

This agreement entered into this 24th day of February, 2025.

COLLECTIVE AGREEMENT
Between:
The Foothills School Division
and
Foothills School Division School Bus Drivers Association
Agreement for September 1, 2024 – August 31, 2028

DEFINITIONS

1. Bargaining Unit

The bargaining unit shall consist of persons who are members of the Association and who have been engaged by the Board on a permanent or temporary contract basis for the purpose of transporting students to and from schools or such other locations for school sponsored activities, hereinafter referred to as "driver(s)".

2. Regular Driver

A Regular Driver is a driver who has been engaged by the Board to drive every school day of the school year except on such days as he or she requests, for personal or health reasons, to be relieved of his or her regular duties and with the approval of the Board where this applies.

3. Spare Driver

A Spare Driver is a driver who has not contracted with the Board to drive every school day of the school year. Seniority for spare drivers is determined by the number of hours they have driven.

4. Probationary Driver

A Probationary Driver is the term applied to a Regular Driver during the first six (6) months of continued service on a regular route. Spare Drivers who have worked continuously for the previous six (6) months will have a probationary period of three (3) months.

ARTICLE 1 Recognition and Negotiation

1.1 The Board voluntarily recognizes a negotiating committee of the Association as the sole and exclusive bargaining agent for the bargaining unit, and as such shall govern their

relationship with the Association in accordance with applicable provisions of the Labour Relations Code.

- 1.2 Persons not included in the bargaining unit as defined in this Agreement shall not work on jobs assigned to drivers within the bargaining unit and as specified in Article 12 except for the purpose of instruction or in emergencies and provided that performing the aforementioned operations does not reduce the regularly scheduled hours of work of any driver.
- 1.3 No driver covered by this Agreement shall be required or permitted to make any written or verbal agreement with the Board outside the terms of this Agreement.
- 1.4 The Association shall promptly advise the Board of the names of the members of its negotiating committee and of subsequent changes in said committee.

ARTICLE 2 Workers' Compensation

- 2.1 The Board shall maintain coverage through the Workers' Compensation Board for drivers covered by this Agreement while such drivers are within the scope of the Workers' Compensation Act.

ARTICLE 3 Sick Leave

- 3.1 Regular drivers shall be allowed sick leave to be accumulated at the rate of two (2) days for every working month during a calendar year to a maximum of twenty (20) days per year. General Holidays shall be considered as working days for the purpose of calculating sick leave. Sick days not used by regular drivers during a calendar year shall be accumulated up to a maximum of seventy-five (75) working days.
- 3.2 A spare driver shall be allowed pro-rata sick leave at the rate of two (2) days for every twenty (20) consecutive working days.
- 3.3 In the event an illness exceeds five (5) consecutive working days, the driver shall submit a medical certificate to justify the absence if requested to do so by the Division.
- 3.4 When a driver has been absent due to illness for a period of five (5) or more consecutive working days the driver shall submit a medical certificate signed by a qualified medical or dental practitioner.
- 3.5 When the sickness extends over a period in excess of one month, the driver, at the discretion of the Board, may be called upon to furnish a further Board provided medical certificate at the end of each month during the duration of the sickness.
- 3.6 When a driver covered by this Agreement leaves the employ of the Board, all accumulated sick leave shall be cancelled.

ARTICLE 4 Other Leaves

4.1 Compassionate Leave

- 4.1.1 A temporary leave of absence with pay will be granted whenever the driver is absent as follows:
 - 4.1.2. For not more than three (3) days because of each critical illness of spouse, parent, child, sibling. Or parent of spouse. One (1) additional day for necessary travel will be granted. Extra days may be granted at the discretion of the Superintendent of Schools.
 - 4.1.2.1 Critical illness shall be defined as a medical condition with a significant risk of death within twenty-six (26) weeks and shall be determined by a certificate from a medical doctor if required and paid for by the School Division up to thirty-five dollars (\$35.00).
 - 4.1.3. For not more than three (3) days because of death of spouse, parent, child, sibling, or parent of spouse. One (1) additional day for necessary travel will be granted. Extra days may be granted of the discretion of the Superintendent of Schools.
 - 4.1.4. For not more than two (2) days because of the death of each grandparent, grandparent of spouse, brother-in-law, sister-in-law, daughter-in-law, or son-in-law. One (1) additional day for necessary travel will be granted.

