



**COLLECTIVE AGREEMENT**

**BETWEEN**

**RILLING BUS LIMITED**

**AND**

**CANADIAN UNION OF PUBLIC EMPLOYEES  
LOCAL 885**

**July 1, 2011 to June 30, 2014**

TABLE OF CONTENTS

ARTICLE 1 – PREAMBLE.....2

ARTICLE 2 – TERM OF OPERATION OF AGREEMENT .....2

ARTICLE 3 – RECOGNITION AND SCOPE.....2

ARTICLE 4 – UNION SECURITY .....3

ARTICLE 5 – CHECK-OFF .....3

ARTICLE 6 – GRIEVANCE PROCEDURE .....3

**ARTICLE 7 – NO DISCRIMINATION OR HARASSMENT .....5**

ARTICLE 8 – DISCIPLINE AND DISCHARGE .....5

ARTICLE 9 – SENIORITY.....6

**ARTICLE 10 – JOB POSTINGS.....6**

ARTICLE 11 – DRIVER QUALIFICATIONS AND OBLIGATIONS .....6

ARTICLE 12 – LAY-OFFS AND RECALLS.....7

ARTICLE 13 – LEAVE OF ABSENCE .....7

ARTICLE 14 – SICK LEAVE PLAN.....9

ARTICLE 15 – ANNUAL VACATIONS.....10

ARTICLE 16 – PUBLIC HOLIDAYS .....10

ARTICLE 17 – PRESENT CONDITIONS AND BENEFITS.....11

**ARTICLE 18 - TELEPHONES .....11**

ARTICLE 19 – SEVERANCE PACKAGE.....11

ARTICLE 20 – SCHEDULE OF WAGES .....11

SCHEDULE “A”.....13

LETTER OF UNDERSTANDING .....17

LETTER OF UNDERSTANDING .....18

THIS AGREEMENT MADE THIS 17<sup>th</sup> DAY OF December, 2012 A.D.

BETWEEN: RILLING BUS LIMITED, A BODY CORPORATE INCORPORATED UNDER THE LAWS OF SASKATCHEWAN WITH HEAD OFFICE IN THE TOWN OF LEMBERG, SASKATCHEWAN, HEREINAFTER REFERRED TO AS "THE EMPLOYER"

OF THE FIRST PART,

AND: THE CANADIAN UNION OF PUBLIC EMPLOYEES AND ITS LOCAL 885, AFFILIATED WITH THE CANADIAN LABOUR CONGRESS, HEREINAFTER REFERRED TO AS "THE UNION",

OF THE SECOND PART.

### ARTICLE 1 – PREAMBLE

In consideration of the maintenance of harmonious relations and settled conditions of employment, and recognizing the mutual value of joint discussions and negotiations on all matters pertaining to working conditions, hours of work and rates of pay, the parties hereto do hereby enter into, establish and agree to the following terms:

### ARTICLE 2 – TERM OF OPERATION OF AGREEMENT

The term of operation of this Agreement shall be from the first (1<sup>st</sup>) day of July 2011 until the thirtieth (30<sup>th</sup>) day of June 2014. Either party may, not less than thirty (30) days nor more than sixty (60) days before the expiry date of this Agreement, give notice in writing to the other party of its desire to negotiate a revision thereof.

### ARTICLE 3 – RECOGNITION AND SCOPE

- 3.01 a) The Employer recognizes the Union as the sole collective bargaining agent for all bus drivers employed by Rilling Bus Limited in connection with the Horizon School Division and Saskatchewan Rivers School Division in the province of Saskatchewan, except the Supervisor and a person having and regularly exercising authority to employ or discharge employees or regularly acting on behalf of management in a confidential capacity.

The words "employee" and "employees" where hereinafter used shall mean any person or persons covered by this Agreement.

- b) The Union recognizes the right of the Company to manage its affairs in a fair and reasonable manner subject to the provisions of the collective agreement.

### 3.02 No Other Agreements

No Employee shall be required or permitted to make a written or verbal agreement with the Employer or its representatives, which may conflict with the term of this Collective Agreement.

