AGREEMENT

between

THE ROSCOMMON AREA PUBLIC SCHOOLS BOARD OF EDUCATION

and

TEAMSTERS STATE, COUNTY AND MUNICIPAL WORKERS

LOCAL 214

Effective July 1, 2012 through June 30, 2014

TABLE OF CONTENTS

ARTICLE 1	RECOGNITION	1
ARTICLE 2	MANAGEMENT RIGHTS	2
ARTICLE 3	UNION SECURITY	4
ARTICLE 4	STEWARDS AND ALTERNATES	6
ARTICLE 5	GRIEVANCE PROCEDURE	7
	Step (1) Oral	8
	Step (2) Written	9
	Step (3) Grievance Disposition Appeal	9
	Step (4) Appeal Review	9
	Step (5) Review by Local 214 Grievance Panel	10
	Step (5a) Arbitration	10
	Step (5b) Arbitrator Selection	11
ARTICLE 6	DISCIPLINE – DISCHARGE	11
	Discipline: Penalty for Violating Rules	
	and Regulations	12
	First Offense	12
	Second Offense	12
	Third Offense	12
ARTICLE 7	SENIORITY	13
ARTICLE 8	LAYOFF AND RECALL	15
	Recall Procedure	16
ARTICLE 9	JOB BIDDING	16
ARTICLE 10	BUMPING PROCEDURE	17
ARTICLE 11	EQUIPMENT, ACCIDENTS, AND REPORTS	17
ARTICLE 12 17	MILITARY CLAUSE	18
ARTICLE 13	LEAVES OF ABSENCE	18

TABLE OF CONTENTS (Continued)

ARTICLE 14	SICK LEAVE/PERSONAL BUSINESS LEAVE	19
ARTICLE 15	DOCK DAYS	21
ARTICLE 16	ACT OF GOD DAYS	22
ARTICLE 17	WORKER'S COMPENSATION	22
ARTICLE 18	SPECIAL TRIPS/EXTRA WORK Definition of a Special Trip Meal Allowance Special Trip Classifications and Driver Eligibility	23 23 23 23
ARTICLE 19	LONGEVITY	25
ARTICLE 20	HEALTH INSURANCE/HOSPITALIZATION Payment in Lieu of Health Coverage	25 26
ARTICLE 21	MAINTENANCE OF STANDARDS	26
ARTICLE 22	SEPARABILITY AND SAVINGS CLAUSE	27
ARTICLE 23	NEGOTIATION PROCEDURES	27
ARTICLE 24	CONFERENCES	28
ARTICLE 25	LICENSES AND PHYSICALS	28
ARTICLE 26	PRE-TRIP INSPECTION AND BUS CLEANLINESS	28
ARTICLE 27	DRUG AND ALCOHOL POLICY	29
ARTICLE 28	JOB DESCRIPTION/DUTIES School Bus Driver Specific Responsibilities Specific Performance Abilities Special Legal Requirement to be Met Mail/Meal Carrier	29 29 29 30 30 31

TABLE OF CONTENTS (Continued)

WAGES AND COMPENSATION/ CONDITIONAL ASSIGNMENTS	32
LIFE INSURANCE	32
DURATION	32
SUPPLEMENT "A" - WAGES	34
SUPPLEMENT "B" – ALCOHOL AND	
	35
of Conduct	35
Authorized Use of Prescription and	
Over-the-Counter Medication	35
Voluntary Requests for Alcohol/	
Substance Abuse Counseling/	
Treatment	36
Referral, Evaluation, and Treatment	37
Testing for Alcohol and Controlled	
Substances	37
Pre-employment/Pre-Duty Testing	37
Post-Accident Testing	37
Return to Duty Testing	38
Follow-up Testing	38
Reasonable Suspicion Testing	38
Random Testing	38
Record Keeping	39
Training	39
•	41
	41
Consortium	41
Controlled Substances	41
1 1	41
	41
While on Duty	41
SUPPLEMENT "C" – LETTER OF AGREEMENT	44
	CONDITIONAL ASSIGNMENTS LIFE INSURANCE DURATION SUPPLEMENT "A" - WAGES SUPPLEMENT "B" - ALCOHOL AND CONTROLLED SUBSTANCES TESTING Consequences for Violating Standards of Conduct Authorized Use of Prescription and Over-the-Counter Medication Voluntary Requests for Alcohol/ Substance Abuse Counseling/ Treatment Referral, Evaluation, and Treatment Testing for Alcohol and Controlled Substances Pre-employment/Pre-Duty Testing Post-Accident Testing Return to Duty Testing Return to Duty Testing Relow-up Testing Reasonable Suspicion Testing Random Testing Record Keeping Training Confidentiality Definitions Constrolled Substances Covered Employee Safety-Sensitive Function While on Duty

Regarding Special Trip Driver Assignment for "Project Graduation