



NOVEMBER 05, 2010

COLLECTIVE AGREEMENT

BETWEEN:

**FIRST STUDENT CANADA
(Thunder Bay, ON, Branch)**

Hereinafter referred to as “the Company”

AND

UNITED STEELWORKERS

Local 5481

Hereafter referred to as “the Union”

Duration of Agreement

SEPTEMBER 22, 2010

TO

SEPTEMBER 21, 2012

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ARTICLE 1: PURPOSE OF AGREEMENT

1:01 The Company and the Union each agree that the purpose and intent of this Agreement is to establish rates of pay, work, safe working conditions, and other terms and conditions of employment, to promote co-operation and harmony, to recognize the mutual interest of the Parties, to provide proper means through which information may be transmitted from one to the other, to formulate rules and policies to govern the relationship between the Union and the Company, to promote efficiency and service, and to set forth a procedure to be followed by the Parties hereto and by the employees covered by this Agreement for the expeditious and proper settlement of any dispute which may arise on the administration of the terms of this Agreement. The parties agree that in exercising their rights under the agreement and in the administration of this agreement, they shall do so in a fair and reasonable manner.

ARTICLE 2: RECOGNITION AND SCOPE

2:01 The Employer recognizes the United Steelworkers as the sole and exclusive bargaining agent for all employees of FIRST STUDENT CANADA Located in the City of Thunder Bay, excluding, supervisors and those above the rank of supervisor, driver trainers, office, clerical, dispatchers and sales staff.

2.02 The word "employee" in this Agreement shall name the employee for whom the Union is the bargaining agent as set out in Section 2.1

ARTICLE 3: UNION SECURITY

- 3.01 **Dues Check-off** - The Employer shall deduct Union dues including, where applicable, initiation fees and assessments, on a pay period basis, from the wages of each employee covered by this agreement. The amount of dues shall be calculated in accordance with the Union's Constitution and as certified by the Union.
- 3.02 All dues, initiation fees and assessments shall be remitted to the Union forthwith and in any event no later than 15 days following the last day of the month in which the remittance was deducted. The remittance shall be sent to the International Secretary Treasurer of the United Steelworkers, AFL-CIO-CLC, P.O. Box 13083 Postal Station "A", Toronto Ontario M5W 1V7 in such form as shall be directed by the Union to the Employer along with a completed Dues Remittance Form R-115. A copy of the Dues Remittance Form R-115 will also be sent to the Union office at room 11 929 Fort William Road, Thunder Bay, Ontario P7B – 3A6.
- 3.04 The remittance and the R-115 form shall be accompanied by a statement containing the following information:
- a) A list of the names of all employees from whom dues were deducted and the amount of dues deducted.
 - b) A list of the names of all employees from whom no deductions have been made and reasons.

c) This information shall be sent to both Union addresses identified in article 5.04 in such form as shall be directed by the Union to the Employer.

3.05 The Employer, when preparing T-4 slips for the employees, will enter the amount of Union dues paid by the employee during the previous year.

3.06 The union will be provided with 15 minutes of unpaid time at no cost to the company to meet with new employees to acquaint new employees with the fact that a union agreement is in effect and provide the employee with a copy of the collective agreement.

3.07 The Company will make every effort to fully comply with this article and will co-operate with the Union to this end in the event that the Company's Payroll Service provider has difficulty with compliance.

3.08 **NO DISCRIMINATION**

The company and the union agree there shall be no discrimination in the hiring, training, upgrading, transfer, layoff, discharge, discipline, or treatment of employees because of race, sex, creed, religion, colour, age, national origin, political belief or membership and or participation in the union.

3.09 The company agrees to provide the union with the names and addresses of each employee covered by this agreement on October 15th and January 15th each year.

ARTICLE 4: MANAGEMENT RIGHTS

4.01 (a) Subject only to any specific provision contained herein, the Company is not in any way limited in the exercise of all the rights, powers, authority and regular and customary functions of Management, and without limiting the generality of the foregoing these rights shall include:

(1) Maintain order, discipline and efficiency

(2) Hire, promote, and demote, transfer and lay off employees: and the right to discharge for just cause suspends or otherwise discipline employees, subject to the right of any employee to lodge a grievance in the manner and to the extent herein provided.

(3) To manage its business in all respects in accordance with its obligations, subject to the provisions of the Agreement;

(4) Make and alter from time to time reasonable rules, regulations and policies which are just and fair. The Company agrees that it shall provide the Union with a copy of those rules, regulations, policies or changes affecting the employees covered by this agreement which are made or altered by the Company from time to time.

(5) All Letters of Understanding to be signed by the Business Agent and/or Representative for the Union, and the Director of Human Resources or his designate for FIRST STUDENT CANADA.

- (b) It is agreed by the parties to this agreement, that any provision in this agreement other than the duration of agreement may be amended, by mutual consent of the employer and the union.

- (c) The Union agrees that the Company is obligated to replace a driver on a run upon request from a customer or school board or official. The Company will upon request of the union meet and review such action taken by the Company.
 - 1) In a case where the driver was determined not to be at fault then should such an event occur, the parties would undertake to mutually agree to address the issue of reassignment to an alternate run which may result in two or more drivers volunteering to switch runs. It is understood that these reassignments would not be posted and the drivers affected would not lose any pay.

 - 2) Where it is determined the driver is wholly at fault then the driver will retain his/her status on the full-time seniority list and would post for a vacancy on another run. In the interim period of acquiring another run the driver would be required to work as a spare within their geographical area or depot where their previous run originated.

ARTICLE 5: NO STRIKES OR LOCKOUTS

- 5.01 During the term of this Agreement, the Union agrees that it will not call, authorize, encourage or support any strike or work slowdown or curtailment and the Company agrees that there will be no lockout. Strike and Lockout as defined in accordance with the prevailing practice of the Canada Labour Code.
- 5.02 The union recognizes that the company has an obligation to follow the instructions of its clients and that it has an obligation to protect its business and serve its clients and protect the health and safety of its employees.

ARTICLE 6: UNION COMMITTEE AND STEWARDS

- 6.01 Employees who occupy elected or appointed positions with the Union recognize they have regular duties to perform for the Employer. The parties agree that whenever possible meetings pertaining to the administration of the collective agreement will occur outside of scheduled driving times. Recognized union representatives attending such meetings will be paid at applicable driving rate and/or non-driving or a combination of these rates depending on when the meeting is scheduled. Current practice pertaining to payment for attendance at safety meetings will be maintained.
- 6.02 The Company recognizes the right of the Union to appoint or otherwise select union representatives as follows: Negotiating committee (up to 5 members) and a grievance

committee / Stewards (up to 5 members). The Company undertakes to recognize and deal with representatives and committees.

