

AGREEMENT

By and Between

KALAMA-WOODLAND-RIDGEFIELD-LA CENTER TRANSPORTATION COOPERATIVE

and

SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 925

September 1, 2025 through August 31, 2028

Contents

ARTICLE I – RECOGNITION AND COVERAGE.....	2
ARTICLE II – UNION MEMBERSHIP AND INFORMATION.....	2
ARTICLE III – DUES DEDUCTION.....	4
ARTICLE IV – RIGHT OF ACCESS TO EMPLOYER'S PREMISES.....	5
ARTICLE V – MANAGEMENT RIGHTS CLAUSE.....	5
ARTICLE VI – ADMINISTRATIVE RIGHTS CLAUSE.....	6
ARTICLE VII – NO DISCRIMINATION.....	7
ARTICLE VIII – LEAVE OF ABSENCE.....	7
ARTICLE IX – NEW CLASSIFICATIONS.....	8
ARTICLE X – DISCIPLINE AND DISCHARGE.....	8
ARTICLE XI – GRIEVANCE PROCEDURE.....	10
ARTICLE XII – DEFINITIONS.....	12
ARTICLE XIII – PROBATION, SENIORITY, LAY-OFF PROVISIONS.....	13
ARTICLE XIV – JOB VACANCIES, POSTING, PROMOTIONS.....	14
ARTICLE XV – HOURS AND OVERTIME.....	17
ARTICLE XVI – WAGE SCHEDULE.....	28
ARTICLE XVII –.....	30
EQUIPMENT, ACCIDENTS, REPORT, SAFETY, MEDICAL EXAMINATIONS.....	30
ARTICLE XVIII – BENEFITS.....	32
ARTICLE XIX – PERSONNEL FILES.....	35
ARTICLE XX – DRUG AND ALCOHOL TESTING.....	35
ARTICLE XXI – HEPATITIS B SHOTS.....	36
ARTICLE XXII – NO STRIKE.....	37
ARTICLE XXIII – DOCUMENT CONTAINS ENTIRE AGREEMENT.....	37
ARTICLE XXIV – MODIFICATION OF AGREEMENT.....	37
ARTICLE XXV – SAVINGS CLAUSE.....	37
ARTICLE XXVI – DURATION.....	39
EXHIBIT A - Grievance Form.....	39
EXHIBIT B - What Does "Just Cause" Mean?.....	40
EXHIBIT C - What is the "Weingarten Right"?.....	41

**KALAMA-WOODLAND-RIDGEFIELD-LA CENTER TRANSPORTATION COOPERATIVE
and
SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 925**

This Agreement, made and entered into by and between the KALAMAWOODLAND-RIDGEFIELD-LA CENTER TRANSPORTATION COOPERATIVE, hereinafter referred to as the "Employer" and/or KWRL, and the SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 925, hereinafter referred to as the "Union."

WITNESSETH:

ARTICLE I – RECOGNITION AND COVERAGE

Section 1.1. KWRL recognizes the Union as bargaining agent under the authority of PERC Commission Case No 1399-E-78-280 and Case No. 1859-E-78-336 for all classified employees excluding supervisory and confidential employees.

Section 1.2. Any and all future reference to employees or classified employees excludes supervisory and confidential employees.

ARTICLE II – UNION MEMBERSHIP AND INFORMATION

Section 2.1. The Employer and its administrators shall remain neutral on the issue of Union membership and respect all employees' decisions regarding joining and maintaining membership in their professional advocacy organization, SEIU Local 925. All bargaining unit employees shall have the option of joining and maintaining membership in the Union upon employment with the Employer in the bargaining unit covered by this Agreement. Employees may authorize that their dues be paid to the Union through payroll deduction pursuant to the Union's procedures. The Union shall promptly notify the Employer of any employee authorizing a payroll deduction for Union dues.

Section 2.2. Union members requesting to rescind membership and their membership rights in the Union shall make such request in writing to SEIU Local 925's state main office, following the Union's procedures as detailed on the Union membership form. Providing such procedures have been met, the Union shall inform the Employer of such employee's non-member status.

Section 2.3. If it becomes permissible to require Union membership or payment of a representation fee as a condition of employment, Article II is subject to reopening to discuss Union security provisions.

Section 2.4. Any substitute who works thirty (30) days or more in a twelve (12) month period for the Employer and remains available for work, is covered by the Agreement, and has the option of joining the Union and making voluntary political contributions (COPE) pursuant to this Article. After they are represented by the Union, they are subject to all terms of the Agreement, EXCEPT the following:

Article VIII, Leave of Absence

Article X, Discipline and Discharge

§§ 11.6 – 11.10, Grievance Procedure Step 3

§§ 12.1 – 12.3 and 12.9 – 12.14, Definitions

Article XIII, Probation, Seniority, Lay-off Provisions

§§ 14.1 – 14.1.6, 14.2 – 14.3.2 and 14.4 – 14.6, Job Vacancies, Postings, Promotions

§§ 15.6 – 15.7.1, 15.9.1 – 15.9.2, 15.10, 15.12, 15.15, 15.18, 15.21.2, 15.21.5 – 15.21.9, 15.25, 15.33 – 15.35, Hours and Overtime

§§ 16.1 – 16.5, 16.7 – 16.8, Wage Schedule

§§ 17.5 and 17.6, Accidents Equipment, Safety, Tools, Cameras, Computers

Article XVIII, Benefits

Article XXI, Hepatitis B Shots

Note: A full probationary period must be accomplished by every employee assuming a regular position.

