

COLLECTIVE BARGAINING

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COLLECTIVE BARGAINING AGREEMENT

Between

~~THE BELLINGHAM PUBLIC SCHOOLS NO. 501~~

And

This Agreement is entered into by the Bellingham Public Schools No. 501 and the General Teamsters

The following provisions shall constitute the only terms of the Agreement that shall apply to bargaining unit substitutes:

Article I

Article II

Article IV, Section 4.10

Article XIII, Section 13.02 – Sick Leave (only to the extent referenced for substitutes)

Memorandum of Understanding Drug and Alcohol Abuse

of this section means: (a) The access to the new employee occurs within ninety (90) days of the employee's

~~start within the business unit. (b) The access is for a period of time (90 days) less than 90 days.~~

Director with any questions regarding student needs, bus-stop locations, choice of roads, bus turn around needs, etc., and run times.

The district will consider it a priority to obtain information to make route times, assignments

and locations as accurate as possible.

3. On routes where a student with a wheelchair is assigned, the District will ensure adequate time

b. Posting Routes Monthly After October 10th

1. During the last five (5) school days in each month from October through April, reposting will occur if a bus route is increased thirty (30) minutes or more for fifteen (15) school days or more. Drivers will receive a written determination of an increase in their route and the notification that it will go up for bid.

2. Upon determination that a route decreased thirty (30) minutes or more for fifteen (15) school days, that driver has the option of using his/her seniority to "bump" a driver with less seniority. Drivers will receive a written determination of a decrease in their route. Upon receipt of this written determination,

d. Filling Bargaining Unit Work

In the absence of a regular a.m. /p.m. driver, the District shall offer the work, by seniority, to the p.m. only drivers. Other a.m./p.m. drivers are not permitted to "bump" to another a.m./p.m. route when

2.00. No Driver of a District Vehicle Shall Be Permitted to Drive a District Vehicle While Under the Influence of Alcohol or Drugs.

paid or unpaid break of less than sixty (60) minutes between assignments.

4.07 An adequate timekeeping system shall be maintained. An employee's pay shall begin when an

- AM daily absences
- Roster trips
- Leave replacement “trickle-down” positions
- Assignments generating more than one (1) hour of overtime
- When assigned to AM/PM only driver(s) per ccl
- When assigned to utility driver(s) as part of their mandatory 40-hour work week

Priority Guidelines for assigning this work to contracted employees:

- Utility driver as part of ccl mandatory 40-hour work week
- AM/PM driver per ccl

Posting/Assigning Guidelines

- Post on daily or weekly board per the new guidelines if at least one contracted driver is potentially available to do the work within the guidelines
- Driver has to be able to complete the whole piece of available work in conjunction with their regular AM/PM and mid-day runs with up to one hour of overtime

Substitutes – A substitute will be assigned if:

- It is a daily AM absence
- No contracted driver is available per these guidelines
- No contracted driver signs up for this work when posted

4.11 If the District changes bell times in a manner that significantly changes the operation of the

c. The District shall provide adequate protective clothing for fueling, vehicle cleaning, and shop work.

5.02 For the duration of this Agreement, the Employer agrees to pay one hundred twenty dollars

(\$150.00) for warehouse, and two hundred and thirty dollars (\$230.00) for mechanics, service specialists and shop foreman for the purchase of safety boots or other pre-approved workplace footwear. The employee shall provide the Employer a sales slip to exhibit proof of purchase. Employees can accrue this allocation for up to two years (?) and receive it for one purchase. However, if a driver being assigned to

*A day is defined as an employee's regular shift total hours.

b. Vacations for twelve (12) month employees shall be scheduled beginning one (1) week following the close of school and end two (2) weeks prior to the beginning of school as approved by the employee's supervisor. Some vacations may be scheduled other periods of time subject to the approval of the employee's immediate supervisor.

2. For purposes of benefits provided under the SEBB, school year shall mean September through August, which shall be the eligibility year.

Authority (HCA) shall be made in the month in which the benefit is received.