## ARTICLE 4 – UNION SECURITY

Every employee who is now or hereafter becomes a member of the Union shall maintain his membership in the Union as a condition of his employment, and every new employee whose employment commences hereafter shall, within thirty (30) days after the commencement of his employment, apply for and maintain membership in the Union, and maintain membership in the Union as a condition of his employment, provided that any employee in the appropriate bargaining unit who is not required to maintain his membership or apply for and maintain his membership in the Union shall, as a condition of his employment, tender to the Union the periodic dues initiation fees and assessments uniformly required to be paid by the members of the Union.

## ARTICLE 5 – CHECK-OFF

The Employer agrees to comply with the provisions of Section 32 of *The Trade Union Act, 1994*, of the Province of Saskatchewan and further agrees to remit as required the dues deducted monthly. **The Employer shall deduct from every Employee any dues, initiation fees or assessments levied by the Union on its members.** Such dues shall be remitted to the Secretary-Treasurer of Local 885 by the fifteenth (15<sup>th</sup>) of the following month.

## ARTICLE 6 – GRIEVANCE PROCEDURE

### 6.01 Definition

- a) The definition of a grievance is any difference or dispute **of opinion** between the Employer and the Union or any Employee as to the **interpretation, or application of any Article of the Agreement, including as to whether as to an Employee was disciplined or terminated unjustly.**
- b) The parties to this Agreement shall make an earnest effort to resolve any grievance, which may arise during the term of operation of this agreement.

6.02 Grievances arising under this Agreement during the term hereof shall be adjusted and settled as follows:

Step 1

The grievance shall be submitted in writing, to the Company's Supervisor within ten (10) working days of the event causing the grievance. The Company's Supervisor shall seek to settle the grievance at a hearing with the grievor and a representative of the Union within five (5) working days following receipt of the grievance. The Company's Supervisor shall render his decision to the Union, in writing, within five (5) working days of the hearing.

Step 2

Failing a satisfactory settlement being reached at Step 1, the Union may refer the grievance to the Company President or his representative within ten (10) working days of receipt of the decision in Step 1. The Company President or his representative shall grant a hearing to the grievor and the Union, to discuss the grievance within five (5) working days of the referral, and shall render his decision in writing to the Union within five (5) working days of the hearing.

Step 3

Failing a satisfactory settlement of the grievance at Step 2 the Union may refer the matter to Arbitration. In such event the Arbitration shall proceed in accordance with the provisions of the Trade Union Act, as it presently exists.

6.03 Failure of the Employer to comply with any of the Steps will automatically move the grievance to the next Step of the procedure.

6.04 The Union has the right to have a representative present at all stages of the grievance procedure.

6.05 Each of the parties hereto shall bear the expenses of the Arbitrator appointed by it and the parties shall jointly share the expenses of the Chairman of the Arbitration Board.

6.06 Any time limit set forth in this Article may be extended by the mutual agreement of the parties.

6.07 Disputes Involving Dismissal

Where there is a dispute involving a dismissal for cause the Employer and the Union agree to bypass Step 1.

## ARTICLE 7 – NO DISCRIMINATION OR HARASSMENT

### 7.01 No Discrimination or Harassment

- a) The employer and the Union agree that there will be no discrimination or harassment with respect to any employee by reason of age (subject to mandatory retirement provisions), race, creed, colour, ancestry, national origin, religion, political affiliation or activity, sexual orientation, sex, marital or parental status, place of residence, handicap (subject to bona fide occupational requirements), nor by reason of his/her membership or activity in the Union.
- b) The Employer and the Union recognize the right of employees to work in an environment free of harassment in accordance with *The Occupational Health and Safety Act, 1993* and free from discrimination in accordance with *The Human Rights Code* and Regulations.
- c) The parties recognize the Duty to Accommodate in accordance with the Human Rights Code and Regulations and agree to accommodate workers in accordance with the Code.
- d) If discrimination or harassment has taken place, appropriate action, as determined by management, in consultation with the Union, shall be taken against the harasser. The employer, with the co-operation of the Union, will ensure that the discrimination or harassment ceases. Complaints or grievances with respect to discrimination or harassment shall be handled so as to protect the confidentiality of those involved.