4.2 Convocation leave

- 4.2.1 For not more than two (2) days to attend convocation exercises (the second day is only provided when the convocation exercises are at least three hundred kilometres (300 kms) away from High River) at a post-secondary institution at which the driver, or the driver's child, or spouse, is receiving a degree / graduating from a program.
- 4.2.2 For not more than one half (1/2) day to attend the High School graduation of their child if graduating from a Foothills School Division school and not more than one (1) day to attend the High School graduation of their child if graduating from a school outside of the School Division

ARTICLE 5 Guaranteed Year

- 5.1 Regular drivers shall be paid based on the number of school calendar operational days plus the following
 - 5.1.1 All General and Board-declared holidays as per Article 6;
 - 5.1.2 Ten hours prior to the commencement of the school year for drivers to contact all parents on the driver's route and for pick-up of buses from the compound and complete any required paperwork and keep paperwork current throughout the school year.
 - 5.1.4 A minimum of 3 professional development days which all regular drivers must attend

scheduled at the beginning of the school year by the Director of Transportation Services in consultation with Association representatives. Spare drivers who have worked for 80 consecutive hours prior to the educational activity or professional development day are required to be in attendance. When a regular driver or eligible spare driver is not able to attend in any such activity, a deduction from the regular pay will result.

5.2 The School Division will notify the Bus Association of the upcoming school year's calendar no later than June 15 of the year prior. The draft calendar for the year commencing 15 months from notification will also be provided.

ARTICLE 6 General and Board-Declared Holidays

6.1 Regular drivers shall be paid at the regular route trip pay rate for the following General and Board-declared holidays:

New Year's Day	Labour Day
Family Day	Truth and Reconciliation Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day (if it falls on a school day)
Victoria Day	Christmas Day
Canada Day	Boxing Day

ARTICLE 7 Annual Vacation Pay

7.1 Regular drivers shall be paid annual vacation pay in accordance with the following schedule:

7.1.1	0-2 years consecutive service	-	4% of wages
7.1.2	3-6 years consecutive service	-	6% of wages
7.1.3	7-15 years consecutive services	-	8% of wages
7.1.4	16-24 years consecutive service	-	10% of wages
7.1.5	25 or more consecutive years	-	12% of wages

7.2 Vacation pay for all regular drivers will be paid on each monthly cheque in accordance with Article 15 - Pay Schedule.

7.3 Vacation pay for spare drivers will be paid when earned and included in their monthly direct deposit.

7.4 Regular drivers who are terminated by the Division due to redundancy and are re-employed by the Division within a two-year period shall have their vacation entitlement reinstated in relation to the total years of previous consecutive service with the Division.

ARTICLE 8 Association Group Benefits

8.1 The Board will make available the following Alberta School Employee Benefit Plans or equivalent plans as mutually agreed by both parties to those who qualify in accordance with the provisions of the plan(s):

- (a) Life (Schedule 2)
- (b) AD & D (Schedule 2)
- (c) Extended Disability (Plan D)
- (d) Extended Health Care (Plan 2)
- (e) Dental Care (Plan 3)
- (f) Vision Care (Plan 1)

Vision Care (Plan 3) will take effect the month following ratification.

The Board will also make available:

Alberta Health Care (AHC)

8.2 The Employer's contribution to premiums is set at 98%.

8.3 The Board will contribute \$25.00 per month to a Health Care Spending Account/Wellness Account (the employee shall determine the distribution between the two accounts) on behalf of each regular bus driver.

ARTICLE 9 Driver Protection – New Clauses

9.1 All work-related instructions to the drivers shall be given through the Director of Transportation Services.

9.2 Each driver will be deemed to have a personal contract with the Board according to the terms negotiated each year subject only to such amendments to route designations, distance travelled and hours worked without contravening Article 13 as are deemed necessary by the Board.

9.3 A spare driver replacing a regular driver for a period exceeding twenty (20) consecutive working days is eligible for sick leave as per Article 3.2, general holiday pay and extra trips as if he or she were a regular driver, except that no general holidays shall be paid for, which fall outside the period for which the spare driver is engaged.

9.4 All drivers who do not qualify for coverage under the Association benefit plans, at the end of each school year, receive a taxable benefit of two per cent (2%) of all wages paid during that school year to a maximum of seventy-five dollars (\$75) for that school year unless they are covered through a spouse's contract with the Board or elsewhere when no such payment can be made.

9.5 The Foothills School Division makes every effort to hire the most qualified individual for every position. Additional consideration will be given to those drivers that provide the

most economical benefits as well as to individuals that have experience in driving for the Division.

