

TURTLE MOUNTAIN SCHOOL DIVISION



BUS DRIVERS' CONTRACT

TURTLE MOUNTAIN SCHOOL DIVISION

and

THE TURTLE MOUNTAIN SCHOOL DIVISION BUS DRIVERS

July 1, 2017 – June 30, 2022

CONTRACT PERIOD: July 1, 2017 to June 30, 2022

DEFINITIONS: A regular bus driver is a driver who has been officially appointed to a specific route.

A spare bus driver is a driver who has been placed on the spare list and who may substitute for a regular bus driver for a period of time. An updated listing shall be kept at the Division Office at all times. A spare driver shall be paid at the per trip rate of a first-year regular driver on the actual trip driven.

SICK LEAVE: Sick leave is earned at the rate of two days per month to an accumulated maximum of 120 days.

When a bus driver will be away for an extended period of time, a medical certificate or a letter from a medical doctor must be presented to the Division Office. Before a driver returns to his position after an extended illness, he/she must provide documentation from a medical doctor showing that he/she is capable of returning to his/her duties.

PERSONAL LEAVE: Bus drivers will be granted three (3) days (of their regularly scheduled shift), of paid personal leave per year.

FAMILY MEDICAL LEAVE: Each bus driver shall be entitled to use up to five days of accumulated sick leave per year to attend to the illness and injury or medical appointment of that driver's spouse, parents, children or dependents. In the case of child or dependent where both parents are drivers within the scope of this agreement, both drivers shall not have access to this provision concurrently, except where the said child or dependent is involved in an emergency illness or injury involving hospitalization.

LEAVE OF ABSENCE: All full-time bus drivers requesting leaves of absence for more than 90 days must request such leave in writing to the Board of Trustees of the Turtle Mountain School Division. Terms and conditions of such leave will be at the discretion of the Board.

A bus driver shall be granted up to three (3) days leave without loss of salary, in the case of death or serious illness of a father, mother, sister, brother, son, daughter, wife, husband, sister-in-law, brother-in-law, father-in-law, mother-in-law, grandparent, grandchild and other cases at the discretion of the Division.

A regular bus driver working for the Division who is taking a leave of absence from work shall receive a deduction from their pay for any bus trips not driven.

LAY-OFF: The bus driver laid off first will be the driver with the least number of years of seniority with the Division. For the purpose of applying this clause, seniority, including spare bus drivers, will be established for each bus operating center in the Division.

PAYMENT OF SALARY:

A bus driver will be hired and paid on a bi-weekly basis. Bi-weekly salary shall be calculated on the following basis:

Basic Monthly + (driven kilometers x kilometer rate x 20 days) / (number of bi-weekly pay periods in school year)

BASIC MONTHLY SALARY:

As of July 1, 2017

1 st year	\$ 1,469.85	+	4%	vp	=	\$ 1,528.64
2 nd year	1,506.58	+	4%	vp	=	1,566.84
3-5 years	1,513.14	+	4%	vp	=	1,573.66
6-14 years	1,513.14	+	6%	vp	=	1,603.92
15+ years	1,513.14	+	10%	vp	=	1,664.45

As of July 1, 2018

1 st year	\$ 1,493.37	+	4%	vp	=	\$ 1,553.10
2 nd year	1,530.68	+	4%	vp	=	1,591.91
3-5 years	1,537.35	+	4%	vp	=	1,598.84
6-14 years	1,537.35	+	6%	vp	=	1,629.59
15+ years	1,537.35	+	10%	vp	=	1,691.08

As of July 1, 2019

1 st year	\$ 1,514.27	+	4%	vp	=	\$ 1,574.85
2 nd year	1,552.11	+	4%	vp	=	1,614.19
3-5 years	1,558.87	+	4%	vp	=	1,621.22
6-14 years	1,558.87	+	6%	vp	=	1,652.40
15+ years	1,558.87	+	10%	vp	=	1,714.76

As of July 1, 2020

1 st year	\$ 1,521.85	+	4%	vp	=	\$ 1,582.72
2 nd year	1,559.87	+	4%	vp	=	1,622.27
3-5 years	1,566.66	+	4%	vp	=	1,629.33
6-14 years	1,566.66	+	6%	vp	=	1,660.66
15+ years	1,566.66	+	10%	vp	=	1,723.33

As of July 1, 2021

COLA

*vp – vacation pay

MILEAGE RATE:

\$0.21 (per driven kilometer) as of December 1, 2021

MPI TOP-UP:

When an employee is unable to work and is in receipt of an income replacement indemnity (I.R.I.) from the Manitoba Public Insurance Corporation, the employee may elect to sign over to the Division the monies received from the I.R.I. and have their regular salary paid to them from the Division.

The difference between the employee's regular salary and the I.R.I. shall be charged against the employee's sick leave accumulation until the accumulated sick leave credits are exhausted.

Should the employee not choose the above option, no salary or benefit shall be paid for by the Division.

EXTRA-CURRICULAR TRIPS: Drivers shall be paid for extra-curricular trips based on the actual number of hours required to be in attendance during an extra-curricular activity, at the approved hourly rate for the Division. Actual hours in excess of eight (8) hours in one (1) day shall be paid at one and one-half (1 ½) times the hourly rate.

Every effort shall be made to use spare bus drivers for extra-curricular trips, however, should a regular bus driver be required to drive for an extra-curricular trip, they will not be deducted for being absent during their regular trip rate.

When drivers are required to be absent during a normal meal time, a meal allowance will be paid, provided the driver is required to pay for a meal. When an extra-curricular trip is less than three (3) hours, a driver will be paid a minimum of three (3) hours.

**HOURLY RATE/
EXTRA-CURRICULAR:**

\$21.00 per hour as of December 1, 2021

BUS ROUTE VACANCY:

Regular drivers may apply to transfer to a bus route that becomes available from retirement or resignation of a regular driver. If more than one driver applies, seniority, including spare bus drivers, will be the determining factor. For the purposes of applying this cause, seniority, including spare bus drivers, will be established for each bus operating center in the Division. The transfer will be subject to the approval of each Bus Garage Supervisor.

HYDRO:

If a driver is required to bring their bus home on an overnight basis, a monthly allowance of \$35 will be paid for the months of November, December, January, February and March.

**SPECIAL NEEDS
TRANSPORTATION:**

Wheel chair and special needs students requiring restraints for transportation, payment shall be \$30.00 prorated per student/per month.

TOW JOB ALLOWANCE:

If a driver is required to bring their bus to the Division Bus Garages for general maintenance items, an allowance of \$18.00 will be paid for each round trip.

SPARE DRIVER TRAINING:

Spare drivers required to attend training will be paid at the hourly rate.

SPARE DRIVERS:

For every 45 routes driven, a spare driver will be credited with 0.25 years of service. A route is defined as either a morning run or an afternoon run of a regular bus route. This credit applies to the determination of salary level only.

Date at Killarney, Manitoba this 8th day of December, 2021.

Signed and agreed on behalf of the **Turtle Mountain School Division**

Shirley Highfield
CHAIRMAN

[Signature]
SECRETARY-TREASURER

Dated at Killarney, Manitoba this 7 day of December, 2021.

Signed and agreed on behalf of the **Turtle Mountain School Division Bus Drivers**

[Signature]
REPRESENTATIVE