Section 2.5.1. Monthly – New Hires/Terms/Status Changes. The Employer shall send the Union each month an electronic list in Excel format of all:

New Hires –Employees who are newly hired or newly union eligible. The list shall include: first name and last name, home address, personal phone number, work email address, classification, work location, date of hire, rate of pay, and date of birth.

Terminations- Employees who have separated or terminated. The list shall include: first name and last name, the reason for termination (resignation, retirement or discharge) and termination date.

Status Changes Employees who have changed status, meaning they have moved out of unit, were promoted to a non-represented position or moved to an exempt position. The list shall include: first name and last name, date that the status changed, and the reason for their change of status (ie: exempt staff, etc.)

Section 2.5.2. Full Bargaining Unit List. The Employer will maintain a shared electronic list in a spreadsheet format of all employees subject to the Agreement. The spreadsheet will include all dates of hire, terminations, including layoffs, and status changes, together with the reason for any status changes and terminations. Information on the shared spreadsheet shall include: first and last name, home address, personal phone number, work email address, job classifications/title, date of hire, FTE status (number of hours per day and days per year) and rate of pay.

Section 2.6. Union Participation in New Employee Orientation. The Union shall be allotted thirty (30) minutes as part of the new employee orientation to meet with newly hired employees, who shall be paid for their orientation time, to review the collective bargaining agreement, and to explain the Union organization and membership. The Employer will include the Union portion of orientation on its new employee checklist and coordinate an appropriate opportunity with the Union leadership.

Section 2.7. Union Leave. The Employer shall not deny requests for approved Union leave for employees to participate in Union sponsored trainings or other Union business when requested by the Union with three (3) working days' notice, except if the request would result in understaffing. The Employer shall be reimbursed for the substitute costs for the absent employee(s).

Section 2.8. Public Disclosure Requests. The Employer shall notify the Union and the affected employee(s) when it receives a request for public records located exclusively in an employee's personnel, payroll, supervisor, or training file. The Employer will provide such notice at least five (5) work days before the intended release date.

Notice will include:

- The requester, and a copy of the request, if available;
- A copy of the responsive records;
- The actual date the Employer intends to produce the records unless it is served a signed court order preventing disclosure.

ARTICLE III – DUES DEDUCTION

Section 3.1. The Union will forward to the payroll department, in a timely manner, a list of all employees authorizing Union related payroll deductions. Upon receipt of the list, the Employer will deduct from the employees' wages and remit monthly to the Union, Union dues and other Union related deductions of all employees who individually have authorized such deductions. Each month the Employer shall include in the monthly excel sheet they send to the Union the dues deduction amount, COPE deduction amount, gross pay for the previous month, and hours worked or paid in the previous month for every member.

Section 3.2. Upon issuance and transmission of a check to the Union, the Employer's responsibility shall cease with respect to deductions covered thereby. The Union hereby undertakes to indemnify and hold the Employer harmless from all claims against it for or on account of any deduction made from the wages of any employee.

Section 3.3. The Employer hereby agrees to honor payroll deduction authorization for political purposes from its employees. This authorization must be made by the employees, provided to the Employer and for COPE deductions shall be included as part of their normal monthly dues that are

deducted and are submitted to the Union. This authorization for payroll deductions for political purposes shall continue until the employee ceases to authorize said deduction by notifying the Employer.

ARTICLE IV – RIGHT OF ACCESS TO EMPLOYER'S PREMISES

Section 4.1. The Organizer or Representative for the Union shall get approval from the appropriate administrative or supervisory person before contacting an employee during working time.

Section 4.2. The Employer agrees to provide bulletin board space for posting of official Union notices; provided the Union maintains the bulletin board in an orderly manner.

Section 4.3. Upon request by the Union or by a member thereof, a suitable meeting room may be provided by the Employer.

Section 4.4. Labor-Management Meetings. Labor-Management meetings will be scheduled every month during the school year. By mutual consent Labor-Management meetings may be rescheduled or canceled. The June Labor-Management meeting will establish the priorities for the general and special needs drivers' in-service sessions each year. Issues of individual or system-wide route restructuring may also be addressed in labor-management meetings, and letters of agreement with the mutual agreement of both parties.

Section 4.5. Allow Use of Mail and Email. The Union shall have the right to use the employees' mail cubbies and email services for communications purposes. For mail services, the Union will utilize the driver mail cubbies provided in KWRL and Paradise Point Location drivers' areas to deliver and pick up communication materials. Materials distributed by the Union to the employees' mail cubbies and Employer's email service for delivery in the workplace shall conform to the law. The Union will not use the mail cubbies or the Employer's email systems to distribute materials within the workplace that are politically partisan, and/or slanderous, derogatory or defamatory of any particular individual or group, including Employer. The Union chapter president and/or business representative shall be responsible and accountable for authorizing the distribution of materials using the mail cubbies or email systems. The Union will defend and hold the Employer harmless for any allegation or suit arising out of the Union's use of Employer's mail cubbies and email service.

