

Contract no. 570

LIBRARY
INSTITUTE OF MANAGEMENT
AND LABOR RELATIONS

OCT 28 1992

RUTGERS UNIVERSITY

THE WEST MILFORD TOWNSHIP

BOARD OF EDUCATION

and

THE WEST MILFORD

BUS DRIVERS ASSOCIATION

For the period of

July 1, 1992, through June 30, 1994



PREAMBLE

THIS AGREEMENT, is made and entered into this thirteenth day of October in the year One Thousand Nine Hundred and Ninety-Two.

BY AND BETWEEN, the BOARD OF EDUCATION OF THE TOWNSHIP OF WEST MILFORD, hereinafter referred to as the "Board";

AND, the WEST MILFORD BUS DRIVERS ASSOCIATION, hereinafter referred to as the "Association";

NOW, THEREFORE, the Board and the Association, parties hereto, under the provisions of Chapter 123 of the Public Laws of 1974, in consideration of their mutual covenants, do hereby agree in manner as follows:

ARTICLE I

ASSOCIATION RECOGNITION

The Board hereby recognizes the Association as the exclusive and sole representative for the purpose of collective negotiations concerning grievance and for terms and conditions of employment for all of its full time, part time, and probationary school bus drivers; but shall not include any supervisory personnel.

ARTICLE II

BOARD PREROGATIVES

It is recognized that the Board has and will continue to retain the responsibility and prerogatives to direct the operation of the public schools in the Township of West Milford in all its aspects, including, but not limited to the following.

Including the right to prescribe and enforce reasonable rules and regulations for the maintenance of discipline and for the performance of work in accordance with the requirements of the Board of Education, provided such rules and regulations are made known in a reasonable manner to the employees affected by them; to discharge or otherwise discipline any employees for just cause. These rights, responsibilities, and prerogatives are not subject to delegation in whole or in part, except that the same shall not be exercised in violation of any of the specific terms and provisions of this agreement, unless provided by legislative change.

ARTICLE III

NEGOTIATIONS OF SUCCESSOR AGREEMENT

1. The Board and the Association agree to enter into collective negotiations in good faith on all matters related to terms and conditions of employment. Any changes or additions to the expressed terms of this agreement shall first be negotiated with the Association.
2. The parties agree to prepare ground rules and exchange proposals at the first negotiating session which will take place on/or before October 15 of the year preceding the expiration of the present contract.
3. Any agreement reached as a result of negotiations shall be reduced to writing, signed by the Board's negotiating committee and the Association's negotiating committee, and be submitted to the Board and Association for ratification.

ARTICLE IV

GRIEVANCE PROCEDURE

A. DEFINITIONS

1. Employee--the term "employee" shall mean any regularly employed individual included in Article I of this Agreement receiving compensation from the Board.
2. Grievance--a "grievance" shall be defined as a dispute or complaint arising between the parties hereto under or out of this Agreement or the interpretation, application or violations of a policy, or administrative decision affecting the parties.
3. Aggrieved Party--an "aggrieved party" is the employee, employees or the Association filing the complaint.
4. Immediate Superior--the term "immediate superior" shall mean the Supervisor of Transportation.
5. School Day--a "school day" in the grievance procedure shall be defined as any day when the Board of Education is open.
6. Representative--the term "representative" shall mean an agent assigned by the Association.

B. PROCEDURE

The purpose of the procedure is to resolve grievances affecting employees at the lowest step. Both parties agree that these proceedings will be kept informal and confidential.

The Board and the Association hereby declare that any aggrieved party invoking the grievance procedure herein set forth shall be free from any prejudicial or punitive action.

An aggrieved party shall have the right at all stages to confront and cross-examine all witnesses called against him, to testify and to call witnesses on his own behalf, and to be furnished with a copy of any mutually agreed upon minutes of the proceedings made at each stage of this grievance procedure.

All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants. Unless requested to do otherwise by the aggrieved party, any documents, communications, and records dealing with the grievance will be kept in the strictest confidence and will not be made available to potential employers or others inquiring about the aggrieved party.

Time Limits--Grievances shall be moved by steps, described below, promptly. Time may be extended by common agreement, in writing.

1. Step One--An aggrieved employee shall first discuss the grievance with his immediate superior within five school days of the occurrence. The reply or decision to the grievance at this step shall be made to the aggrieved employee within three (3) school days.

2. Step Two--If the aggrieved employee is not satisfied with the disposition of the grievance at Step One, he may submit the grievance in writing to the Superintendent. The appeal to the Superintendent or his designee shall be made within three (3) school days. The Superintendent or his designee shall meet with the aggrieved party and render his decision after receiving such written grievance .