- 6.03 The Parties agree that Management and the Union Representatives in the employ of the Company agree to uphold the terms of this Collective Agreement.
- 6.04 In the cases of grievances it is understood and agreed that no more than two (2) members of the Grievance Committee/ Union Steward shall be entitled to meet with the Company at any one time. The Committee member shall be the steward concerned with the grievance. In unusual circumstances, the provisions of this Clause may be extended at the request of either Party.
- 6.05 The Union shall notify the employer in writing of the names of its officers, Stewards and the Union Committees dealing with the Company.
- 6.06 The union elected or appointed reps have regular duties to perform on behalf of the employer. They will not absent themselves from their regular duties in order to deal with grievances or other Union business without management consent.
- 6.07 The company and union agree that a labour management committee be established and monthly meetings scheduled for the purposes of discussing matters of mutual concern. Meetings will be held on the fourth Thursday of every month except July and August. A statement of issues to be discussed will be submitted two

days prior to the meeting except in cases of emergency. The minutes of such meetings shall be recorded and signed off by each party with a copy being posted and distributed with employees pay stubs

ARTICLE 7: GRIEVANCE AND ARBITRATION PROCEDURE

- 7.01 (a) A grievance shall be defined as a dispute concerning the interpretation, application, or alleged violation of this Agreement.
- (b) When a grievance is lodged, the nature of the grievance, the article(s) alleged to be violated and the redress sought shall be stated.
- (c) Every effort will be made to settle a workers complaints prior to a grievance being filed and will be dealt with between the employee and the Branch Manager. The employee may have a steward present at such meetings. Should an employee wish to decline having a steward present then the employee will meet with the steward and sign a declaration form to that effect?
- 7.02 The parties agree that group or policy or employer grievance may be filed.
- 7.03 **Personal Grievance**
Any employee may submit a grievance (as defined in article 7.01 (a)) with the assistance of a Union Representative on all issues of this Agreement, save and

except those Articles which are the prerogative of the Union; and if the said employee is probationary, then the discipline , termination or dismissal is not grievable.

7.04 **Step 1:**

- a) The grievance shall be in writing, a copy shall be delivered in person by the grievor with a union steward or executive member present, to the Manager or in his absence, to the Operations Supervisor or designate.
- b) The grievance must be in a legible form and signed by the employee.
- c) The grievance must be presented within five (5) working days after the Occurrence of the matter complained of and the Manager shall answer the grievance presented to him in writing, within five (5) working days after he has received it

Step 2:

If the matter has not been settled, the Union Steward of the employee involved may, within five (5) working days after receiving the written answer from the Branch Manager, present the grievance in writing to the General Manager or his nominee, who shall render his decision in writing within five (5) working days after receiving it.

Step 3:

If the matter is not settled the Local Chairperson and/or his representative may, within ten (10) working days after receiving a written decision of the General Manager or his nominee present the grievance to the Director of Human Resources of the Company or his nominee. Following the presentation of the grievance at this Step there shall be arranged a meeting between Management and the

Grievance Committee (consisting of a maximum of three (3) members including the Staff Representative) which meeting or conference call will take place in fifteen (15) working days after the grievance has been presented to the Director of Human Resources or his nominee.

- 7.5 In the event that the matter has not been settled in accordance with the procedure set out above, the Company or the Union may within ten (10) working days of the Step #3 grievance meeting request the assistance of a Grievance Mediation Officer to help seek resolution prior to arbitration.
- 7.6 Technical Objections to Grievance** - No grievance shall be defeated or denied by a technical objection occasioned by a clerical, typographical or similar technical error. The omission of a Step in the grievance procedure not agreed to by the parties must be corrected at the request of either party in order for the grievance to proceed.
- 7.07 Employees shall have the right at any time to have the assistance of a Representative of the Union on all matters relating to Employer/Employee relationships. Union

Representative(s) shall seek the permission of the Employer prior to entering the Employers premises in order to provide the required assistance. Employees involved in such discussions or investigation of grievances shall not absent themselves from work.

- 7.06 **Facilities for Grievance Meetings** - The Employer shall supply the necessary facilities for the grievance meetings when meeting with the employer.
- 7.09 **Letters of Understanding** - Any mutually agreed changes to this Collective Agreement made in accordance with Article 4.01 shall form part of this Collective Agreement and are subject to the grievance and arbitration procedures.
- 7.10 **Names of Stewards** - The Union shall notify the Employer, in writing, of the name of the Shop Steward and alternate before the Employer shall be required to recognize them.
- 7.11 **Union Grievance Committee** - The Union shall notify the Employer in writing of the names of the five (5) persons who shall form the Grievance Committee. It is understood and agreed that no more than two (2) members of the grievance committee shall be entitled to meet with the company at any one time.
- 7.12 All time limits as specified herein for the grievance or arbitration procedures may be extended but only by mutual agreement confirmed in writing. In particular, it is recognized that when a person involved in a grievance or all members of the Grievance Committee or employer representatives are not available due to absence away

from home, then the Parties will co-operate to provide a reasonable extension of a time limit as specified for the presentation, processing or discussion of the grievance.

- 7.13 The Union will advise the Company in writing when a grievance is dropped.
- 7.14 Time set for grievances, arbitrations and investigations shall not include Saturdays, Sundays and Public Holidays for both Company and Union.

ARBITRATION

- 7.15 In the event that the matter has not been settled with the Grievance Mediation Office, either party shall within ten (10) working days of this meeting notify the other party in writing of their intent to proceed to arbitration.
- 7.16 The party referring the matter to arbitration shall suggest the name of a person to act as a sole arbitrator. Within fifteen (15) working days thereafter, the other party shall agree or submit an alternative arbitrator.
- 7.17 All correspondence between the parties shall be in writing.
- 7.18 If the parties cannot agree on the appointment of a sole arbitrator, the Federal Minister of Labour shall be requested to appoint an arbitrator.
- 7.19 The parties agree to equally bear the expense of the arbitrator in rendering a decision.

- 7.19 The arbitrator shall render his/her decision on the grievance, in writing, as soon as possible following the hearing.
- 7.21 The decision of the arbitrator shall be final, binding and enforceable on all parties, and may not be changed. The arbitrator shall not have the power to change this agreement or alter, modify or amend any of its provisions. However, the arbitrator shall have the power to dispose of a grievance by any arrangement which he/she deems just and equitable.
- 7.22 No matter shall be submitted to an arbitrator that has not been properly carried through the previous steps of the grievance procedure in accordance with this agreement.
- 7.23 Grievances will be responded to at each step of the procedure and the union will advise within ten days of a decision that the grievance will not proceed further.