## ARTICLE 8 – DISCIPLINE AND DISCHARGE

- 8.01 The parties to this Agreement agree that employees shall not be dismissed or otherwise disciplined except for just cause.

When an employee has been dismissed, the Employer shall notify the Union in writing within five (5) days as to its reason for the dismissal, but such notification shall be without prejudice to the employee.

- 8.02 There shall be one (1) personnel file maintained by the Employer for each employee. Files are to be kept under lock and key in the Administrator's care and further, the Administrator must be present when an employee is reviewing his/her file.

## ARTICLE 9 – SENIORITY

Both parties to this Agreement recognize that job security will increase in proportion to length of service, and that any employee on lay-off shall be re-employed before any new employees are hired. Laid off employees shall retain their seniority and recall rights for a period of twenty-four (24) months after lay-off. This provision applies only to the sub-unit applicable of the Horizon School Division and Saskatchewan Rivers School Division. An employee shall lose their seniority and be deemed to have terminated their employment if they are dismissed for just cause unless reinstated or resign in writing. For the purposes of this article, seniority for current employees is defined in Appendix A which is attached hereto and forms part of this Agreement.

## ARTICLE 10 – JOB POSTINGS

**Rilling Bus Limited proposes that the company may indicate when vacant positions become available. However, any changes made to route drivers need to meet the contractual obligations to fill vacant routes in a timely matter and adhere to the off route mileage limits set out in the agreement between Rilling Bus Limited and Horizon School Division and Saskatchewan Rivers School Division.**

## ARTICLE 11 – DRIVER QUALIFICATIONS AND OBLIGATIONS

No person shall operate a school vehicle except the driver assigned by the Employer. However, the driver shall have a qualified alternate driver available and approved by the Employer, and in the event the driver is unable to perform his duties, the alternate driver shall operate the vehicle in accordance with the terms of this Agreement.

Employees shall be on probation for ninety (90) days from their date of hire, and shall have all rights and benefits of the Collective Agreement. The Employer may dismiss probationary Employees for reasons of general unsuitability.

The employees agree to comply with all provisions of the School Conveyance Manual as from time to time promulgated by the Department of Education for the Province of Saskatchewan and any other reasonable requirements of the Horizon School Division and Saskatchewan Rivers School Division and by the Employer.

The rates of pay described in this agreement shall be compensation in full for all time on duty and all work performed in accordance with the normal and reasonable duties of a bus driver.

## ARTICLE 12 – LAY-OFFS AND RECALLS

### 12.01 Advance Notice of Lay-Off

Advance notice of lay-off shall apply to this contract in accordance with provisions of Section 43 of *The Labour Standards Act*.

- a) **One (1) week's written notice, if his period of employment is less than one (1) year;**
- b) **Two (2) weeks' written notice, if his period of employment is one (1) year or more but less than three (3) years;**
- c) **Four (4) weeks' written notice, if his period of employment is three (3) years or more but less than five (5) years;**
- d) **Six (6) weeks' written notice, if his period of employment is five (5) years or more but less than ten (10) years;**
- e) **Eight (8) weeks' written notice, if his period of employment is ten (10) years or more.**

**12.02** The employees agree that this shall serve as advance notice of lay-off as required under Section 43 of *The Labour Standards Act* for the holiday periods as outlined in *The Education Act*. However, this shall not apply to any other period of time.

## ARTICLE 13 – LEAVE OF ABSENCE

### 13.01 Compassionate Leave

- a) **Compassionate leave with pay for up to five (5) days shall be granted to an employee in the event of serious illness or death in an employee's immediate family. Additional days may be granted upon request in extenuating circumstances. The definition of immediate family shall include spouse, child, step child, mother, father, step parents, sister, brother, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandchild, grandparents, and guardian.**
- b) **Compassionate leave with pay for up three (3) days shall be granted to an employee in the event of death of any person that they have a special relationship with.**
- c) **Employees requiring leave under this Article shall not be subject to contacting a replacement driver. The Employer will secure a replacement driver for Employees on compassionate leave.**

- d) Where an Employee is required to travel over five hundred (500) kilometers or more one way to attend the serious illness or funeral the Employees shall receive a maximum of two (2) additional days leave without loss of pay and benefits.