ARTICLE V – MANAGEMENT RIGHTS CLAUSE

Section 5.1. It is expressly agreed that all rights which are ordinarily vested in and have been exercised by the Employer, except those which are clearly and expressly relinquished herein by the Employer shall continue to be vested exclusively in and be exercised exclusively by the Employer, without prior negotiation with the Union either as to the taking of action under such rights or with respect to the consequence of such action during the term of the Agreement. Such rights shall include by way of illustration and not by way of limitation, the right to:

- (a) Manage and control the Cooperative, its facilities and its operations and to direct the working forces and affairs of the Employer.
- (b) Continue its rights and past practice of assignment and direction of work to all of its personnel, and hours of work and starting times and scheduling of all the foregoing, but not in conflict with the specific provisions of this Agreement, and the right to establish, modify, or change any work or business or school hours or days.
- (c) The right to direct the work force, including the right to hire, promote, suspend and discharge employees, transfer employees, assign work or extra duties to employees (if temporary and of a short duration), determine the size of the work force and to lay off employees.
- (d) Determine the service, supplies and equipment necessary to continue its operations and to determine the methods, schedules and standards of operational production, the means, methods, and processes of carrying on the work ; the institution or new and/or improved methods or changes therein: provided however, that if the Employer's production standards are unreasonable, the Union shall have recourse to use the grievance procedure as provided for therein.
- (e) Adopt, put into effect, and enforce reasonable rules and regulations.
- (f) Establish the qualifications of employees, including physical conditions.
- (g) Determine the number and location or relocation of buildings, offices and facilities, the layout and equipment, and the work areas.
- (h) Determine the placing of operation production, service, maintenance or distribution of work with contractors, and the source of materials and supplies.
- (i) Determine the policy affecting the selection, testing, or training of employees, providing that such selection shall be based upon lawful criteria.

Section 5.2. The matters contained in this Article, except where specifically qualified elsewhere in this Agreement, are not subject to further negotiations between the parties during the term of this Agreement.

ARTICLE VI – ADMINISTRATIVE RIGHTS CLAUSE

Section 6.1. All rights, powers, prerogatives, duties and authority which the KWRL Board now has or had prior to the signing of this Agreement delegated to the Superintendent-in-Charge as the Executive Officer of the KWRL Board (Superintendent or designee of each Co-Op district) is retained by the Superintendent-in-Charge, except for those which are specifically abridged or modified by this Agreement. Such abridgement or modification shall be to the extent specifically set forth in this

Agreement, and such abridgements or modifications are to be strictly construed.

ARTICLE VII – NO DISCRIMINATION

Section 7.1. The Employer shall not illegally discriminate against any employee because of their membership in the Union or for legitimate Union activity; provided, however, that such activity shall not be allowed to interfere with the conduct of the Employer's operations. Shop Stewards, however, may present grievances during working hours provided they do not interfere with the Employer's operation.

Section 7.2. As a condition of employment, members of the bargaining unit have the right to join, participate in and assist the Union, and the right to refrain from such activities.

Section 7.3. The provisions of this Agreement shall be applied without regard to domicile, race, creed, religion, color, national origin, sex, age, marital status, sexual orientation, gender expression or identity, honorably discharged veteran or military status, status as a mother breastfeeding her child, or the presence of any disability except as required in accordance with this Agreement or as otherwise provided by law.

Section 7.4. The Employer shall make known an anti-bullying and no hostile work environment policy for the purpose of providing a work place for employees free from bullying behavior and which creates an emotionally healthy working environment.

ARTICLE VIII – LEAVE OF ABSENCE

Section 8.1. Any employee elected or appointed to office in the Union which requires full time in the discharge of its duties shall be given a leave of absence not to exceed one year, unless otherwise mutually agreed upon, without pay and without loss of prior seniority. Accumulated seniority will be retained but not increased by this time on leave. No more than one (1) employee shall be on such leave of absence at one time for the purpose of serving in Union office, and such leave of absence shall not extend beyond the term of this Agreement unless extended by mutual consent.

Section 8.2. Leave of Absence. Employees may be granted a leave of absence for a specified period for illness, education, or service in the Armed Forces. Normally, a leave of absence will not exceed a period of twelve (12) months, except in the case of extended military leave of absence. Benefits accrued at the time the leave of absence begins (including seniority) shall be retained by the employee but will not further accrue during the leave of absence. Leave will not be granted to an employee for other employment.

Section 8.3. All requests for leave of absence shall be in writing and presented to the

Superintendent-in-Charge at least one (1) month in advance of the leave date or with health conditions, as early as possible in unforeseen situations. Extensions may be granted at the discretion of the Superintendent-in-Charge or designee.

Section 8.4. In very unusual circumstances or for an extreme emergency, a leave of absence may be granted for a limited period of time for other reasons in addition to illness, education, or service in the Armed Forces. In every case for leave of absence, the request must be in writing, and submitted to the Superintendent-in-Charge as far in advance of the leave date as is practical. However, the decision to approve or disapprove a leave of absence will be at the sole discretion of the Employer, who will look at the circumstances of the particular request and the staffing needs of the Cooperative at the requested time of the leave of absence. The Union and KWRL recognize that the staffing needs of the Cooperative necessarily come first, and that KWRL may not be able to grant a leave of absence if it would result in the Cooperative being inadequately staffed.

ARTICLE IX – NEW CLASSIFICATIONS

Section 9.1. In the event the Employer creates a new job title or alters the duties of an existing job to the extent that essential functions of the work are changed or requirements are added, the Employer shall notify the Union of the wage rate, attach a copy of the new job, and negotiate any impacts of the changes.

