

MANDATE MEMBERS - DUNNES STORES

Making a Request to be placed in a Band of Weekly Working Hours

- The Bill which will enable workers to have more secure weekly working hours was passed and signed into law in late December after a long and hard fought campaign by members in Dunnes Stores over several years. The new law called the Employment (Miscellaneous Provisions) Act, 2018 is expected to come into force during the first week of March 2019.
- According to Section 16 of the new Act members are required to submit requests in writing to their employer to be placed in a band of weekly working hours. Mandate has template request letters prepared for members that can be obtained from your shop steward or Mandate official.
- Request letters from members in Dunnes will be submitted together as a group to the store manager. Mandate Shop Stewards, Officials and Organisers will help to coordinate the collection of the letters from members and submit them in group form to the store manager.
- Once the request letters are submitted to the store manager, the company has a maximum of 4 weeks to place you in a new band in accordance with the legislation.
- Whilst it is the responsibility of the company to calculate your weekly average over the last 12 months and place you in band of weekly working hours, it is good practice to check and make sure it is done correctly. You can calculate your own weekly average by using the Mandate average weekly hours calculation worksheet. Basically you need to review your payslips to calculate your average working hours over the 52 weeks immediately prior to your request being submitted.
- The following are the minimum weekly bands in the legislation which you should be placed in based on your average. *(Note these are weekly minimum bands. There is nothing to prevent you from working above these hours should you be offered additional hours.)*

Band	From	To
A	3 hours	6 hours
B	6 hours	11 hours
C	11 hours	16 hours
D	16 hours	21 hours
E	21 hours	26 hours
F	26 hours	31 hours
G	31 hours	36 hours
H	36 hours	

- According to the legislation a request can be refused if the employer can demonstrate:
 - No evidence to support the claim
 - Significant adverse changes to the business during or after the reference period
 - Where average hours worked by an employee was affected by a temporary situation that no longer exists.
 - Exceptional, unusual or unforeseeable circumstances, an emergency situation beyond the employer's control.
- If the company does not comply with the request within the timeframe and has not demonstrated adequate grounds for refusal contact your local shop steward or Mandate official for assistance.