- 9.6 All co-curricular trips and field trips in or from a given attendance area shall be allotted on a rotating Trip Board system. The only exception to this rule shall be where such co-curricular trip or field trip interferes with the time schedule of the regular run of the selected regular or spare driver. When problems arise the allotment of the said trip shall be determined by the Director of Transportation Services in consultation with the President of the Association.
- 9.7 All Community Use Trips must comply with Foothills School Division Administrative Procedure 533 – Co Extra-Curricular Transportation and Charter School Bus Activities with particular emphasis to request submission and billing by the Divisional Office.
- 9.8 In a case of difference of opinion in the establishing of hours of any trip, an impartial person approved by the Board and the Association shall establish the actual hours.
- 9.9 The Director of Transportation Services shall provide each regular driver with a current list of spare drivers and casual drivers at the commencement of each school year and at the end of each month during that school year when changes to the list have occurred.
- 9.10 Notwithstanding any of the foregoing, the Board reserves the right to allow any properly qualified volunteer drivers to drive the Board's buses for community use, but with preference for the Members of the Association.
- 9.11 All inclement weather or emergency days when regular drivers cannot safely perform their run, they will still be paid as if they were performing the daily route. Spare drivers, when they have not been given 24-hour notice of the closure, shall still be paid.
- 9.12 Job sharing between two (2) drivers to make up one regular route as per approval from the Director of Transportation. Approved job sharing will have their FTE pro-rated for all terms and clauses outlined in the agreement.
- 9.13 When a route becomes vacant it must be posted. The position will be posted a minimum of five (5) working days. Notification of the vacancy will be forwarded via email from Transportation Services to all active drivers within one (1) day of the posting. A hard copy of the posting will be available at Transportation Services site.
 - 9.13.1 Posting of the vacant route will include:
 - a. Route Location
 - b. Route Map

ARTICLE 10 Term of Agreement

- 10.1 This Agreement shall be binding from September 1, 2024 to August 31, 2028. Either party to this Agreement may give notice in writing to terminate or to amend this Agreement not less than sixty (60) days prior to the termination date.

- 10.2 Where such notice requests revision only, that notice shall state specifically the revisions requested and negotiations shall be restricted thereto unless the parties otherwise mutually agree.
- 10.3 The parties to this Agreement may, at any time during the existence of this Agreement, mutually agree to any amendment to the said Agreement.

ARTICLE 11 Grievance Procedure

- 11.1 A grievance is defined as any difference between the parties to this Agreement, or between the drivers covered by this Agreement and the Board, concerning the interpretation, application, operation, or alleged violation of this Agreement, including as to whether a difference can be the subject of mediation and ultimately, arbitration.
- 11.2 A driver is entitled to the Association representation at any step of the grievance procedure.
- 11.3 Before invoking the grievance procedure, a driver, with the support of the Association at the driver(s) discretion, will first make a reasonable effort to resolve the issue at the local level in discussion with the Director of Transportation. This discussion shall occur within thirty (30) working days of the incident prompting the grievance or within thirty (30) working days of the time the driver had reasonable opportunity to know that a difference has arisen. The Director of Transportation shall communicate their decision verbally or in writing within ten (10) working days of the discussion with the driver(s).
- 11.4 If the difference (hereinafter called a 'grievance') is not mutually resolved as described in 11.3 and if the Association believes the grievance is valid it shall be submitted in writing to the Assistant Superintendent of Corporate Services within ten (10) working days of the decision communicated by the Director of Transportation to the driver(s).
- 11.5 The written grievance notices which can be provided by email shall contain the following:
- 11.5.1 the name(s) of the parties aggrieved.
 - 11.5.2 a statement of facts giving rise to the grievance.
 - 11.5.3 the Article(s) of the agreement that are alleged to have been violated; and,
 - 11.5.4 the remedy or correction being sought.
- 11.6 The Assistant Superintendent of Corporate Services or designate shall review the alleged grievance and meet with the Association and the driver(s) to discuss the grievance within ten (10) working days of receipt of the grievance.
- 11.7 The Assistant Superintendent of Corporate Services or designate shall call a meeting with two (2) representatives of the Association and two (2) representatives of the Board, who shall jointly render a decision in writing within ten (10) working days of the meeting described in 11.6.
- 11.8 If a mutual decision is not achievable in 11.7 and if mutually agreed by the parties, either party may apply for a third-party grievance Mediator to assist to resolve the grievance prior to referring the grievance to Arbitration.

