed in the department and current draft has eliminated “doctors notes”, “miss outs”, and “occurrences. We are pleased with the proposed changes so far but there are still issues of concern and this has not yet been settled*

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#### Issue 4: Split Time Policy

- 3 – 5 hour splits during shifts
- 14 hours on the job without making 8 hours of pay
- Impact of the current schedule impacts attendance, stress, income, job satisfaction, morale

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#### **Issue 5: Bus Maintenance, Safety, Cleanliness**

- Lack of working radios and other equipment
- Number of buses on deadline or without inspection stickers (major problem early in 2005)
- Buses not ready to go (gassed up, etc.) for a.m. shift due to insufficient staffing and other problems (early 2005)
- No regular cleaning service for buses
- No “on duty” supervisor for late shift runs

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#### **Issue 6: Uniforms**

- Once per year ordering of uniforms (was twice per year)
- Unreasonable wait time to get new uniforms

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#### **Applied to:**

- All non-supervisory, non-salaried, hourly wage workers in the Town of Chapel Hill

#### **Suggested First Step Solution:**

- Establish process of a series of periodic meetings
- Start May 2005 – July 1, 05 or Sept 1, 05
- Re-open each January (annually) – July 1
- Written summary of understanding at end of periodic meetings
- Request Town Council to enact this process as an annual activity
- Report backs made to Mayor and Council monthly until end of process each year