4. The District will provide employees with those benefits offered through SEBB, which currently include:

- a. Basic Life and Accidental Death and Dismemberment insurance (AD&D)

- c. Should an employee who previously was not expected to be eligible for benefits under SEBB work 630 hours in one year, the employee will become eligible for benefits to begin the month after attaining 630 hours.
- d. Employees hired on a date that prevents 630 hours because not enough days remain in the year will be provided with benefits coverage if they are anticipated to work at least 630 hours the next school year and anticipated to be compensated for at least seventeen and one-half hours a week in six of the last eight weeks of the school

year for nine to ten month employees, or for twelve month employees, in six of the

8.03.3 Interpretations and Appeals

1. The purpose of this section is to provide a process for the interpretation and appeal of the CDDP.

10.02 For salary schedule placement, years of service in any of the positions covered in this Collective Bargaining Agreement will apply towards salary schedule placement.

10.03 2022-2024 Wage Rate Changes

2022-23 Effective 07/01/2022

2023-24 Effective 07/01/2023

2. When not otherwise assigned to a regular position, Dispatcher is eligible to sign up for field

pregnancy to be considered as an illness) and is not for termination pay.

- no more than one (1) shop person may schedule personal leave on any given day.

For Transportation Department operations personnel (drivers, dispatcher, utility drivers, driver/trainer) and warehouse staff, personal leave may not be used during the first fifteen (15) days of the school year.

No more than three (3) transportation operations personnel, inclusive of no more than two (2) bus drivers, and one (1) warehouse employee may schedule personal leave on any given day.

The employee will submit a personal leave request form to their immediate supervisor.

At the conclusion of the school year by June 30, non-annual employees, who are not members of PERS

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

to extend their leave of absence at least one (1) month prior to the scheduled expiration of their leave of absence.

4. If due to changed circumstances, an employee wants to return to work earlier than the original date, the following will apply:

- a. If on medical leave, the employee must present a letter from their physician releasing them to return to work.
- b. They must notify the Transportation Director in writing at least ten (10) workdays in advance of the anticipated return.
- c. If on a discretionary leave or medical leave beyond one (1) year (per A.3. and B.), they

ARTICLE XVI - NO STRIKE CLAUSE

16.01 During the life of this Agreement the Union agrees that they will not engage in strike activity or work stoppage of any kind or nature and the Employer agrees they will not lock out employees during the term of this Agreement.

In the event of any strike, slow down, or other interference in the operation of the District with any of the bargaining unit members, the Union shall use all of its efforts and influence to stop such activities.

ARTICLE XVII - WARNING NOTICE

C. Timelines: Grievances shall be processed in the following manner and within the stated time limits.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

5 Each party to the proceedings may call such witnesses as may be necessary in the order

in which their testimony is to be heard. Such testimony shall be limited to the matters set forth in the written statement of grievance.

The arguments of the parties may be supported by oral comment and rebuttal. Either or

Revisions agreed upon shall be retroactive to the expiration date of the Agreement unless otherwise

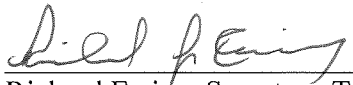
specifically provided. Notwithstanding any other provision in this Agreement the respective parties shall


be permitted all legal or economic recourse to support their request for revisions if the parties fail to agree thereon.

THIS AGREEMENT IS EXECUTED THIS 25th day of August, 2022, by the duly authorized agents and representatives of the parties hereto.

Dated: 8-25-22

Dated: 8/25/2022

Signed 
Richard Ewing, Secretary-Treasurer
Teamsters Local Union 231

Signed 
Dr. Greg Baker, Superintendent
Bellingham Public Schools #501

**MEMORANDUM OF UNDERSTANDING
WORKING CONDITIONS**

Ag stipulated at the conclusion of negotiations of the 2020-2024 Collective Bargaining Agreement

parties desire to reduce to writing certain understandings they reached which will clarify certain working conditions contained in their Agreement. For the duration of this Collective Bargaining Agreement, the District and the Union agree to the following:

SHOP

1 The Transportation Director will assign all overtime but will make every reasonable effort to maintain

10. If there are fifteen minutes or less between assignments, the employee remains on the clock; provided, however, employees shall remain on the clock from the end of an assignment until an employee

MEMORANDUM OF UNDERSTANDING

DRUG AND ALCOHOL ABUSE

environment for employees and students and to promote high standards of employee health. Consistent with the spirit and intent of this commitment, the parties have agreed to the following comprehensive procedures regarding drug and alcohol abuse and testing procedures. The purpose of the parties' agreement is to create a work environment that is safe, healthy, and productive, and

I. Scheduled Drug: those drugs that are narcotic and may affect the brain or central nervous system and are classified by the Drug Enforcement Agency as having an addiction or abuse potential. The District reserves the right to modify this list without notice, at any time, per federal regulations.