ARTICLE 8: SENIORITY

- 8:01 Seniority is defined as the length of continuous service in the bargaining unit and shall be used in determining priority and/or preference for layoffs relating to permanent reduction of the work force and recall. Seniority shall operate based on an employees' classification. When two (2) or more employees commence work on the same day, lots shall be drawn to determine where the employee stands on the seniority list.

- 8:01 (a) In the event of a layoff or recall to work following a permanent layoff, probationary employees by classification (school bus drivers, spare drivers classes (i) & (2), maintenance staff) affected shall be laid off first and recalled last. Employees shall then be laid off in reverse order of seniority and classification and shall be recalled in inverse order of seniority and classification, such that the most senior employee by job classification shall be laid off last and recalled first
- (b) School bus drivers lay off and recalls will be done by seniority, by classification.
- (c) In the event of a reduction in the maintenance department workforce the company may reduce the number of employees in one or more of the three job classifications within the department in inverse order of seniority.
- (d) In the event a route is eliminated or significantly reduced during the school year the parties agree to meet and address the implications to the regular driver affected to the mutual agreement of the parties in accordance with the principals stated in article 8.09
- 8.03 The Company shall maintain seniority lists showing the date upon which each employee's service commenced and the classification of each employee.
- 8.04 A list showing the seniority status of all employees covered by the agreement shall be established and posted at the terminal in a place accessible to all employees.

- 8.05 Seniority list will show three (3) categories of employees, drivers, spare drivers and mechanical department.
- 8.06 Seniority list will be update on a quarterly basis, and the union will be provided electronic and three (3) copies of the list within ten (10) days of the creation of the new list.
- 8.07 The Union shall be provided with written notice, identifying all employees who are being laid off recalled or left the employ of the company. To be provided quarterly in conjunction with article 8.06 except for regularly school breaks.

8:08 CHARTERS

- (a) In order for an employee to be eligible to be assigned charter work an employee will be required to submit and sign a designated form indicating the type of charter work requested and the employee's availability.
- (b) School charter work will be assigned to the senior available driver who has submitted the designated form, from the school at which the charter originates. In cases where no driver from the school is available the senior available driver, who has submitted the designated form, servicing that school will be assigned the work. In cases where neither of the drivers noted above are available then the senior available driver from the region, who has submitted the designated form will be assigned the work.

- (c) The parties may mutually agree that school charter work at specific schools can be assigned by rotation where there is consensus amongst those drivers affected servicing those specific schools. Such an agreement upon date of implementation would remain in effect for the remainder of the school year.
- (d) Public charters inclusive of all evening, weekend and holiday work excepting that originating from the school boards will be assigned on the basis of rotation starting with the senior regular drivers and then senior spare drivers who have submitted the designated form. Except in the case where a customer requests in writing a specific driver than that charter will be assigned to that driver.
- (e) Rotation: Subject to availability based on FIRST STUDENT CANADA work assignments or hour of service regulations an employee assigned the charter or an employee who is not available to take the charter (at a time they declared availability for) other than for the reasons stated above will move to the bottom of the list. An employee declaring availability to do public charters after the commencement of the school year will be placed at the bottom of the list as per the date on the designated form.
- (f) The employer will provide the union, upon request, the list of employees requesting public charter work and the public charter work assigned.
- (g) Past practice pertaining to the assignment of charter hours shall be continued. Scheduled hours for charter work will be provided on the charter assignment slip. Drivers are

responsible to ensure that when accepting a charter he/she has the necessary available hours required as noted on the charter slip to complete the charter and be in compliance with the hours of service legislation.

- (h) The union would designate a representative to meet with the company and review the charter book and other relevant documents, on a monthly bases, prior to the union management meeting to review charter assignments. A report would be forwarded to the union/management committee identifying whether or not there are issues that need to be addressed
- (i) Parties agree to review the current charter scheduling procedure to ensure that the company is compliant and that the necessary documentation is made available to authenticate that proper scheduling is occurring.

8:09: School Bus Runs

- (a) **Vacant Route:** When a route is deemed by the Company to be vacant, the Company in assigning the driver to the vacant route shall consider:
 - 1) The geographic location considered the most suitable for the efficient operation of the bus on the route in relation to the place of residence or approved parking location in relation to the starting or finishing point of the run.

2) Geographic location to be defined as point of first pick-up to the last school and back to point of first pick-up by the most direct route.

3) The known driver preference.

4) Customer preference.

(b) When all aspects of 1,2,3,4 are in the opinion of the company equal, and two or more employees are affected, the senior employee shall be assigned the vacant run.

(c) The Union agrees that in the event of a layoff or recall to work of an employee, that the Company will not be required as a result, to reinstate an employee on a run, if that employee at any time had been removed from said run.

(d) **Core Route Reduction:**

1) The parties agree to meet no later than November 15th each year to review the issue of drivers whose core route have been reduced by greater than 15 minutes. The parties would evaluate potential resolutions such as but not limited to the reposting of all runs subject to a vote by the union membership or maintaining the basic rate within 15 minutes of the original core route rate for those drivers affected

2) Should a driver's core route be reduced then the affected driver could elect to exercise a right to appeal to affect an audit review procedure of the core route in dispute. Such review procedure would be mutually agreed to by the company and the union

- 3) A driver who is full-time but does not have a posted run within the geographical area in which he/she resides or the depot will retain his/ her status on the full-time seniority list. In the interim period of acquiring another run the driver would be required to work as a spare within their geographical area in which they reside.

8.10 Probationary Employee

A newly hired employee shall be on probation for a period of sixty (60) days worked. After completion of the probationary period, seniority shall be effective from the original date first worked.

8:11 Off-Site Parking Of Buses

For the purpose of storing buses where the drivers reside, the following will apply:

- (a) Local by-laws must be met
- (b) Storage shall be at no charge to the company
- (c) Access and use of hydro plug-in facilities must be available and used in periods of cold weather.
- (d) The vehicle must be secure and instances of vandalism shall result in the vehicle being stored at another location approved by the company.

- (e) Fuel facilities suitable to the company must be in a location so that dead head is minimized.
- (f) Regular and other scheduled maintenance requirements must be met when required or scheduled by the company.

8.12 TERMINATION

- (a) An employee shall lose their seniority and their employment terminated in the event of:
 - 1) Discharge for cause and is not reinstated.
 - 2) Voluntary resignation.
 - 3) Absent from work for more than three (3) working days without notification or providing reasons satisfactory to the company.
 - 4) Failure to return to work for more than three (3) days without notification or providing reasons satisfactory to the company following a permanent layoff, leave of absence or other authorized leave after being notified by registered mail to do so, and / or the employee fails to either notify the company, or return to work on the first day scheduled back to work following the regular school breaks. It shall be the responsibility of the employee to keep the Company informed of his current address.
 - 5) If the employee fails to comply with the terms of a leave of absence granted.