Section 9.2. Should the Union not be satisfied with the wage rate because it is not in line with other jobs in the wage schedule, the Union may request a meeting within ten (10) days of the Employer's notice to negotiate the wage rate.

Section 9.3. Custodial at KWRL sites, camera, seat repair, and lot support work shall be considered work for employees covered by this Agreement. Custodial work shall be paid at the rate for Woodland School District custodians, depending on the employee's applicable experience. Camera, seat repair, and lot support work shall be paid at the employee's regular rate of pay. When there is a vacancy, this work shall be posted for four (4) working days and interested employees shall submit a letter of interest outlining their skills, abilities, experience and availability for the posted work. Seniority shall be the deciding factor in awarding the work if the skills, ability, experience and availability of interested employees is substantially equal. This work shall not be awarded if it would put an employee into overtime pay status.

ARTICLE X – DISCIPLINE AND DISCHARGE

Section 10.1. The Employer may discharge or suspend any employee for just cause. The Employer will follow a policy of progressive discipline, which shall include in order: one (1) documented verbal warning, one (1) written reprimand, one (1) suspension without pay, not to exceed three (3) work days, and finally termination. However, some cases may warrant the abridgement of this progression, where the severity of the Employee's actions or the gravity of the problem warrants

reprimand, suspension, or discharge without having gone through the previous step(s). In these cases, the Employer will submit the justification.

The written terms of the employee's discipline may include temporary transfer to an open route and any ongoing limitations on future bid rights of the employee when agreed between the Employer and the Union, and any other directives to the employee, including training.

The employee and the Union shall receive written notification from the Employer of the employee's suspension/termination and statement of charges.

In case of disciplinary, or investigatory meetings with an employee, the employee shall be granted, if they request, an opportunity to have the Shop Steward, the Business Representative, or one other employee to take notes, present at any Employer meeting where the matter could reasonably lead to disciplinary action. The employee will be afforded their Weingarten rights, as listed in Exhibit C.

Further, an employee may exercise the discretion of whether to inform the Union or its representative(s) of a pending discipline action. In instances where the employee wants an employee, other than the Shop Steward or the Business Representative, to attend the meeting, the employee will inform the Employer which individual is attending to take notes.

Section 10.2. Any verbal or written warning shall be subject to steps 1 and steps 2 of the grievance procedure. Any suspension or discharge shall be subject to all three steps of the grievance procedure, except for probationary employees who shall be subject to termination at the discretion of the Employer. Probationary employees may request reconsideration of any suspension or discharge through steps 1 and 2 of the grievance procedure.

Section 10.3. While an employee is under investigation and on administrative leave, salary and employee benefits will be provided by the Employer, if the employee is eligible and available for work. When a charge(s) is sustained, the employee may be disciplined or discharged for just cause and no salary or employee benefits will be paid after that date. When a charge(s) is not sustained, the employee will be reinstated with all salary and benefits from the date of suspension/discharge and compensated for extra trips missed while on administrative leave measured as a daily average over the previous three months of work.

Section 10.4. If the charge(s) are found to be without just cause, the employee will be reinstated with all salary benefits from the date of suspension/discharge.

Section 10.5 Pay Status for Meetings. Discipline or investigatory meetings initiated by the Employer shall be on paid work time, or, when necessary, scheduled outside of scheduled work time and paid. One steward representing the employee will be compensated as normal without taking leave if the meeting is during the steward's regularly scheduled work time. This provision includes investigatory

interviews with as the subject of the investigation, or with employee witnesses.

ARTICLE XI – GRIEVANCE PROCEDURE

Section 11.1. A grievance is a claim by an employee that there has been a violation, misinterpretation or misapplication of any provision of this Agreement and may be processed as a grievance as hereinafter provided. A “day” as used in this article is a day that the KWRL administrative office is open. The parties may mutually agree to adjust the timelines provided in this article as needed, and no party will unreasonably withhold agreement to timeline adjustments needed by the other.

Section 11.2. In the event that an employee believes there is a basis for a grievance, the employee will first discuss the alleged grievance with their immediate supervisor. If the employee does not feel that the circumstances of the alleged grievance have been settled to their satisfaction, a formal grievance in writing must be filed with their immediate supervisor within twenty (20) days of the occurrence of which the grievant complains or within twenty (20) days after they knew or should have reasonably known of an action or lack of action which is the basis of a grievance.

Section 11.3. Step 1. The grievant may invoke the formal grievance procedure on the appropriate form with or without a Union representative. A copy of the grievance form shall be delivered to their immediate supervisor. A grievance must be filed within twenty (20) days of the occurrence of which the grievant complains or within twenty (20) days after they knew or should have reasonably known of an action which is the basis of a grievance.

Section 11.4. Step 1 Reply. The designated supervisor shall meet with the grievant within ten (10) days of receipt of the written grievance in an effort to resolve the grievance. The designated supervisor shall provide a written disposition of the grievance within ten (10) days of the meeting with the grievant, with an electronic copy provided to the Union Employee Representative and Chapter President.

Section 11.5. Step 2. If the Step 1 disposition is not provided within the required timeline or the grievant is not satisfied with the disposition of the grievance provided in Step 1, the grievance shall be transmitted to the Superintendent-in-Charge by the Union. The grievance must be transmitted to the Superintendent-in-Charge no later than five (5) days after the Step 1 disposition is provided, or was due to be provided if no disposition was made at Step 1. Within five (5) days of receipt of the Step 2 grievance, the Superintendent-in-Charge or designee shall provide a written disposition of the grievance to the grievant, with an electronic copy provided to the Union Employee Representative and Chapter President.