In addition the Employee may request unpaid leave of absence as may be required for this purpose.

13.02 Compassionate leave pay shall be paid within thirty (30) days upon written notification to the Employer.

13.03 Paid Jury or Court Witness Duty Leave

The Employer shall grant leave of absence without loss of seniority benefits to any employee who serves as a juror. The Employer shall pay such an employee the difference between his normal earnings and the payment he receives for jury service, excluding payment for traveling, meals or other expenses. The employee shall present proof of service and the amount of pay received. Time spent by the employee required to serve as a court witness in any matter arising out of his employment shall be considered as time worked at the appropriate rate of pay.

13.04 General Leave of Absence

Except in cases of illness, drivers who wish to take a leave of absence for a period of up to one (1) month shall apply to the Supervisor for permission to take such leave. Leave shall be granted without pay for reasonable request and only when proper arrangements can be made for a spare driver to fill the vacancy. Longer leaves of absence may be granted by the General Manager upon application in writing to him by the driver desiring such longer leave.

13.05 Compassionate Care Leave

- i) Upon request, employees shall be granted a leave of absence of up to eight (8) weeks to care for a family member who is seriously ill. The employee is not required to take the benefit weeks consecutively.
- ii) During the leave, the employee shall continue to accumulate all benefits and seniority. Should the employee choose to make contributions for the period of the leave to the pension or benefits plan, the Employer will pay the Employer's contribution for the same period.
- iii) During the two (2) weeks Employment Insurance waiting period, the Employer shall provide payment to the employee equal to the Employment Insurance premium. Upon return to work, the employee shall reimburse the Employer for the initial two (2) weeks of earnings.
- iv) Family member is defined to include a legal or common law spouse, a child of the employee or the employee's spouse, and a parent or a spouse of a parent.

- v) Employees applying for compassionate care family leave must provide a doctor's certificate stating that a family member suffers from a serious medical condition, with a significant risk of death within twenty-six (26) weeks, and that the family member requires the care or support of one or more other family members.
- vi) An employee may request an extension without pay to the compassionate care family leave. Approval of an extension shall not be unreasonably denied. During an extended leave, the employee shall continue to accrue all benefits and seniority. Should the employee choose to make contributions for the period of the extended leave to the pension or benefits plan, the Employer will pay the Employer's contribution for the same period.

### 13.06 Personal Leave

Regular ten (10) month drivers shall be granted two (2) days per year personal leave with pay for pressing personal leave or emergencies.

- Personal days are non-cumulative between school years;
- Documentation may be required;
- Additional days may be granted at the discretion of the Employer;
- **Every effort shall be made by the bus driver to secure an approved substitute driver;**
- **If unable to secure a substitute driver, Employee(s) shall notify the Employer prior to taking personal day(s).**

## ARTICLE 14 – SICK LEAVE PLAN

### 14.01 Sick Leave Defined

Sick leave means the period of time when the employee is absent from work with full pay by virtue of being sick.

### 14.02 Annual Paid Sick Leave

Fifteen (15) days sick leave per year shall be earned by the employee at the rate of one and one-half (1-½) days for every month an employee is employed.

### 14.03 Accumulation of Sick Leave

The unused portion of an employee's sick leave shall accrue for his future benefits up to a maximum of ninety (90) days.

### 14.04 Deduction from Sick Leave

A deduction shall be made from accumulated sick leave of all normal working days (exclusive of holidays, vacations or days off) absent for sick leave.

### 14.05 Proof of Illness

After three (3) consecutive days of illness, an employee may be required to produce a certificate from a medical practitioner for any illness, certifying that he was unable to carry out duties due

to illness. Any expense arising from obtaining medical notes or certificates will be reimbursed by the Employer.

14.06 Sick Leave During Leave of Absence

When an employee is laid off on account of lack of work or is on approved leave of absence, he shall not receive sick leave credits for the period of such absence, but shall retain his accumulated credits, if any, existing at the time of such lay-off or approved leave of absence.