- 6) Is employed by another company, which interferes with regularly scheduled work with FIRST STUDENT CANADA.
 - 7) Is laid off other than for normal school breaks or for a consecutive period of twelve (12) months.
 - 8) Employees who are off sick but would have been working except for accident or illness will not be terminated after 12 months absence providing:
 - (i) the driver continues to notify the employer to apprise of their ability to return to work from absence in the foreseeable future
 - (ii) the driver keeps up their annual training where possible, in order to remain as qualified driver
- (b) It is agreed by the parties that a review would take place to address the potential implications arising from the CONSORTIA.
- (c) It is understood and agreed that the duties required of an employee engaged in school bus runs are of a nature that an employee so involved is deemed to be laid off during the period of the school Christmas break, the school Spring break, and the school summer vacation. These periods of lay off are not considered permanent and shall not result in the application of seniority as set out. It is further understood that seniority shall continue to accumulate during the period of such layoffs.

- (d) It is the responsibility of the employee prior to layoff during the summer vacation period, to notify the Company their intention to return following the summer break. At that time the re-opening of the school shall be deemed in the normal course to constitute a recall notice which shall be deemed to have been given. A failure to return to work in accordance with this clause shall be deemed a "quit".

8.13 **School Bus Driver Definitions**

Regular Drivers are drivers who have regular AM/PM work assignments who will be referred to in this agreement as "regular drivers".

- (a) **Spare Drivers** are drivers who do not have a regular AM/PM work assignment. Spare drivers shall not have seniority on the regular seniority list but shall have seniority standing amongst spare drivers as Class (i) or Class (ii).

8.14 **JOB POSTING /SCHOOL YEAR START-UP POSTING OF ROUTES**

- (a) All A.M./P.M. work assignments (routes) will be posted on an annual basis during the month of August.
- (b) The posting process for the school year start-up will be as follows:
- 1) Year-end declaration forms will be provided to all regular and spare drivers prior to the end of May. The forms will provide for declaring the driver's intent to return to work

the following school year, availability for summer work, availability for summer charter work and preference of routes for the following school year.

- 2) Employees will be required to submit the forms by the stated cut-off date on the form as determined by the company which would be no later than seven days prior to the last day of classes as determined by the respective school board.
- 3) The company shall schedule appointment times for all drivers in order of seniority commencing with regular drivers followed by spare drivers, during the month of August, where the employee would be required to select a posted a.m./p.m. work assignment or alternatively declare the election to remain or become a spare driver.
- 4) Routes would be available for the employees to review for a reasonable period of time prior to the August appointments. Upon request from the Driver, the Company will provide copies of school bus runs, subject to the information being signed out and signed in, to ensure confidentiality of the information is maintained. The time on the school bus runs supplied by the company at the time of bidding will constitute the core run.
- 5) The company will pay the wages of the designated appointee of the union in order for the union representative to be available during the August appointments to monitor the process and assist in answering employee's concerns.
- 6) An employee who is not available to attend or call in at the scheduled appointment time will either be assigned a route

as per the route preference on file or such employee would be entitled to bid on remaining routes available at a time that the employee is available following the original appointment time.

- 7) Parties agree that routes running outside of a geographical area or the shop will be identified prior to commencement of the August bidding process.

(c) NEW AND/OR VACANT ROUTES

- (1) When a vacancy occurs or when a new route is created such vacancy will be posted. NOTE: A vacancy in September will be posted no later than the second Tuesday in October.
- (2) The company will post the vacancy or new route on a bulletin board accessible to all employees as well as announcing the vacancy on the radio and putting notice out with employee pay statements.
- (3) An employee will submit their application to apply for the job posting in writing, preferably on the designated form supplied by the company.
- (4) The job posting will be posted for a period of five (5) working days and the company shall award the vacancy to the successful applicant no later than three (3) working days following the closure of the job posting.
- (5) The company will post the name of the successful applicant of the job posting on the bulletin board as well as announcing the information on the radio.

- (6) The job posting will be filled (awarded) in accordance with the provisions of article eight (8) of the collective agreement. Should no employee bid for the vacant or new route, then the company will assign the route to the next class {ii} spare driver available and willing to undertake the assignment.
- (7) An employee interested in bidding on vacant or a new route has the responsibility to notify the employer in writing.

(d) JOB POSTINGS WILL CONTAIN THE FOLLOWING INFORMATION:

- 1) BASIC RATE (RATE WITHOUT SENIORITY INCREMENTS)
- 2) SENIORITY INCREMENTS & OTHER (CIRCLE CHECK, DEADHEAD TIME)
- 3) LOCATION of SCHOOL(S) BEING SERVICED
- 4) SIZE OF BUS
- 5) START DATE
- 6) ROUTE IDENTIFICATION NUMBER

- (e) **SPARE DRIVERS:** There shall be two (2) classes of spare drivers:
- 1) **Class (i)** Spare driver not available for full-time work assignment of a permanent or temporary nature
 - 2) **Class (ii)** Spare driver available for full-time work assignment of a temporary or permanent nature.
 - 3) Following ratification of the collective agreement spare drivers will be required to declare in writing, on a designated form as determined by the company, either spare driver class (i) or class (ii) in which they wish to be placed. Subsequent to the declaration the employees will be placed on the applicable class (i) or class (ii) list in order of seniority. A new spare driver hired after date of ratification will be required to declare their status as a class (i) or class (ii). Employees wishing to change their status at a later date will be required to submit a request in writing and will be placed on the applicable seniority list as per the dated request for transfer between the spare classes.
 - 4) Class (ii) spare driver available for full-time work assignment will have the right to be assigned a temporary work assignment and/or bid on and be selected as the successful applicant for permanent job posting ahead of class (i) spare drivers.
 - 5) A spare driver upon becoming the successful applicant for job (regular am/pm work assignment) then that employee

will commence accruing seniority on the regular driver seniority list on the date on which the work assignment starts for which the employee receives pay.

- 6) **REVERSION:** Regular drivers who elect to revert to the classification Spare Driver Class (i) will commence seniority on the spare driver seniority list effective date of transfer.