J. Follow-up Random Drug Test: a drug test to which the District may require an

Memorandum of Understanding – Drug and Alcohol Abuse (cont.)

V. Right to Test

A. Test Samples:

Drug and/or alcohol testing will be based on blood, urine, and/or breathalyzer

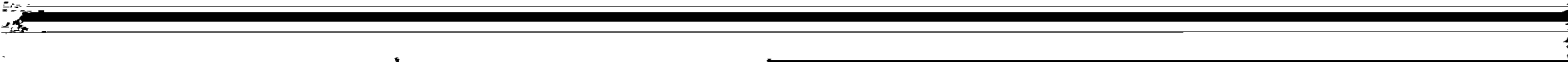
samples or tests provided by employees.

B. Drivers are subject to pre-employment testing. In addition, drivers are also subject to testing for controlled substances and testing for alcohol and controlled substances for the following purposes: random, post-accident, reasonable suspicion, return-to-duty, and follow-up.

C. The cost of testing will be allocated as described in District Policy and Procedures #5202 and 5202P.

D. Reasonable Cause Testing:

When there is reason to suspect from an employee's conduct that he or she has used



MEMORANDUM OF UNDERSTANDING

**BETWEEN THE TEAMSTERS UNION LOCAL 231
AND BELLINGHAM PUBLIC SCHOOLS 501**

HEALTH REIMBURSEMENT PLAN

The District has adopted the VEBA III Sick Leave Cash-Out Health Reimbursement Plan (the "Plan") pursuant to RCW 28A 400 210 and the District agrees to make contributions to the Plan

MEMORANDUM OF UNDERSTANDING

The Tennessee Union and the Williamson School District (District) mutually agree to schedule

MEMORANDUM OF UNDERSTANDING
between
BELLINGHAM PUBLIC SCHOOLS
and
GENERAL TEAMSTERS LOCAL UNION 231

THIS MEMORANDUM OF UNDERSTANDING SETS FORTH THE FOLLOWING
AGREEMENT BETWEEN BELLINGHAM PUBLIC SCHOOLS (District) AND THE
GENERAL TEAMSTERS UNION LOCAL 231 (Union).

Bus Driver Trainees

The parties agree to a one (1) year pilot program to improve the district's ability to recruit new bus drivers. The pilot is specifically designed to determine the effectiveness of the program and whether it is mutually agreeable to continue into future years.

Putting students on contracted routes will be the primary goal. When the situation occurs that all

MEMORANDUM OF UNDERSTANDING (MOU)

Between

[REDACTED]

- The first employee to refer a candidate will be the only employee eligible for payment. The completed referral form with the earliest date received by HR will determine the employee

Also:

BELLINGHAM PUBLIC SCHOOLS
Bellingham, Washington

APPENDIX A

Definitions

- A. **Field trip** is defined as any trip that falls primarily after AM and before PM routes. Field trips are work that supplements an employee's contracted time (exception to this is if a field

III Roster Driver Responsibilities

A. Roster drivers will be responsible for complying with the following:

1. Must be responsible for their assigned vehicle during the duration of the trip.

2. Remaining with the bus during the duration of the trip

[REDACTED]

[REDACTED]

[REDACTED]

on the roster form.

F. In the event a driver with a mid-day assignment is assigned a field trip as outlined in the above

G. Any remaining unfilled work will be assigned to substitute drivers.

IX. Emergency Trip

A. Emergency trips will have first priority in being assigned and shall be assigned as they become

by the Transportation Department to the most available driver who accepts the

assignment on the roster.

B. In an emergency, the office may have to call drivers at home to assign a roster trip. Should