3. Step Three--If the grievance is not resolved to the satisfaction of the aggrieved employee, a review by the Board of Education may be requested within five (5) school days of the Superintendent's decision. The request shall be submitted in writing through the Superintendent of Schools. The Board, or a committee thereof, shall review the grievance and shall hold a hearing with the aggrieved employee and render a decision in writing to the grievated employee. The decision of the Board in grievances alleging administrative errors or misapplication of district policies or practices shall be final and binding. Steps Two and Three shall not exceed forty (40) school days from the date the grievance shall have been received by the Superintendent.

4. Step Four--Arbitration--If the grievance grows out of misapplication or violation of the agreements which are part of this contract and the aggrieved party is not satisfied with the disposition of his grievance in the foregoing steps, he shall have thirty (30) school days to notify the Board and file for arbitration. Failure to act within said thirty (30) school days shall indicate that the grievance has been withdrawn.

The Board or the aggrieved employee, or his representative, shall apply for an arbitrator through the American Arbitration Association and shall be governed by rules and regulations thereof. The arbitrator's decision on all matters concerning this agreement shall be final and binding on all parties and all parties shall immediately perform and comply with the terms of the award. The cost of the services of the arbitrator, including professional fees and expenses, if any, shall be borne equally by the Board and the aggrieved employee. Any additional expenses shall be paid by the party incurring same.

The arbitrator shall not add to or subtract from, or in any way modify, the terms of this Agreement.

ARTICLE V

SENIORITY

1. Seniority shall be based on initial date of first employment contract by the Board provided employment has not been interrupted.
2. An employee who is away from work on an approved leave of absence without pay for a period of one (1) calendar month or less duration shall have the right to resume his original contract route for that given school year.
3. An employee who is away from work on personal leave of absence beyond one calendar month in any calendar year shall terminate his/her contract.
4. In the event an employee is absent from work because of illness on a leave of absence without pay, contractual route assignment will be protected up to three calendar months, and seniority up to six calendar months. A request for extension of the six months seniority protection may be made through the Transportation Supervisor and the Business Administrator.
5. An employee injured in the performance of his/her duties under workmen's compensation leave shall have all job privileges protected.

6. The Board shall prepare a seniority list and deliver the list to the Association by August 1-10 each year.

7. In the event two or more employees commenced their employment on the same date, seniority shall be determined by the date they received their bus driver's license.

ARTICLE VI

ROUTE ASSIGNMENTS

A. Route descriptions shall be prepared each year by the transportation supervisor. Routes shall be chosen by drivers on the basis of district seniority and shall include kindergarten and late runs. A general description of the routes to be chosen shall be made available to the drivers before they select their routes. All efforts will be made to have these in driver hands by August 25th. The Board reserves the right to remove a driver from a run for just cause. The action of removal will remain subject to the grievance procedure.

B. All contractual drivers will receive a "Route Assignment Contract" which will include built-in time allocations for a.m. vehicle pre-check time and include a p.m. built-in time for fueling, maintenance reports, bus interior cleaning and pupil discipline reports. The route assignment contract will define the individual route combinations assigned, clearly showing total time it takes to run all transportation routes contained within the contract, the time that the vehicle leaves the depot until the time that the vehicle returns to the depot.

C. Contractual drivers shall be compensated for additional layover time up to one hour per layover on conference days or individual emergencies if routes are adversely effected by the schedule.

D. Special trips shall be compensated at the driver's rate of pay as per Schedules A and C. Every effort shall be made to hire bus drivers before teachers for special day trips. Regular contracted drivers shall be given preference over substitutes for extra work runs. Said preference to be given on the basis of seniority from a rotating sign-up list. Kindergarten runs shall be substituted by Alternate Kindergarten Drivers, who will choose their assignments based on seniority.

E. Posted summer assignments shall be awarded on the basis of seniority. Extra summer work will be assigned on a rotating basis of seniority from the sign-up list. If summer work is given which does not conform to this article, a penalty of 4 hours shall be paid by the Board to the offended driver. Penalty hours cannot exceed 20 hours/summer.

F. Last minute cancellation of trips taking place on Saturday, Sunday, or holidays will result in two hours pay being paid to the drivers who show up. If a driver loses a regular run as a result of a cancellation of a trip, that driver will be paid for regular runs and must be available for work until released.

ARTICLE VII

DISCIPLINARY PROCEDURE

A. All disciplinary actions shall be applied in a fair manner with due process and shall be consistent with the infraction for which the disciplinary action is being applied.

B. Disciplinary actions shall, depending upon the nature of the infraction, normally include and shall follow this order.