- 11.8.1 The cost of the Mediator shall be shared equally between the Board and the Association.
- 11.8.2 Unless mutually agreed to by the parties, any recommendations of the Mediator shall not be binding upon the parties.
- 11.9 If a satisfactory settlement is not reached, either party may notify the other of its desire to submit the difference to arbitration and in that event the provisions of the Alberta Labour Code shall apply.
- 11.10 The time limits referred to in the grievance procedure may be extended by mutual agreement, in writing, between the parties.
- 11.11 All written grievance correspondence between drivers and the Board shall be copied to the Association.
- 11.12 In the event, at any stage, of the aforesaid procedure the grieving party fails to take the necessary action within the time limit specified, the grievance shall be deemed to be at an end.
- 11.13 During any and all proceedings outlined in the Grievance Procedure, the driver(s) shall continue to perform their duties, unless they have been suspended or discharged.

ARTICLE 12 Termination and Disciplinary Action

- 12.1 All terminations will be done in accordance with Provincial legislation and regulations
- 12.2 An Employee shall have the right to have a representative of the Association present at any meeting with the Employer. The Employer will make every reasonable effort to provide the employee with at least 24 hours' notice of a meeting at which they are required to attend.

ARTICLE 13 Trip Classifications

- 13.1 A Regular Trip shall be the actual time taken per day in the process of picking up students, transporting them to their school and return, except that a regular trip shall qualify for a minimum of four (4) hours per day.
- 13.2 Curricular Trips, Co-Curricular Trips, and Filed Trips shall all be referred to as "additional trips" or Field Trips" the actual time spent transporting students from a school to a activity in another location and return.
- 13.3 Service Trips are trips authorized by the Service Department to the Service Garage.
- 13.4 Community Use. See Foothills School Division Administrative Procedure 553 – Co Extra-Curricular Transportation and Charger School Bus Activities.

ARTICLE 14 Schedule of Wages

14.1 Regular Trips - A basic rate per hour with a minimum of four (4) hours per day as follows:

(a) Effective September 1, 2024 – 3% increase

Regular Drivers
Probationary rate: $\$20.78 * 3\% = \21.40
After 12 months Service $\$21.32 * 3\% = \21.96
After 24 months Service $\$23.27 * 3\% = \23.97

Spare Drivers
Probationary rate: $\$20.78 * 3\% = \21.40
After 720 hours Service $\$21.32 * 3\% = \21.96
After 1440 hours Service $\$23.27 * 3\% = \23.97

(b) Effective September 1, 2025 – 3% increase

Regular Drivers
Probationary rate: $\$21.40 * 3\% = \22.05
After 12 months Service $\$21.96 * 3\% = \22.62
After 24 months Service $\$23.97 * 3\% = \24.69

Spare Drivers
Probationary rate: $\$21.40 * 3\% = \22.05
After 720 hours Service $\$21.96 * 3\% = \22.62
After 1440 hours Service $\$23.97 * 3\% = \24.69

(c) Effective September 1, 2026 – 3% increase

Regular Drivers
Probationary rate: $\$22.05 * 3\% = \22.71
After 12 months Service $\$22.62 * 3\% = \23.30
After 24 months Service $\$24.69 * 3\% = \25.43

Spare Drivers
Probationary rate: $\$22.05 * 3\% = \22.71
After 720 hours Service $\$22.62 * 3\% = \23.30
After 1440 hours Service $\$24.69 * 3\% = \25.43

(d) Effective September 1, 2027 – 3% increase

Regular Drivers	
Probationary rate:	\$22.71 * 3% = \$23.39
After 12 months Service	\$23.30 * 3% = \$24.00
After 24 months Service	\$25.43 * 3% = \$26.19

Spare Drivers	
Probationary rate:	\$22.71 * 3% = \$23.39
After 720 hours Service	\$23.30 * 3% = \$24.00
After 1440 hours Service	\$25.43 * 3% = \$26.19