14.07 Sick Leave Records

Immediately after the close of each school year, the Employer shall advise each employee, in writing, of the amount of such sick leave accrued to his credit with a copy of same forwarded to the Secretary of the Union.

14.08 The Employer shall pay sick leave credits within thirty (30) days of receipt of form to be supplied by the Employer.

14.09 Final Statements

It is agreed and understood by Rilling Bus Limited and CUPE Local 885 that the Employer will, in the month of July, issue to each employee a full-itemized statement indicating sick leave accumulation.

ARTICLE 15 – ANNUAL VACATIONS

Drivers will be paid their vacation pay according to their years of service:

- After one (1) year of service – 3 weeks at 3/52 of monthly earnings;
- After five (5) years of service – 4 weeks at 4/52 of monthly earnings;
- After ten (10) years service – 5 weeks at 5/52 of monthly earnings;
- After twenty (20) years of service – 6/52nds of monthly earnings;
- If less than one (1) year – Holiday pay at 3/52 of monthly earnings.

Holiday pay to be paid monthly.

The seniority date for the purposes of Annual Vacations for the current employees is defined in Appendix A which is attached hereto and forms part of this Agreement.

ARTICLE 16 – PUBLIC HOLIDAYS

Public Holiday Pay shall be paid in accordance with *The Labour Standards Act*. The approximate amount of public holiday pay shall be projected over the 10-month payroll period referred to in Schedule “A”, and any overpayment or underpayment will be adjusted in June.

16.01 The Employer recognizes the following as designated holidays:

New Years' Day	Labour Day
Family Day	Thanksgiving Day
Good Friday	Remembrance Day
Victoria Day	Christmas Day

And any other day proclaimed as a designated holiday by the Federal, Provincial or Municipal Government. A civically declared designated holiday in lieu of any of the above named holidays shall not be considered as a designated holiday.

#### ARTICLE 17 – PRESENT CONDITIONS AND BENEFITS

##### 17.01 Present Conditions to Continue

All rights, benefits, privileges and working conditions which employees now enjoy, receive or possess shall continue to be enjoyed or possessed insofar as they are consistent with this Agreement, but may be modified by mutual agreement between the Employer and the Union.

#### ARTICLE 18 - TELEPHONES

18.01 The Employer shall reimburse each employee:

- a) A flat rate of \$20.00 per month toward the cost of basic touchtone residential telephone service plus one extension, including mandatory charges; or
- b) A flat rate of \$15.00 per month toward the cost of basic cellular telephone costs received.

Business related long distance cost receipted will be reimbursed based on actual charges paid to the long distance carrier.

#### ARTICLE 19 – SEVERANCE PACKAGE

Any full time Employee with more than twenty (20) years of service who has had his route abolished or elects to retire shall be entitled to severance pay on the following basis:

The number of years X \$50.00 = severance package

#### ARTICLE 20 – SCHEDULE OF WAGES

Wage rates and any other forms of remuneration shall be listed in Section 1 of Schedule, "A" which is attached hereto and forms part of this Agreement.

ARTICLE 21 - RETROACTIVITY

Any employee whose employment at the Rilling Bus Limited ends between the termination date of the last agreement and the effective date of a new agreement shall receive the full retroactivity of any increase in wages, salaries or other prerequisites.

SCHEDULE "A"

SECTION I

- a) All drivers shall be paid on a ten-month basis (September 1 to June 30 inclusive) with the final adjustment of pay to be made following receipt by the Unit Board Office of all monthly reports. Such adjustment of pay shall include all extra-authorized chartered mileage, which has been sanctioned by the Unit Board.
- For purposes of Employment Insurance, full time drivers shall be recorded as working six (6) hours per day.
  - All payments and deductions shall be clearly shown on the pay stub.
  - Payment of alternate drivers is not the responsibility of the driver.
  - Power bill allowance will not be shown as earnings.
  - Employees residing away from an established regular route for which they are responsible shall receive no pay for traveling to and from their route.
  - The regular pay for the 10 month period for each driver shall be calculated as follows:

$$\text{Rate Per Day} \times \text{Number of School Bus Driving} = \text{The Driver's Pay in the 10 Month Period}$$

$$\text{Days Actually Driven by the Driver in the 10-Month Period}$$

For example, on a route of up to 104 kilometers, the daily rate and annual rate for a driver (who actually drives 186 days in the 10 month period) are as follows:

