

APPENDIX "A"

RATES OF PAY AND ALLOWANCES

Section 1 - Rates of Pay and Allowances

The following scale of wages is based on a minimum and shall not prevent any employee from receiving higher wages than this scale calls for, nor shall any employee suffer a wage decrease as a result of this Agreement.

Effective:	July 1, 2019	2.0%
	July 1, 2020	2.0%
	July 1, 2020	2.0%

Casual Employees:

Effective January 1, 2003, all minimum terms of the Employment Standards Act are deemed part of this Collective Agreement.

General Rate Schedule

	May 1, 2019	July 1, 2019	July 1, 2020	July 1, 2021
Casual Custodians	\$23.38	\$23.85	\$24.32	\$24.81
Custodians	\$23.38	\$23.85	\$24.32	\$24.81
Driver Part-Time	\$25.54	\$26.63	\$27.16	\$27.71
Casual Driver	\$25.54	\$26.05	\$26.57	\$27.10
Licensed Mechanic/Driver	\$31.79	\$32.43	\$33.07	\$33.74
Licensed Mechanic	\$31.79	\$32.43	\$33.07	\$33.74
(Student paid 60% of Standard rate position occupied)				

If a Licensed Mechanic is not available, an apprentice will be hired. The rate of pay for an Apprentice Licensed Mechanic will be:

- Year 4 95%
- Year 3 90%
- Year 2 85%
- Year 1 80%

An Apprentice Licensed Mechanic/Driver would be hired at the Bus Driver rate of pay until the third year of the Apprenticeship Program has been reached and then would receive 90% of the Licensed Mechanic rate.

Section 2 - Allowances

- a) Leadhands will be paid 40 cents per hour over base rate. Senior Leadhands will be paid \$1.40 per hour over base rate.
- b) An amount of \$4,000.00 of the salary paid to the employee shall be designated as a Northern Allowance Travel benefit. This benefit shall be in effect within the guidelines of Revenue Canada as they exist and are changed by Revenue Canada from year to year and shall end when Revenue Canada ends the program. Regular part time employees Northern Allowance will be prorated proportionate to the hours compensated for each employee.

Section 3 - Long Service Pay

In addition to the rates provided in Section 2 above, all regular employees shall be entitled to long service pay of twenty dollars (\$20) per month commencing on the first of the month following completion of five years service, to be paid on the first pay cheque of every month. Employees with fifteen years service shall receive thirty dollars (\$30) per month, and employees with twenty-five years service shall receive forty dollars (\$40) per month.

Section 4 - Special Provisions for Custodians

- a) A full-time custodian for each shift shall be appointed as a leadhand when he is solely responsible for the security and custody of the school and/or he is required to coordinate the functions of at least one full-time custodian.
- b) Custodians shall not be required to do major sanding of gymnasium floors. However, custodians will do light sanding ("screening") and recoating of gymnasium floors.
- c) Custodians on an afternoon or evening shift shall be entitled to a 1/2 hour lunch break, a 1/4 hour break in the fore half and a 1/4 hour break in the aft half of the shift, on shift and a shift to run eight (8) consecutive hours, including the meal break. Employees leaving the employer's premises for their lunch break will be required to work a full eight-hour shift.
- e) Casual Custodian Roster & Callout Procedures

The Casual Custodian Roster will not exceed the following number of employees:

Dawson Creek	fifteen	(15)
Chetwynd	nine	(9)

Casual custodians will be called out by rotation in each geographical location (Dawson Creek and Chetwynd).

When casuals revert back to rotational dispatch after a school break period, the call out will continue on from where it left off at the start of the break period.

Casual custodians shall be called out to work in their hire date order during the school break periods.

As requirements for casual help in these communities arise individuals will be called and offered work in order of their appearance on this list. As long as a printout is available that shows the phone number called, the time the call was placed and the number of times the phone rang, only one phone call will be placed. Otherwise, at least two calls shall be placed by separate individuals in an attempt to contact each person.