ARTICLE 9: VACATION PAY

- 9.01 Vacation pay for all employees will be calculated and paid on each pay. Such payment shall be in accordance with the Company's normal pay practices.
- 9.02 All employees with less than one (1) year of service shall receive vacation with pay in accordance with the minimum requirements of the applicable regulations.
- 9.03 Employees who have maintained an employment relationship with the Company of one (1) year shall receive four percent (4%) of their earnings received.
- 9.04 Employees who have maintained an employment relationship with the Company of five (5) years will receive six percent (6%) of the previous year's earnings received.
- 9.05 Employees who have maintained an employment relationship with the company of (10) ten years or more will receive (8%) of the previous year's earnings received.
- 9.06 The company shall continue the current practices as they pertain to the calculation of vacation pay.

ARTICLE 10: PAID HOLIDAYS

10.1 (a) an employee who qualifies in accordance with Clause 10.2 below shall be granted a holiday with pay on each of the following general holidays.

New Year's Day
Good Friday
Easter Monday**
Victoria Day
Canada Day
Thanksgiving Day
Christmas Day
Boxing Day
Family Day

(b) ** Easter Monday is substituted for Remembrance Day. Driver must work scheduled Remembrance Day in order to qualify for Easter Monday pay.

(c) All drivers who work during July and August will be paid for, Civic Holiday and Labour Day if they qualify in accordance with Clause 10.2.

10.2 In order to qualify for any of the holidays specified in Clause 10.1, an employee

(a) must have been in the service of the Company and available for duty for a least thirty (30) calendar days

- (b) must be entitled to wages for at least fifteen (15) out of the thirty (30) days immediately preceding the holiday.
- (c) must be available for duty on such holiday if it occurs on one of his work days, excluding vacation days.
- (d) Drivers will be paid for all work regularly scheduled for the statutory holiday i.e. A.M., P.M.

10.3 If an employee is required to work on any of the general holidays listed in Clause 10.1, he shall receive pay in accordance to the Canada Labour Code.

10.4 General Holiday pay shall be calculated at the normal regular daily rate.

10.5 For drivers who sign for a regular AM/PM run the regular daily rate shall exclude such discretionary payments such as charter work and overtime. The Parties acknowledge that this is in accordance with the Canada Labour Code.

ARTICLE 11: LEAVE OF ABSENCES

11.01 BEREAVEMENT LEAVE

- a) Every employee who has completed three (3) months of service shall be granted, in the event of the death of his immediate family, bereavement leave on any of his/her normal working days that occur three (3) days immediately following the day of death or at a time mutually agreeable to

by the company and the employee in order to facilitate the attendance at the funeral. The above leave will be for the purpose of making arrangements and attending the funeral.

- b) Employees shall be granted LEAVE OF ABSENCE without pay for statutory leaves under the Canada labour code (for example; Maternity, Parental and compassionate)
- c) Immediate family is defined as the spouse of the employee, including common-law spouse, the father and mother of the employee and the spouse of the father or mother, including common-law spouse, the children of the employee, the brothers and sisters of the employee, the father-in-law and mother-in-law, and any relative of the employee who resides permanently in the employee's household or with whom the employee permanently resides.
- d) The regular wage shall be calculated on the basis of the employee's regular AM, PM run (exclusive of Charters and other discretionary payments) that the employee would have received on one of the normal working days immediately following the date of death.
- e) Additional unpaid leave for matters relating to bereavement will be granted by the Company upon request.

11.02 SPECIAL LEAVE WITHOUT PAY

With the prior approval of the Employer, special leave without pay may be granted in exceptional circumstance to an employee.

11.03 SPECIAL LEAVE WITH PAY

- (a) An employee required to attend court as a subpoenaed crown witness or required to report for jury duty will suffer no loss of pay provided he/she turns over any and all monies paid and reports for work when not required to be in court.
- (b) Employees shall be reimbursed for lost earnings if required to serve at the request of the Company as a witness in matters arising out of his/her employment and shall be paid for time spent and legitimate travel expenses from their home.

11.04 UNION LEAVE

Leave will be granted to employees maximum 2 at any given time) provided the company is given 14 days' notice and sufficient drivers are available to cover runs.

ARTICLE 12: SAFETY AND HEALTH

12.1 The Company agrees to maintain proper safety and health conditions for employees throughout the building, vehicles or their places of work. It is equally recognized to be in the best interest of all Parties to at all times comply with the statutes and regulations which pertain to the operation of commercial vehicles.

- 12.2 The Parties recognize and encourage the role that both employees and management can play in enhancing the safe operating conditions of the Branch. To help accomplish this, a Health and Safety Committee will be created and function in accordance with the relevant provisions of the Canada Labour Code, Part II.
- 12.3 This Joint Safety Committee will be composed in accordance with the provisions of the Canada Labour Code, Part II, but in no case shall it consist of more management representatives than employee representatives.
- 12.3 The duties of the Committee will consist of making recommendations for the improvement of safety and to work towards the elimination of all safety hazards and any other duties and responsibilities prescribed by the Canada Labour Code, Part II.
- 12.4 The Committee shall meet regularly for the purpose of discussing and resolving health and safety issues as they arise.
- 12.5 Employees shall abide by the rules as set out in the Company's Focus on Safety handbook. The union and employees agree that the company "Focus on Safety Handbook" and the "Branch Specific Policies and Procedures " are recognized and adhered to as they also meet the regulatory requirements, and contractual obligations of our customers.

ARTICLE 13: CORRESPONDENCE

13.1 Each employee shall keep the Company and the Union informed of his current address and telephone number.

13.2 Communications between the Parties shall be addressed to:

(a) Manager and General Manager, FIRST STUDENT
CANADA

(b) The UNITED STEELWORKERS

ARTICLE 14: GENERAL

14.01 BARGAINING UNIT WORK

The company recognizes that it is not a function of non-bargaining unit employees to perform work which is normally performed by an employee in the bargaining unit. Only in the case of emergencies, or sufficient bargaining unit personnel not being available, non-union personnel may perform necessary work. Such assignment of work will not result in a denial of any right under the collective agreement for any employee in the bargaining unit.

14.02 CONTRACTING OUT

The employer agrees not to contract our bargaining unit work for the term of this collective agreement excepting current practice, emergency, when equipment or manpower is not immediately available.

14.03 LICENSE

It is a condition of employment for an employee that he holds the necessary license to perform his normal duties. Cancellation and/or inability to maintain the required license will result in termination. It is the employee's responsibility to advise the Company in writing of any change in the status of his/her license. "Any change" is to include any loss of demerit points.

14.04 Current practices would continue pertaining to pay for partial PD days-snow days, Christmas bonus and any other practices in effect. In order to qualify for full pay for such days the employee must run the applicable parts of the run that are operational on the date in question.