	Rate Per Day/Annual	Rate Per Day /Annual	Rate Per Day/Annual	
	2010/2011	2011/2012 3%	2012/2013 2.50%	2013/2014 2.50%
<104km/day	57.64	59.37	60.85	62.37
105-136km/day	61.54	63.39	64.97	66.60
137-168km/day	64.56	66.50	68.16	69.86
169-200km/day	66.70	68.70	70.42	72.18
201-232km/day	68.45	70.50	72.27	74.07
233-264km/day		72.30	74.11	75.96

Wage increases shall be retroactive **July 1, 2011** and shall be issued on a separate cheque.

Note: The Annual figures are rounded off to the nearest dollar and are based on the assumption that each driver drives 186 days per academic year.

- b) The classification of pay shall be determined or fixed in accordance with the established mileage for the month of September.
- c) When the weather requires it, drivers will plug in their bus. Remuneration for power bills will be:
- 2011/2012                      35.00/month (350.00/year)
  - 2012/2013                      36.00/month (360.00/year)
  - 2013/2014                      37.00/month (370.00/year)
- d) When a school is closed on a scheduled instructional day because of a failure to the school's mechanical systems, because of a funeral or because of any other emergency reason that is not directly caused by weather, the affected drivers shall be paid one day's regular pay.
- e) Extra trips shall be paid on mileage calculated as follows:
- Effective date of signing – minimum of \$35.00 per round trip or \$0.33 per kilometre, whichever is greater.
  - Stand-by pay to be paid at Minimum Wage or \$11.50 per hour, whichever is greater.
  - Charter trips shall be from the school to the event and return to the school. If any individual miles are added, they shall be explained by the driver.
  - All extra trips are to be paid by the Employer on the month following receipt of the extra trip form.
- f) Wash Allowance: All regular drivers will receive an annual allowance as full compensation for water and materials used to keep bus interiors and exteriors clean. Drivers understand that keeping buses clean is a requirement of employment and that the actual work of cleaning is compensated for in their regular wage.

Effective July 1, 2011: Wash Allowance shall be, payable in equal amounts, in each of the ten months of the academic year.

2011/2012	287.50/year
2012/2013	300.00/year
2013/2014	312.50/year

- g) "S" Endorsement: The Employer will reimburse to each eligible driver upon successful renewal of their "S" Endorsement the complete amount upon submitting supporting receipts. The amount shall be identified as reimbursement on financial statements.

## SECTION II – CHARTER AND EXTRA TRIPS

- a) Where possible, drivers shall drive the extra trips as they occur, such scheduling to be worked out between the drivers and the Employer.

### SECTION III

- a) Drivers who are required to bring in his unit in for maintenance shall be compensated in the following manner:


\$40.00 per trip, plus an additional \$11.50 per hour for every hour over 3 hours spent during maintenance and/or travel time:

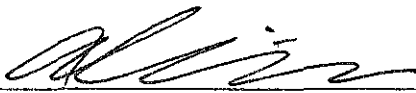
### SECTION IV – DRIVER RESPONSIBILITIES

- a) Drivers will be responsible for all safety equipment and ensure that said equipment meets regulations of the Highway Traffic Board and is carried in the bus at all times while in operation.
- b) **The Employer** will arrange to have the **Annual SGI** inspection reported to the garage at **Humboldt** prior to the certificate expiring.
- c) Drivers will attempt to keep their buses and spares that they may be required to use from time to time, clean inside and out at all times.
- d) Drivers will ensure that all lights are in working condition prior to completing any school run.
- e) Drivers will be responsible for all fines that may be levied by the Highway Traffic Board when it relates to Items a,b,d.