A person not contacted through this process, or who is unable to accept the work assignment offered, shall not be subject to recall until all other individuals on the casual roster have been called. Once a casual employee is available for work again the fill in replacement will not be called, until there is a replacement needed again.

Replacements for casuals shall not have any status under this agreement, and time worked in this capacity shall not be recognized for seniority purposes. The replacement casuals shall be placed on the regular casual roster and will be called in the appropriate order. The casual roster will indicate the employee's name being replaced. Once a casual employee is available for work again the replacement will not be called, until there is a replacement needed again.

f) Footwear Allowance

Each regular custodian shall receive an annual allowance of forty dollars (\$40) ~~dollars (\$40)~~ toward the cost of replacement footwear. This allowance shall be paid upon presentation of a receipt through Accounts Payable ~~(effective September 1, 2005)~~ on a calendar year basis. The allowance shall not be taxed.

Section 5 - Special Provisions for Drivers and Mechanics

a) Drivers who are required to drive special or extra-curricular trips beyond their regular scheduled shift shall receive remuneration on the following basis:

- 1) All driving done during normal school days shall be paid at regular hourly rates with a minimum of one hour per trip.
- 2) Trips on days other than school days shall be 30 cents per kilometer or one and one half times the rate set out in (i) above, whichever is greater, with the minimum of two hours pay.
- 3) All standby time on trips shall be paid at the straight time hourly rate (maximum of 12 hours within a 24 hour period). Standby time will not be used to calculate overtime rates of pay.
- 4) Layover time will be classified as such when an overnight trip is involved.
- 5) The driver shall receive a remuneration on the following terms:
 - for the first eight hours of layover - no pay.
 - for the next eight hours of layover - the employee shall receive the hourly rate set out in (i) above.
 - for the next twelve hours of layover - no pay, and continuing on the same basis for each period of continuing layover. Layover pay shall not be paid for any period where the driver is required to drive. The employer will reimburse expenses for meals and lodging.

b) Bus drivers required to park their buses at their residence during winter months (November - March inclusive) shall be reimbursed for the electricity used (block heaters) as follows:

- 1) For a period less than a full month:

650w. heaters	\$2.65 per full week
Over 650w. heaters	\$5.30 per full week
- 2) For each full month:

650w. heaters	\$10.40 per month
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Over 650w. heaters

\$20.88 per month

The amount as calculated above shall be paid to each driver at the end of the winter session.

- c) It is agreed that a leadhand shall be appointed at the bus garage and shall be paid in accordance with Appendix "A", Section 2.
- d) School bus drivers shall receive a shift differential of one-half hour extra pay for regular shifts any portion of which falls outside the hours of 6:00 a.m. to 6:00 p.m.
- e) Mechanics on emergency call-out shall receive a flat rate of \$100.00 for callouts of up to two hours duration. Calls exceeding two hours shall be compensated in accordance with Article 6, Section 5(e).
- f) All school bus runs shall be awarded on the basis of seniority with the following exception. If the difference in bids is greater than 10,000 meters, the run will be awarded to the next senior employee bidding the position under the 10,000 meter per day limit.
- g) Drivers that are required to carry chains shall be supplied with disposable coveralls.
- h) No employee other than a Journeyman/Tradesman will be required to supply hand tools. Such employees may store the required tools, when not in use, on Board property in a place approved by the Supervisor.

A list of such tools shall be given to the Supervisor prior to the Board accepting responsibility for replacement of these tools in case of fire or theft.

The Board shall bear the expense of sharpening tools and of repairing and replacing tools damaged or broken in the service of the Board with tools of the same or equivalent manufacture, quality and value. Such repair or replacement shall be made provided the employee advised the Board of the damage at the time of occurrence. The cost of such repair or replacement shall be borne by the Board, subject to verification, and provided the employee advises the Board of the damage at the time of the occurrence.