14.05 PLUG IN ALLOWANCE

a) Employees would be eligible to submit a time sheet and receive 15 minutes at non-revenue rate if requested to plug in the bus by the company.

b) Employees with buses at home will receive an additional one (1) hour pay at the non-revenue rate for the months of December, January and February.

ARTICLE 15: WAGES

15.01 The employer shall pay salaries and wages bi-weekly in accordance with Schedule "A" attached hereto.

15.02 Spare Drivers will receive their posted rate of pay as per Schedule "A"

ARTICLE 16: DURATION OF AGREEMENT

16.01 The duration of this Agreement shall be from September 22, 2010 up to and including September 21, 2012.

16.02 This Agreement shall remain in full force and effect during negotiations for a revision or renewal of the terms of this Agreement, and until such time as it is replaced by a new or revised Collective Agreement. Notwithstanding the above, the parties shall retain their legal right to lockout or strike with the Canada Labour Code.

16.03 Either party to this Agreement may, within one hundred and twenty (120) calendar day period immediately prior to the expiration of this Agreement issue notice to the other party of its desire to terminate or amend the Agreement. Following notice, the party who is served the notice is required to contact the other party within thirty (30) calendar days to set mutually acceptable dates.

16.04 A letter of understanding will be developed pertaining to issues arising regarding the pending consortia. The letter would address the specific clauses that would have to be reviewed to address the potential implications of the change. Should the parties be unable to resolve, the grievance procedure would be utilized.

17:01 ARTICLE 17 - DEFINITIONS

- a) **Classification-** means the identification of a position by a reference to a job title listed in Schedule “A”.
- b) **Day-** means a regularly scheduled working day unless otherwise stipulated in this Agreement.
- c) **Employee-** or “**employees**” where used refers to the bargaining unit as described in Article 2.01.
- d) **Employer-** means FIRST STUDENT CANADA, Thunder Bay Division.
- e) **Holiday-** means the twenty-four hour period commencing at 12:01 a.m. of a calendar day designated as a holiday.
- f) **Layoff-** shall mean a reduction in the total number of employees.
- g) **Leave of Absence-** means absence from duty with the permission of the Employer without pay.
- h) **Notice** means notice in writing which is hand-delivered or delivered by registered mail.
- i) **Plural or Feminine Terms-** Whenever the singular or masculine is used in this Agreement it shall be considered as if the plural or feminine has been used where the context so requires.
- j) **School Year-** shall mean the school year as defined by the School Calendar for any academic year.

- k) **Local Union** means the United Steelworkers, Local 5481.
- l) **Union-** shall mean the United Steelworkers.
- m) **Vacancy means an opening as determined by the Employer** which the Employer requires to be filled.
- n) **Steward shall mean an employee selected or otherwise appointed by the Union** to represent employees.
- o) **Length of Service (Seniority)** - shall mean the length of time in which the employee is employed from the most recent date of hire. Hiring in this instance does not mean recall following layoff.
- p) **Core Route** - A.M. Point of first pick up to last school. P.M. first school to last drop off.

SCHEDULE "A" DRIVERS' WAGES

WAGES:

1) DRIVING RATES

- i) Year one (1) - 2:00 %**
- ii) Year two (2) - 2.00%**

Note: That 1% of stated increases is incorporated in the Schedule "A" Spreadsheets on pages 46 to 49

2) NON-REVENUE RATES

- a)** Drivers will be paid for training, fueling, shuttling, plug-in, meetings and ride-along. All other work will be paid at Charter Rate.
- b)** When drivers have to deviate off their normal route to fuel, they will be eligible to submit a pay variance
- c)** When drivers have to deviate off their normal route to drop off or pick up the bus in shop for servicing, they will be eligible to submit a pay variance
 - i)** Year one (1) - \$10.50hr.
 - ii)** Year two (2) - \$11.00/hr.

3) CHARTER RATE

- i) Year one (1) - \$11:00/hr.
- ii) Year two (2) - \$11.50/hr.

4) WASHER/HELPER RATES (as CHARTER RATE)

- i) Year one (1) - \$11:00/hr.
- ii) Year two (2) - \$11.50/hr.

5) DRIVER MEDICALS

Commencing date of ratification, drivers will be reimbursed up to \$100.00 (One hundred Dollars) once every (3) three years upon the submission of a receipt.

SCHEDULE “B” MECHANICAL

- 1) Wage rates adjusted: MECHANICAL RATE
 - a) Year one (1) - 2:00 % = \$24.82
 - b) Year two (2) - 2.00% = \$25.31

- 2) Wage rates adjusted: SHOP HELPER RATE
 - a) Year one (1) - 2:00 % = \$16.49
 - b) Year two (2) - 2.00% = \$16.82

- 3) *Tool Allowance:*
 - a) *Year one (1) \$135.00*
 - b) *Year two (2) \$140.00*

- 4) Lead hand: \$0.85 per hour in addition to the applicable mechanic rate.

- 5) Boot Allowance \$125 per year, paid at the end of December. The rate would increase if corporate policy increases.

- 6) Mechanical Department employees, subject to the company being able to provide adequate staffing levels to complete scheduled work, may elect to apply for unpaid leave under Article 11.02, to allow additional time off during non-driving periods. Without being required to meet the definition of exceptional circumstance. Previously scheduled vacation would take priority over such leave requests.
- 7) Mechanical Department will be provided tools and safety equipment in accordance with company policy. Two pairs of winter gloves or extra liners shall be provided.
- 8) Clothing criteria to be maintained and clothing to be replaced when worn with comparable quality.

SCHEDULE "C" – E.A.P.

The EMPLOYEE ASSISTANCE PROGRAM will be made available to employees effective on signing of this contract.

NOTES

1. Page #25 – 8:12b – Reference to Consortia
2. Page #40 – 16.4 – Reference to Consortia

Signed this 5th day of November, 2010, in the city of
Thunder Bay.