- 1) a verbal warning
- 2) a written warning
- 3) suspension without pay or remediation period
- 4) discharge

C. All disciplinary actions may be appealed through the established grievance procedure, commissioner, or courts.

D. All suspensions and discharges must be for just cause and must be stated in writing with reason given and a copy given/sent to the employee.

ARTICLE VIII

RULES AND REGULATIONS

A. It is understood and agreed that the provisions of the Rules and Regulations of the Board now in effect shall be binding on the parties hereto, except to the extent that any; specific provision thereof may be superseded by; a specific provision or provisions of this agreement, in which event, this agreement shall control.

ARTICLE IX

MEETINGS/DRIVER DEVELOPMENT

A. The School Bus Drivers Association will be afforded use of school buildings for association meetings upon application.

B. The Board shall pay the full cost of tuition incurred in connection with any course, seminar or conference which a driver is required to attend by the Board or is approved by the Superintendent of Schools.

C. The Board, in concert with the Association, shall provide "in-service" training and job related vocational courses to employees.

Meetings scheduled for members to attend shall be posted ten days in advance of date with listing of topics on main agenda. The district may call emergency meetings at any time.

Cancellation of meetings shall be made forty-eight (48) hours in advance of announced time and date.

ARTICLE X

MISCELLANEOUS

A. It shall be the responsibility of each employee to notify the Board, in writing, of all hours and place of other employment, immediately upon securing additional employment.

B. A contractual employee who resigns must submit thirty (30) days written notice.

C. Payroll deduction (dues) standard procedure.

D. If the Board of Education grants the Agency Fee provision to any other bargaining unit, the provision will be applicable to this agreement.

E. It is understood that the Association and the Board will discuss the effectiveness of the Taurus Driving Program at the end of one year.

ARTICLE XI

SAFETY AND HEALTH

A. An Association representative shall be added to the districtwide safety committee and the districtwide health committee.

ARTICLE XII

SALARIES

A. The pay rates of contractual drivers are set forth in Schedule "A" attached.

B. Contractual drivers shall continue to have the option to elect twelve (12) month pay plan.

C. Contractual drivers with over twenty (20) years of service are to receive a longevity payment of \$725 per year. Contractual drivers with over fifteen (15) years of service are to receive a longevity

payment of \$625 per year. Contractual drivers with over ten (10) years of service are to receive a longevity payment of \$500 per year. Contractual drivers with over five (5) years of service are to receive a longevity payment of \$350 per year. Longevity pay shall be established by September 15 of each year and added to base salary.

This longevity provision shall not apply to employees hired effective February 1, 1993 and thereafter.

D. The experience credit for all new employees shown on the guide is to be calculated on the basis of one year equals six months or more of driving experience in the district for the first year determination. Credit will be applicable at the start of the new contract year.

E. Contract rates shall not change during the school year.

F. Pay for job related court appearances (not involving driver negligence), required conferences, jury duty, or meetings called for by the Supervisor of Transportation, or motor vehicle inspections shall be at the regular rate of pay.

ARTICLE XIII

FRINGE BENEFITS

A. Pension benefits shall be provided to all annual contract employees of the Association as follows: Pension as required by State Statute--all new drivers earning over \$500 annually must enroll in the Public Employees Retirement System.

B. Leave benefits as outlined in Schedule "B" shall apply to all contractual drivers.

C. A Board-sponsored insurance program of medical-surgical, hospitalization, Rider J, major medical, and dental protection shall be provided to all contractual drivers employed beyond a minimum of twenty (20) hours per week with full coverage on family health insurance to be paid as follows:

The Association and the Board of Education both recognize the ever spiraling costs of health insurance programs and agree to work together in eliminating double coverage, incorrect coverage and other problems in order to provide maximum benefits for the premium spent.

D. Dental Plan (Basic Plan plus Rider 1 and 2) shall be provided to all contractual drivers employed beyond a minimum twenty (20) hours per week, with full coverage on full family for the year paid by the Board.

E. Washington National, a group sickness and accident plan providing weekly sick and accident benefits for the Association shall be administered by the Board.

F. The Board will provide free medical examinations by the Board approved physician for the physical examinations required to obtain a valid school bus drivers license annually. No driver shall be compelled to visit the Board approved physician. Any driver who so desires, shall be afforded the privilege to utilize his own physician at his own expense. Free TB tests shall also be provided by the Board as required.

G. Upon certified retirement payment for unused sick days shall be as follows:

\$35 per day--\$3000 maximum

There shall be no accrued sick day payments upon retirement for new employees hired after February 1, 1993.