- 14.2 Drivers working under the four (4) hour minimum will be assigned co-curricular trips to augment their regular time. In these assigned routes at the beginning of the school year the driver involved will be in agreement to the extra work to be assigned and this will be stated in a letter to the driver from the Supervisor and a copy to the President of the Drivers' Association. This document must be completed and noted on or before October 31st of every applicable year to alleviate misunderstandings.
- 14.3 Drivers' regular basic rate of pay per day is based on the time spent on their route, or from the time they leave home (where Out Park per article 19 is applied) until they arrive at the school and then return home again, on morning and afternoon routes; plus, one-half hour per day in which they are required to perform the following mandatory duties:
- a) Pre-trip vehicle inspection: Examples - check under hood, tires, lug nuts, exhaust system, vehicle damage, lights to make sure they are all working and clean so they are visible to other traffic on the road-ways, etc.
 - b) Cleaning the assigned bus (inside and out).
 - c) Gas up.
- Drivers must perform these duties in accordance with established role descriptions.
- 14.4 On Regular Trips only, time worked over and above eight (8) hours on any one day shall be paid at the basic rate per hour multiplied by 1.5 (or one- and one-half times the basic hourly rate).
- 14.5 Other Trips (Regular Curricular, Co-curricular, Field, and Community as defined in Article 12).
- 14.6 All other trips which are not classified as Regular Trips shall be paid for at the regular hourly rate for the actual hours spent.
- 14.7 Drivers on Field Trips extending beyond a day shall be paid at the regular rate of pay for a minimum of eight (8) hours per day plus any hours of duty performed and authorized in excess of the eight (8) hours on each given day at regular rate of pay plus lodging and meals as per Foothills School Division Administrative Procedure 514 – Expense Reimbursement.

- 14.8 A driver called upon to pick up the students from a stranded bus shall be paid at the regular rate of pay for the actual time spent, over and above his or her normal run. If called from home, a minimum of two (2) hours shall be paid.
- 14.9 Any field trips, or any "extra trip", that starts within one half (30 minutes) of the end of the route shall be deemed to be connected to the morning or evening regular trips. All other trips not directly connected to the morning or afternoon regular trips shall be paid for at the regular rate of pay for the actual time spent but with a minimum of two (2) hours.
- 14.10 Spare Drivers who have been approved by the Director of Transportation Services to accompany Regular Drivers, on their regular routes, to learn their routes will be paid ½ the rate of the Regular Drivers for the morning and/or afternoon run.

ARTICLE 15 Pay Schedule

- 15.1 Salary payments shall be made on a twelve (12) month basis. Monthly payments shall be 1/12th of the drivers' regular route trip pay multiplied by the number of days as determined in Article 5. Annual vacation pay at the driver's entitlement as per Article 7 and payment for any additional trips will be added to each monthly cheque.
- 15.2 Payment adjustments will be made each month for any professional development days in which a driver has not participated.

ARTICLE 16 Cell Phones

- 16.1 The Division will pay \$30.00 per month annually for the term of the agreement toward all active Bus Drivers who carry a cell phone and use it to improve communication with the Division and bus parents. Drivers MUST provide Transportation Services with their cell phone number and make it available to parents so that they can be contacted. Cell phones are NEVER to be used while operating the bus if there is an emergency or when the Drivers are checking for messages they must be pulled over and stopped before the phones can be used.

ARTICLE 17 Association Fees

- 17.1 The Foothills School Division will deduct membership fees and make them payable to the Association at the rate of \$50.00 for Regular Drivers, and \$30.00 for Spare Drivers. Deductions shall be made in October each year.

ARTICLE 18 Effective Date of Agreement

- 18.1 The terms and conditions of this Agreement shall become effective upon ratification by the Bus Association and the Board of Trustees and shall begin on September 1, 2024, through to August 31, 2028.

ARTICLE 19 Medicals

19.1 The Foothills School Division will reimburse (with receipt) Regular and spare drivers for the cost of their driver's medical as required by the Government of Alberta.

ARTICLE 20 Outpark

20.1 Foothills School Division will provide compensation to those bus drivers that park a bus at their residence or property and provide power to plug the bus in. Those bus drivers will receive payment for the colder months, October through to March (inclusive), in the amount of \$40 per month. A fee of five (\$5) dollars per month for the other four () months will be paid to compensate drivers for the battery booster.

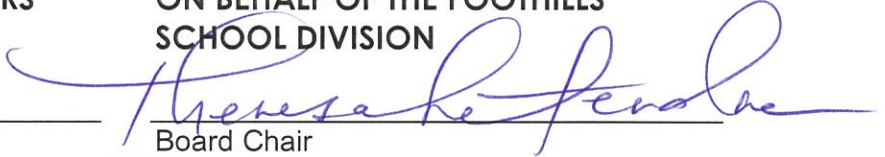
Signed on the 24th of February, 2025 on behalf of:

**FSD #38 SCHOOL BUS DRIVERS
ASSOCIATION**

**ON BEHALF OF THE FOOTHILLS
SCHOOL DIVISION**



Association President



Board Chair



Member, Negotiating Committee



Assistant Superintendent, Corporate Serv.



Member, Negotiating Committee



Assistant Superintendent, Employee Serv.