For the Company

Randy Lent

Charles Hogeau

For The Union

Herb Daniher

Judy Allen

Eleanor Cross

Cheryl Hanchar

Albert A. Wierikko

SERVICE & HOURS	SCHEDULE "A" DRIVERS' WAGES - 2010-2011 - PAGE #1									
	3:00	3:15	3:30	3:45	4:00	4:15	4:30	5:00	5:15	5:30
Under 1	44.40	47.16	49.92	52.68	55.44	58.20	60.96	66.48	69.24	72.00
Over 1	44.83	47.62	50.41	53.20	55.99	58.77	61.56	67.14	69.93	72.72
Over 2	45.27	48.09	50.91	53.73	56.54	59.35	62.17	67.80	70.62	73.44
Over 3	45.72	48.56	51.41	54.26	57.10	59.94	62.78	68.47	71.32	74.17
Over 4	46.17	49.04	51.92	54.80	57.66	60.53	63.40	69.15	72.02	74.90
Over 5	46.63	49.52	52.43	55.34	58.23	61.13	64.03	69.83	72.73	75.64
Over 6	47.09	50.01	52.95	55.89	58.81	61.73	64.66	70.52	73.45	76.39
Over 7	47.56	50.50	53.47	56.44	59.39	62.34	65.30	71.22	74.18	77.14
Over 8	48.03	51.00	54.00	57.00	59.98	62.96	65.94	71.92	74.91	77.90
Over 9	48.50	51.50	54.53	57.56	60.57	63.58	66.59	72.63	75.65	78.67
Over 10	48.98	52.01	55.07	58.13	61.17	64.21	67.25	73.35	76.40	79.45
Over 11	49.46	52.52	55.61	58.70	61.77	64.84	67.91	74.07	77.15	80.23
Over 12	49.95	53.04	56.16	59.28	62.38	65.48	68.58	74.80	77.91	81.02
Over 13	50.44	53.56	56.71	59.87	63.00	66.13	69.26	75.54	78.68	81.82
Over 14	50.94	54.09	57.27	60.46	63.62	66.78	69.94	76.29	79.46	82.63
Over 15	51.44	54.62	57.84	61.06	64.25	67.44	70.63	77.04	80.24	83.45
Over 16	51.95	55.16	58.41	61.66	64.88	68.11	71.33	77.80	81.03	84.27
Over 17	52.46	55.70	58.99	62.27	65.52	68.78	72.03	78.57	81.83	85.10
Over 18	52.98	56.25	59.57	62.89	66.17	69.46	72.74	79.35	82.64	85.94
Over 19	53.50	56.81	60.16	63.51	66.82	70.15	73.46	80.13	83.46	86.79
Over 20	54.03	57.37	60.75	64.14	67.48	70.84	74.19	80.92	84.28	87.65
Over 21	54.56	57.94	61.35	64.77	68.15	71.54	74.92	81.72	85.11	88.52
Over 22	55.10	58.51	61.96	65.41	68.82	72.25	75.66	82.53	85.95	89.39
Over 23	55.64	59.09	62.57	66.06	69.50	72.96	76.41	83.35	86.80	90.27
Over 24	56.19	59.67	63.19	66.71	70.19	73.68	77.16	84.17	87.66	91.16
Over 25	56.74	60.26	63.81	67.37	70.88	74.41	77.92	85.00	88.53	92.06
Over 26	57.30	60.86	64.44	68.04	71.58	75.14	78.69	85.84	89.40	92.97
Over 27	57.87	61.46	65.08	68.71	72.29	75.88	79.47	86.69	90.28	93.89
Over 28	58.44	62.07	65.72	69.39	73.00	76.63	80.25	87.55	91.17	94.82

SERVICE & HOURS	SCHEDULE "A" DRIVER'S WAGES - 2010-2011 - PAGE #2								
	5:45	6:00	6:15	6:45	7:00	7:15	7:30	7:45	8:00
Under 1	74.77	77.53	80.29	85.81	88.57	91.33	94.09	96.85	99.61
Over 1	75.50	78.29	81.08	86.66	89.44	92.23	95.02	97.81	100.60
Over 2	76.25	79.06	81.88	87.52	90.32	93.14	95.96	98.78	101.59
Over 3	77.00	79.84	82.69	88.38	91.21	94.06	96.91	99.76	102.59
Over 4	77.76	80.63	83.51	89.25	92.11	94.99	97.87	100.75	103.60
Over 5	78.53	81.43	84.33	90.13	93.02	95.93	98.84	101.75	104.62
Over 6	79.31	82.23	85.16	91.02	93.94	96.88	99.82	102.75	105.65
Over 7	80.09	83.04	86.00	91.92	94.87	97.84	100.81	103.76	106.69
Over 8	80.88	83.86	86.85	92.83	95.81	98.81	101.81	104.78	107.74
Over 9	81.68	84.69	87.71	93.75	96.76	99.79	102.82	105.81	108.80
Over 10	82.49	85.53	88.58	94.68	97.72	100.78	103.84	106.86	109.87
Over 11	83.30	86.37	89.45	95.62	98.69	101.78	104.87	107.92	110.96
Over 12	84.12	87.22	90.33	96.56	99.66	102.79	105.91	108.99	112.06
Over 13	84.95	88.08	91.22	97.51	100.64	103.81	106.96	110.07	113.17
Over 14	85.79	88.95	92.12	98.47	101.63	104.84	108.02	111.16	114.29
Over 15	86.64	89.83	93.03	99.44	102.63	105.88	109.09	112.26	115.42
Over 16	87.50	90.72	93.95	100.42	103.64	106.93	110.17	113.37	116.56
Over 17	88.36	91.62	94.88	101.41	104.66	107.99	111.26	114.49	117.71
Over 18	89.23	92.52	95.82	102.41	105.69	109.06	112.36	115.62	118.87
Over 19	90.11	93.43	96.77	103.42	106.73	110.14	113.47	116.76	120.04
Over 20	91.00	94.35	97.73	104.44	107.78	111.23	114.59	117.91	121.23
Over 21	91.90	95.28	98.70	105.47	108.84	112.33	115.72	119.07	122.43
Over 22	92.81	96.22	99.67	106.51	109.92	113.44	116.86	120.25	123.64
Over 23	93.73	97.17	100.65	107.56	111.01	114.56	118.01	121.44	124.86
Over 24	94.66	98.13	101.64	108.62	112.11	115.69	119.18	122.64	126.09
Over 25	95.59	99.10	102.64	109.69	113.22	116.83	120.36	123.85	127.34
Over 26	96.53	100.08	103.65	110.77	114.34	117.98	121.55	125.07	128.60
Over 27	97.48	101.07	104.67	111.86	115.47	119.15	122.75	126.31	129.87
Over 28	98.44	102.07	105.70	112.96	116.61	120.33	123.96	127.56	131.15