Section 11.6.

Step 3A. If the grievance is not resolved at Step 2 and in place of Step 3B arbitration, the Union and the Employer may mutually elect to pursue resolution of a grievance by referring

it in writing to a hearing officer who is mutually agreed upon by the Employer and the Union, for either binding or non-binding mediation. The referral to mediation must be made within ten (10) days after the Step 2 disposition is provided, or was due to be provided if no disposition was made at Step 2. Any decision by the hearing officer in binding mediation shall be fixed and binding on each party. The hearing officer shall have no power to add to, subtract from, delete, modify, alter, or amend any provision of this Agreement. The expense of the hearing officer, except representation fees and witness compensation (each party assumes their own representation fees and witness compensation), is to be borne equally by both parties.

Step 3B. If the person is not satisfied with the disposition of the grievance at Step 2 or if no disposition was made at Step 2 within the required deadline, the grievance, at the option of the Union, may be submitted before an impartial arbitrator. The Union shall exercise its right of arbitration by giving the Superintendent-in-Charge written notice of its intention to arbitrate within twenty (20) days of receipt of the written disposition at Step 2, or the date the disposition was due if no disposition was made at Step 2.

Section 11.7. If the parties cannot agree as to the arbitrator within five (5) days from the notification date that arbitration will be pursued, the arbitrator will be selected by the American Arbitration Association in accord with its rules, which shall likewise govern the arbitration proceeding.

Section 11.8. Neither the Employer nor the Union shall be permitted to assert in such arbitration proceeding any ground or to rely on any evidence not previously disclosed to the other party.

Section 11.9. Powers of the Arbitrator. It shall be the function of the arbitrator and they shall be empowered as their powers are limited below, to make a decision in cases of alleged violation of the specific Articles and Sections of this Agreement. The Arbitrator shall confine their inquiry and decision to the specific area of the Agreement as cited in the grievance form. Matters for which law provides another course of review shall be exempt from this grievance procedure, unless the parties have chosen to make them part of this Agreement. The decision of the Arbitrator will be submitted to the Employer and the Union and will be final and binding upon the parties.

Section 11.10. Arbitration Costs. Each party shall bear its own costs of arbitration except that the fees and charges of the arbitrator shall be shared equally by the parties.

Section 11.11. Time Limits. The time limits provided in this Article shall be strictly observed unless extended by written agreement of the parties. Failure of the Union to proceed with its grievance within the time limits herein provided shall result in the dismissal of the grievance.

Section 11.12. Continuity of Grievance. Notwithstanding the expiration of this Agreement, any claim or grievance arising hereunder may be processed through the grievance procedure until resolution.

ARTICLE XII – DEFINITIONS

Section 12.1. A regular full time employee is one who is regularly employed for forty (40) hours per week throughout the calendar year.

Section 12.2. A regular part time employee is one who, on a regularly assigned basis, is employed for less than forty (40) hours per week throughout the calendar year, or functions only part of the calendar year. The most common example is the school year.

Section 12.3. A temporary employee is one who is employed for a short duration of time, no greater than thirty (30) days, to supplement existing work. (Example: additional mechanics needed). If the work is still needed after thirty (30) work days, the job will be posted. (This does not apply to substitute or regular bus drivers on temporary routes). All temporary work will be offered first by seniority to qualified regular employees who are not otherwise scheduled to work, then substitutes.

Section 12.4. A substitute employee is one who is employed to work on an on-call basis and does not own a regular permanent route.

Section 12.5. Substitute and temporary employees shall not gain seniority or other benefits until they become a regular employee.

Section 12.6. A "work day" shall mean a calendar day upon which a particular employee is regularly scheduled to perform services on behalf of the Employer (including "inservice" days before each school year.) Work days also include calendar days when employees are scheduled to attend first aid training, or engage in route updates, view recordings in regards to student behavior, or attend meetings requested by KWRL.

Section 12.7. A "school day" shall mean a work day upon which students are attending school in the district to which the employee is regularly assigned.

Section 12.8. Except as defined in Article XI, Section 12.6, and Section 11.1, the word "day" shall mean calendar day.

Section 12.9. A "relief" driver is a regular driver who intermittently drives another employee's route.

Section 12.10. Hire date is defined as the first compensated day of employment.

Section 12.11. "Regular Status" is when a driver is awarded or assigned a permanent route or position.

Section 12.12. "Primary" route is a route that was bid and awarded.

Section 12.13. “Secondary” route is an abbreviated route not, bid but assigned by seniority, to available drivers, that does not conflict with the employee’s primary route. These are routes of home-to-school or school-to-home transportation outside the K-12 bell schedule.

Section 12.14. “Rover routes” are regular bid routes that are eligible like regular drivers for minimum hours, trips, compensation and benefits.

ARTICLE XIII – PROBATION, SENIORITY, LAY-OFF PROVISIONS

Section 13.1. Seniority shall mean an employee's state date and continuous length of service with the Employer in a regular route or position. Seniority shall begin to apply when an employee has completed their probationary period in regular status. Upon satisfactory completion of their probationary period, the employee shall be credited with seniority from when they began in a regular route or position.