H. Commencing in the 1986-87 contract year, unused personal days will accrue to unused sick days for retirement, payment pursuant to G above.

I. The Board will provide each approved driver an optical care reimbursement for the cost of an eye examination and prescribed eyeglasses on a vouchered basis up to a maximum of two-hundred and fifty dollars (\$250) every two years.

J. If any other Association receives a disability plan paid for by the Board, the Bus Drivers shall receive the same benefits. The formula for said benefit shall be the same formula that is used for other groups.

K. The Board will provide payment for the Criminal Background Review (fingerprinting process) for each bus driver.

L. The Board will provide payment for the Commercial Driver License process for each bus driver.

ARTICLE XIV

SUBCONTRACTING

If more than 40% of the available routes are subcontracted, the following provisions would become effective:

- A. One year advance notice shall be given to the Association.
- B. Accumulated sick leave benefit shall be paid to all laid off drivers up to \$3000.00 maximum.
- C. The Board will urge the subcontractor to provide employment for laid off Association personnel.

ARTICLE XV

DURATION OF AGREEMENT

This agreement shall be effective as of July 1, 1992, and shall continue in full force and effect until June 30, 1994. This agreement may be extended by mutual agreement of both parties.

SCHEDULE "A"

SCHOOL BUS DRIVERS' GUIDE

<u>CLASSIFICATIONS</u>	<u>BUS DRIVER'S RATE</u>	
	<u>1992-93</u>	<u>1993-94</u>
3 Months-2 years' experience	\$12.04	\$12.52
Over 2 years' experience	\$12.91	\$13.43
Weekend/Holiday Trips	Time and half time	

Hours worked in excess of eight hours on school days are to be paid at the rate of time and one half.

SCHEDULE "B"

1. Sick Leave--Ten (10) days annually.
2. Employees are required to present a physician's certificate attesting employee's fitness for returning to work after medical absence of more than five consecutive working days.
3. Any patterned absence developed over a period of time may result in the employee being placed on probation. Said pattern shall be clearly established and the employee shall be informed of this action.
4. Death in the immediate family*--up to five (5) days for each occurrence.
5.
 - a. Personal business 2 days/year.
 - b. Illness in the family 2 days/year without accruing from one year to another.
6. A driver's year shall consist of 183 days as follows:
 - a. 180 student reporting days
 - b. One Orientation Day
 - c. Two In-service days
 - d. If snow days for any one school year total five (5) days or more, then the Board reserves the right to cancel the two (2) In-service days.
 - e. Any delayed opening day requiring drivers to remain "on-call" climaxing in the closing of school, will be considered a day worked and drivers will receive full pay for that day.
7. There will be no splitting of routes. If one is taken off, the total remaining a.m. or p.m. will be also off, unless otherwise approved by the Transportation Supervisor.
8. Athletic and field trip positions will be offered on a seniority basis, unless there is an appreciable difference in the ability to do the job. The Board reserves the right to remove a driver from a run for just cause. The action of removal will remain subject to the grievance procedure.
9. If school is closed, drivers shall not be charged for sick, bereavement, illness in the family and/or personal days.

*Immediate family shall be considered: father, mother, spouse, child, brother, sister, grandparents, mother-in-law, father-in-law, son- or daughter-in-law, sister- or brother-in-law, grandchild or any member of the immediate household.

SCHEDULE "C"

WEST MILFORD TOWNSHIP PREVAILING HOURLY RATES
FOR SUBSTITUTE AND DRIVERS IN THE PROBATIONARY PERIOD

<u>CLASSIFICATION</u>	<u>Prevailing Rate</u>
Substitute Driver	\$ 8.33/hour
Drivers in the Probationary Period	\$ 8.14/hour

The ninety (90) work day probationary period shall be waived for all substitute drivers having an excess of ninety days work.

IN WITNESS whereof the parties hereto have caused this Agreement to be signed by their respective witnesses, as of the day and year of the date of this Agreement.

ATTEST:

BOARD OF EDUCATION OF THE TOWNSHIP
OF WEST MILFORD, IN THE COUNTY OF
PASSAIC

By Corinne Walker
Corinne Walker, President

DATE: 10/13/92

By Everett C. Burns
Everett C. Burns, Board Secretary

ATTEST:

FOR THE BUS DRIVERS ASSOCIATION OF
THE TOWNSHIP OF WEST MILFORD, IN
THE COUNTY OF PASSAIC: PRESIDENT
AND MEMBERS OF ELECTED NEGOTIATIONS
COMMITTEE

Clare Herman
President

Barbara Myers

Barbara McKinnon

Kathleen Nijjal

Wilma J. Kerwin