SERVICE & HOURS	SCHEDULE "A" DRIVERS' WAGES - 2011-2012 - PAGE #1									
	3:00	3:15	3:30	3:45	4:00	4:15	4:30	4:45	5:00	5:15
Under 1	44.84	47.63	50.42	53.20	55.99	58.78	61.57	64.36	67.15	69.94
Over 1	45.29	48.10	50.92	53.74	56.55	59.37	62.19	65.00	67.82	70.64
Over 2	45.74	48.58	51.43	54.28	57.12	59.96	62.81	65.65	68.50	71.35
Over 3	46.20	49.07	51.94	54.82	57.69	60.56	63.44	66.31	69.19	72.06
Over 4	46.66	49.56	52.46	55.37	58.27	61.17	64.07	66.97	69.88	72.78
Over 5	47.13	50.06	52.98	55.92	58.85	61.78	64.71	67.64	70.58	73.51
Over 6	47.60	50.56	53.51	56.48	59.44	62.40	65.36	68.32	71.29	74.25
Over 7	48.08	51.07	54.05	57.04	60.03	63.02	66.01	69.00	72.00	74.99
Over 8	48.56	51.58	54.59	57.61	60.63	63.65	66.67	69.69	72.72	75.74
Over 9	49.05	52.10	55.14	58.19	61.24	64.29	67.34	70.39	73.45	76.50
Over 10	49.54	52.62	55.69	58.77	61.85	64.93	68.01	71.09	74.18	77.27
Over 11	50.04	53.15	56.25	59.36	62.47	65.58	68.69	71.80	74.92	78.04
Over 12	50.54	53.68	56.81	59.95	63.09	66.24	69.38	72.52	75.67	78.82
Over 13	51.05	54.22	57.38	60.55	63.72	66.90	70.07	73.25	76.43	79.61
Over 14	51.56	54.76	57.95	61.16	64.36	67.57	70.77	73.98	77.19	80.41
Over 15	52.08	55.31	58.53	61.77	65.00	68.25	71.48	74.72	77.96	81.21
Over 16	52.60	55.86	59.12	62.39	65.65	68.93	72.19	75.47	78.74	82.02
Over 17	53.13	56.42	59.71	63.01	66.31	69.62	72.91	76.22	79.53	82.84
Over 18	53.66	56.98	60.31	63.64	66.97	70.32	73.64	76.98	80.33	83.67
Over 19	54.20	57.55	60.91	64.28	67.64	71.02	74.38	77.75	81.13	84.51
Over 20	54.74	58.13	61.52	64.92	68.32	71.73	75.12	78.53	81.94	85.36
Over 21	55.29	58.71	62.14	65.57	69.00	72.45	75.87	79.32	82.76	86.21
Over 22	55.84	59.30	62.76	66.23	69.69	73.17	76.63	80.11	83.59	87.07
Over 23	56.40	59.89	63.39	66.89	70.39	73.90	77.40	80.91	84.43	87.94
Over 24	56.96	60.49	64.02	67.56	71.09	74.64	78.17	81.72	85.27	88.82
Over 25	57.53	61.09	64.66	68.24	71.80	75.39	78.95	82.54	86.12	89.71
Over 26	58.11	61.70	65.31	68.92	72.52	76.14	79.74	83.37	86.98	90.61
Over 27	58.69	62.32	65.96	69.61	73.25	76.90	80.54	84.20	87.85	91.52
Over 28	59.28	62.94	66.62	70.31	73.98	77.67	81.35	85.04	88.73	92.44

SERVICE & HOURS	SCGEDULE "A" DRIVERS' WAGES - 2011 - 2012 - PAGE #2										
	5:30	5:45	6:00	6:15	6:30	6:45	7:00	7:15	7:30	7:45	8:00
Under 1	72.72	75.51	78.30	81.09	83.88	86.67	89.46	92.24	95.03	97.82	100.61
Over 1	73.45	76.27	79.08	81.90	84.72	87.53	90.35	93.17	95.98	98.80	101.62
Over 2	74.18	77.03	79.87	82.72	85.57	88.41	91.25	94.10	96.94	99.79	102.64
Over 3	74.92	77.80	80.67	83.55	86.43	89.29	92.16	95.04	97.91	100.79	103.67
Over 4	75.67	78.58	81.48	84.39	87.29	90.18	93.08	95.99	98.89	101.80	104.71
Over 5	76.43	79.37	82.29	85.23	88.16	91.08	94.01	96.95	99.88	102.82	105.76
Over 6	77.19	80.16	83.11	86.08	89.04	91.99	94.95	97.92	100.88	103.85	106.82
Over 7	77.96	80.96	83.94	86.94	89.93	92.91	95.90	98.90	101.89	104.89	107.89
Over 8	78.74	81.77	84.78	87.81	90.83	93.84	96.86	99.89	102.91	105.94	108.97
Over 9	79.53	82.59	85.63	88.69	91.74	94.78	97.83	100.89	103.94	107.00	110.06
Over 10	80.33	83.42	86.49	89.58	92.66	95.73	98.81	101.90	104.98	108.07	111.16
Over 11	81.13	84.25	87.35	90.48	93.59	96.69	99.80	102.92	106.03	109.15	112.27
Over 12	81.94	85.09	88.22	91.38	94.53	97.66	100.80	103.95	107.09	110.24	113.39
Over 13	82.76	85.94	89.10	92.29	95.48	98.64	101.81	104.99	108.16	111.34	114.52
Over 14	83.59	86.80	89.99	93.21	96.43	99.63	102.83	106.04	109.24	112.45	115.67
Over 15	84.43	87.67	90.89	94.14	97.39	100.63	103.86	107.10	110.33	113.57	116.83
Over 16	85.27	88.55	91.80	95.08	98.36	101.64	104.90	108.17	111.43	114.71	118.00
Over 17	86.12	89.44	92.72	96.03	99.34	102.66	105.95	109.25	112.54	115.86	119.18
Over 18	86.98	90.33	93.65	96.99	100.33	103.69	107.01	110.34	113.67	117.02	120.37
Over 19	87.85	91.23	94.59	97.96	101.33	104.73	108.08	111.44	114.81	118.19	121.57
Over 20	88.73	92.14	95.54	98.94	102.34	105.78	109.16	112.55	115.96	119.37	122.79
Over 21	89.62	93.06	96.50	99.93	103.36	106.84	110.25	113.68	117.12	120.56	124.02
Over 22	90.52	93.99	97.47	100.93	104.39	107.91	111.35	114.82	118.29	121.77	125.26
Over 23	91.43	94.93	98.44	101.94	105.43	108.99	112.46	115.97	119.47	122.99	126.51
Over 24	92.34	95.88	99.42	102.96	106.48	110.08	113.58	117.13	120.66	124.22	127.78
Over 25	93.26	96.84	100.41	103.99	107.54	111.18	114.72	118.30	121.87	125.46	129.06
Over 26	94.19	97.81	101.41	105.03	108.62	112.29	115.87	119.48	123.09	126.71	130.35
Over 27	95.13	98.79	102.42	106.08	109.71	113.41	117.03	120.67	124.32	127.98	131.65
Over 28	96.08	99.78	103.44	107.14	110.81	114.54	118.20	121.88	125.56	129.26	132.97