Section 13.2. A probationary period of ninety (90) actual days worked in a regular position, shall be established for all new employees. Probationary employees shall receive a written evaluation of their work performance after forty-five (45) actual days worked. The evaluation shall include specifics about areas of concern, if any. An additional probationary period of forty-five (45) actual days worked may be established if the Employer deems the first ninety (90) days evaluation is not satisfactory and provides the reasons for such to the employee.

Section 13.3. Seniority shall be considered broken by (a) termination, (b) resignation, (c) retirement, (d) twenty-four (24) consecutive months of layoff or (e) voluntarily resigning from regular status to substitute status. Seniority rights shall not be lost for the following reasons: (a) time lost by reason of industrial accident, industrial illness, temporary disability leave or layoff, (b) time of leave of absence granted for the purpose of serving in the Armed Forces of the United States, (c) time spent on authorized extended leave of absences per Section 14.3.7, (d) changing job classifications within the bargaining unit.

Section 13.4. Layoffs and Recalls. With layoffs an employee's seniority shall govern Layoffs shall begin with the least senior employee in the classification. An employee shall remain on the recall list for twenty-four (24) months.

Section 13.5. An employee on layoff status shall inform the personnel office of the Woodland School District and advise the Employer of any change of address on District record.

Section 13.6. An employee shall forfeit rights to reemployment if they do not comply with the requirements of Section 13.5 or they do not respond to the offer of reemployment. The employee shall respond within five (5) working days of receiving email or phone contact with the District or a letter to the employee’s address of record. The employee shall have at least ten (10) working days to return to work, which can be extended with supervisor agreement.

Section 13.7. An employee on layoff status who rejects an offer of reemployment in a position, in the same classification (bus driver or transportation maintenance), forfeits seniority and all other accrued benefits.

ARTICLE XIV – JOB VACANCIES, POSTING, PROMOTIONS

Section 14.1. Postings and Promotions.

Section 14.1.1. Notice of vacancies within KWRL, and work opportunities, and all open routes shall be posted and emailed to all employees at least four (4) school days before the vacancy is filled or longer if one of the districts is not operating during this time period (until four (4) operating days have elapsed in each district) unless the position is bid pursuant to Section 14.1.4. The notice shall contain a description of the vacancy or work opportunity, including the hours and location.

Section 14.1.2. All drivers interested in the posted route or routes that may become available due to the posting must have signed the job posting or responded to KWRL by email; and if absent at bid, have assigned a proxy with a signed, written document. Routes will be assigned according to seniority. Employees who do not sign or email KWRL regarding a job posting and who do not attend the bid or send a proxy may not grieve the bid process or its results.

Section 14.1.3. A vacant route will be filled within three (3) working days after advertising closes, as provided in Section 14.1.1. Within twenty-four (24) hours of the bid, the drivers affected by the changes shall be notified by email, if they were not present for the bid.

This shall not be construed to preclude temporary transfers, or substitutes assigned to fill the vacancy on an interim basis, when deemed necessary by the Employer.

All employees who fail to apply for the positions may not claim to be aggrieved when the vacancy is filled.

Should the Employer decide a vacant work assignment or route will not be filled, the reasons for it remaining vacant will be emailed to the Union Representative and charter president immediately.

Section 14.1.4. The posting process shall not apply to routes bid on the in-service day prior to each school year. Drivers will be emailed a list of known available routes at least one week prior to such in-service day.

Section 14.1.5. Bids shall not occur during the last thirty (30) days of the school year, and

shall be held for the inservice bid. The Employer shall post routes known to be coming open because of resignations or retirements, as soon as reasonably possible, unless in the last thirty (30) days of school, or shall notify the Union Representative and the chapter president as to why the vacancy is uncertain. In the case of a temporary vacancy of thirty (30) days of school, the vacancy will be assigned until the end of school and included in the inservice bid for the next year as a temporary assignment.

Section 14.1.6. Bid Meeting. The Employer shall hold a bid meeting after the initial posting process when a vacancy has occurred. In such cases, additional openings may occur as a result of bidding and those openings may be filled by seniority by drivers attending the bid meeting. Such openings which result and are filled during the bid meeting shall not require posting as previously specified in this Article.

Section 14.1.7. At the completion of the bidding process as described in section 14.1.5, the Employer will consider substitute drivers for open routes. All substitute drivers who express an interest in an open route shall be considered for a permanent position. Where all relevant factors (such as merit, ability, reliability, work history, performance) are relatively equal, earliest completed checklist date shall govern. The Employer will not consider outside applicants until all interested substitutes have been considered.

Section 14.1.8. Rover routes are regular driver assignments, will be posted and bid as other routes. Drivers on those routes are subject to the benefits and requirements for driver positions found in the collective bargaining agreement, including minimum hours, eligibility for extra trips, compensation pursuant to the wage schedule, etc.

Section 14.2. Any bargaining unit employee who is promoted to another bargaining unit position may be returned or elect to return to their former job without prejudice within forty-five (45) actual days worked in the new position. However, a voluntary change in classification made after forty-five (45) days will terminate their seniority in the classification vacated. This Section does not apply to bus drivers when they bid onto another route.

Section 14.3. Temporary Vacant Route (Leave Replacement).

Section 14.3.1. When a regular route is temporarily vacated for thirty (30) working days or more, or when knowledge of an upcoming vacancy of thirty (30) days or more is confirmed in writing to the Employer, the route will be posted for the time limits in Article XIV. All drivers interested in the posted route or routes that may become available for bid on an interim basis must sign or email KWRL regarding this posting. Route changes will be made at the end of the bid.