Dated in the Town of Wakaw, Saskatchewan this 17 day of December, 2012

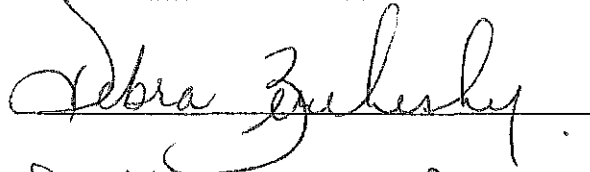
SIGNED ON BEHALF OF THE  
RILLING BUS LIMITED

  
\_\_\_\_\_

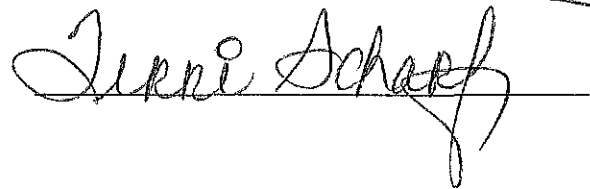
  
\_\_\_\_\_

\_\_\_\_\_

SIGNED ON BEHALF OF THE  
CANADIAN UNION OF PUBLIC  
EMPLOYEES LOCAL 885

  
\_\_\_\_\_

  
\_\_\_\_\_

  
\_\_\_\_\_

LETTER OF UNDERSTANDING

BETWEEN: Rilling Bus Limited

AND: C.U.P.E. Local 885

\*\*\*\*\*


The parties agree to the following provisions regarding the proper licensing of Bus Drivers:

- \*\* there shall be no consumption of alcohol in the eight (8) hours before driving the bus or on the bus.
- \*\* they must maintain the required valid drivers license and school bus endorsement
- \*\* they must have the required medicals to maintain their license
- \*\* they must immediately report to the employer or his designate, any suspension or expiry of license which is for a period when they are required to drive the bus and the employee will receive a leave of absence without pay for the suspension or expiry period and will not drive the bus when his license is not in effect.
- \*\* they must advise the employer if there is any change in health which would likely cause suspension of their drivers license. The employer has the right to require a medical certificate, from the employee's Doctor and at the employer's cost, which states whether the employee is fit or not fit to drive a bus. If employees are unable to drive for medical reasons they have full access to their sick leave credits and a further leave of absence without pay if they require it.

This Letter of Understanding has been agreed upon this 30<sup>th</sup> day of June 2011, A.D.

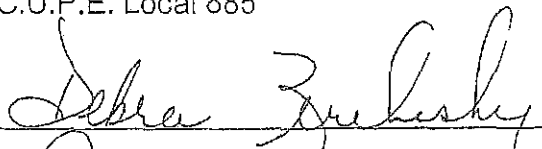
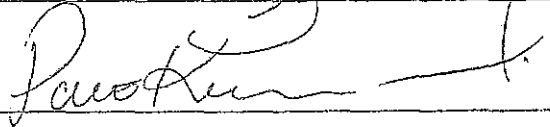
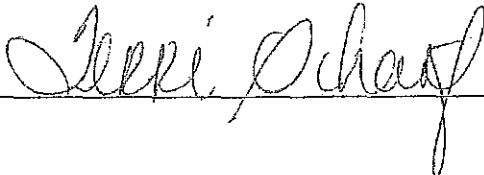
SIGNED ON BEHALF OF:

Rilling Bus Limited

  
\_\_\_\_\_  
\_\_\_\_\_

SIGNED ON BEHALF OF:

C.U.P.E. Local 885

LETTER OF UNDERSTANDING

BETWEEN: Rilling Bus Limited

AND: C.U.P.E. Local 885

.....

Employee's rates of pay are to be adjusted either in their favour or in the Employer's favour after the route has actually been driven and approved by the Unit Board and/or the Employer and a discrepancy is found. The Employer acknowledges the Union's right to have a Union representative present when the routes are driven by the Unit Board and/or the Employer.

This Letter of Understanding has been agreed upon this 30<sup>th</sup> day of  
June, 20 11 A.D.

SIGNED ON BEHALF OF:

SIGNED ON BEHALF OF:

Rilling Bus Limited

C.U.P.E. Local 885