If there is a verified known return date for the driver taking leave, that date will be noted on

the bid sheet and the driver who fills the temporary route will stay on the temporary route until the drivers return date. If the date is extended after bid, the driver on the temporary route has the option of continuing on the temporary route, or the route will be re-bid. If there is no verified known return date at bid, the driver stays on the temporary route until the driver on leave returns, until they bid off the temporary route, or to the end of the school year.

Section 14.3.2. On returning to work after leave, the driver who temporarily vacated their route and drivers who bid on a temporary route will return to their current primary route in the same District serving the same schools. Routes filled on a temporary basis during the previous school year shall be re-bid each August for the following school year.

Section 14.4. Employees on unpaid leave for more than thirty (30) working days (as scheduled for the position), unless there is a scheduled date for return to work, shall not be eligible for applying/bidding for routes or openings that arise during the school year.

Section 14.5. Single Route Splits. If one route is split into two (2) routes, thus creating an additional route, with no impact on other existing routes, the driver affected by the change shall have the choice of which of the two (2) routes to keep. The unselected route shall be bid.

Section 14.6. Multiple Routes Split/Restructure Within District. When multiple routes in a district are split, the drivers in that district affected by the changes (any new route includes a portion of their current route) shall choose their route from the changed routes by seniority. The unselected route(s) shall be bid.

When route restructuring results in a reduction of routes within the district where a driver's primary route is completely allocated to other routes that have been selected by more senior impacted drivers the driver is displaced and the following process is used:

When a driver is displaced from their primary route a bid will occur. The bid will include all open routes, including those that are temporarily filled by a substitute or a regular driver. A displaced driver is not required to bid on an open route if none of the routes are in the same district as their previous route, or none of the routes are within thirty (30) minutes of their previous route, or the driver is not a special education driver and the only available route(s) are special education.

If after the bid, a driver remains displaced, a bump will take place, unless the driver is last on the seniority list with no driver to bump. If a bump is necessary, notice of the seniority list with associated route information including route number, district, and the times of the route shall be provided to displaced drivers to assist driver(s) in determining which route to bump. A displaced driver is not required to bump onto a route if none of the qualifying routes are in the same district as their previous route, or none of the qualifying routes are within thirty (30) minutes of their previous route, or the driver is not a special education driver and the only available qualifying

route(s) are special education.

The bump begins with the most senior driver who was displaced. The bump process continues until there are no less-senior drivers to bump.

If there are no routes available that meet the above criteria, the driver(s) remain “displaced” but in regular employment status, including benefits eligibility, for at least thirty (30) days, and will drive any opportunity including trips, by seniority, before substitutes. At the end of their displacement status, if the employee has not accepted an open route, they will be transitioned to substitute status, terminating their seniority and benefits eligibility.

Section 14.7. Route Changes - Input from Drivers. To support efficient routing, the department shall obtain input from the affected drivers as needed and time permitting.

Section 14.8. Rover route drivers shall report to their site at 6:00 a.m. (or as directed) each school day for assignment to a route of an absent driver, or other available route. If they are not assigned the afternoon portion of the day’s assignment, they must return to their site by 1:50 p.m. (or as directed) for assignment to an afternoon route. If no route coverage is needed, rover drivers shall 1) be assigned to ride-along with another driver to remain familiar with routes within their site, or 2) provide student management support. The first priority will be filling general education routes, but a rover driver may be assigned to a special education route if trained as required by the Agreement.

ARTICLE XV – HOURS AND OVERTIME

Section 15.1. Hours worked. Employees shall be paid for all hours worked. Such hours include time when an employee is requested or permitted by KWRL to pull and view video of their bus runs to follow-up on student behavior issues.

Section 15.2. Overtime. All hours worked in excess of forty (40) compensated hours per week, shall be compensated at the rate of one and one-half (1 1/2) times the employee's hourly rate, provided time worked in excess of eight (8) hours per day is overtime for maintenance personnel; provided further, bus runs may be assigned to minimize overtime. Overtime may be worked only when specified by the Superintendent-in-Charge or designee. Leave may only be taken up to forty (40) hours per week and may not be taken in such a way that creates overtime.

Driver must notify management if they know a trip or extra work will put them into overtime, and must obtain approval before driving the trip or performing the extra work.

Section 15.3. Work Week. Starting time, quitting time and the work week shall be established for all employees within the term of this Agreement.

Section 15.4. Recall Time. Employees shall be paid a two (2) hour minimum recall time. Recall time is when an authorized supervisor calls an employee back to work to perform a task at a time not

already in the employee's schedule or adjacent to such schedule.

Section 15.5. Medical Examinations. All medical examinations, including x-rays and inoculations, required by the Employer of the employee, shall be paid at the Employer's expense. The Employer shall provide a list of at least three doctors who are approved for payment by the Employer.

Section 15.6. Work in Another Position. Employees covered by this Agreement may be used for relief of employees in other positions within this bargaining unit. If working in a higher paid position, for other than training purposes, an employee shall receive the rate applicable to the higher paid position for all work performed in the higher paid position. If working in a lower paid classification, they shall continue to receive their regular rate of pay; provided, however, if the employee works at a lower paid classification at the request of, or for the convenience of the employee, they shall be paid for at the rate applicable to the work being performed.

Section 15.7.1. Show-up Time. A two (2) hour minimum work period shall be guaranteed for show-up time provided the employee must actually have reported for work and notification of cancelation was not made at least thirty (30) minutes prior to the employee's scheduled start time.

15.7.2. Driver Hours. Regular and substitute drivers shall receive a minimum of two (2) hours for each half of a covered route, including pre- and post-trip time, ten (10) minutes pre- and ten (10) minutes post-trip per half route.

Section 15.8. Industrial Accident.

Section 15.8.1. In the case of any on-the-job disability which is covered by State Industrial Insurance under the State Worker's Compensation Act of the State of Washington, upon request of the employee the Employer, the employee will receive compensation through one of the three following methods:

- Worker's compensation benefits only;
- Worker's compensation benefits, plus one full day of available leave until the employee's accumulated leave is exhausted; or
- Out of their accumulated leave, an allowance equal to the difference between the State Worker's Compensation benefits and the employee's regular straight time rate of pay, less statutory deductions, beginning at the time of disability and continuing until the accumulated leave entitlement is completely expended.

Section 15.8.2. If the employee is still disabled after their sick leave allowance is expended, the employee will revert to only the pay coverage afforded by the State Worker's Compensation Insurance, provided that to fulfill the above the employee will furnish all the information necessary to accomplish the same.

15.9.1. Trip Rotation Rosters.(including emergency) will be maintained for all activity trips requiring use of a school bus. Trip rotation list shall be maintained on the portal. All interested regular drivers will be automatically added to the lists, and may opt out of the lists at any time.

A list of employees eligible for trips and emergency trips shall be forwarded to the Union office and the current list shall be maintained on the portal.

15.9.2 Regular trips will be posted on the portal seven (7) work days prior to the date of required travel in chronological order. Bidding will be closed two (2) work days after posting at 5:00 P.M. Drivers will bid upon the trips they want in the portal (if a driver bids on more than one (1) trip, they shall indicate one (1) preferred trip among those they bid on). Regular trips will be awarded within forty-eight (48) hours after the bid closes and drivers will be notified by portal message and email.

Trips that are received by KWRL with six (6) to four (4) work days before the trip is scheduled shall be considered short-notice trips. KWRL will assign short notice trips by posting on the portal on receipt using the same seniority based regular trip list. Short notice trips will be closed to bidding twenty-four (24) hours after posting and drivers will be notified within forty-eight (48) hours prior to the trip. Trips that come in less than four (4) work days before the trip is scheduled are emergency trips and shall be posted on the portal and awarded within twenty-four (24) hours by contacting drivers via portal message and/or directly. Emergency trips are awarded based on seniority on the rotating emergency trip list from the portal.

Any time a driver is awarded a trip, the office staff shall print a trip ticket and place it on the awarded driver's key at their worksite. Drivers shall not trade trips.

The following are the consequences for employees who are awarded a trip but then notify KWRL that they are unable to work the trip:

- In cases of family emergency or extenuating circumstances approved by KWRL, the missed trip will be excused.
- Otherwise the first occurrence will be cause for a warning notice and placement on probationary trip status.
- Second occurrence within the same school year will result in removal from the trip list for at least thirty (30) school days. Such drivers may opt back in for trips after thirty (30) school days.

To facilitate operational route priority KWRL may use substitute drivers to shuttle trips. KWRL will provide regular drivers a minimum of two hours to complete the trip before or after their route.

During the 2023-24 work year, the labor-management team shall review the operation of this trip assignment system. The labor-management team is authorized to execute a memorandum of understanding to clarify or correct any aspect of the trip assignment system that needs correction or improvement. If either the Union or KWRL finds that the trip assignment system needs clarification, correction or improvement, the relevant subsections of § 15.9 shall be reopened.

Section 15.9.3. No driver shall incur out-of-pocket expense due to tolls or fees of any kind, procurement cards are available for overnight trip meals and lodging will be prearranged. Original receipts will be required for reimbursement or use of the procurement card. For overnight trips, each district in the KWRL cooperative shall offer the standard per diem rate for Washington as set by the U.S. General Service Administration.

Section 15.9.4. A minimum of three (3) hours shall be paid for all activity runs assigned off the trip roster list; provided, however, that the extra activity trip is not connected with a regularly assigned run (i.e., athletic or extra-curricular trips); and provided further that any cancelled activity run shall be subject to Section 15.9.5; and provided further that "drop and pick" trips shall be subject to two (2) hours for each half of the trip. A minimum one (1) hour shall be paid for a trip shuttle. The Employer may, in order to assure sufficient drivers for home-to-school and school-to-home routes, divide trip rosters trips into shuttle trips, "drop and pick" trips, or a combination of shuttle and drop or pick trips.

Section 15.9.5. When a trip is canceled, the driver will be paid for any time already expended on the trip (including commuting time beyond the regular duty station) and reassigned back to their regular route. If a trip has been canceled after it is too late to reassign the employee to the regular route, they will be paid two (2) hours of driving time, or regular route time, whichever is greater. The Employer shall have the option of assigning work within the employee's job description to the employee that day during such compensated time. The employee shall be offered the next available trip of their choice that is not assigned. Employees must select their choice of available trips the same day that their trip is canceled or by the end of the next school day.

If a driver signs up for a trip that is rescheduled (not for athletics), the driver it was awarded to will have first right of refusal for that trip.

Section 15.9.6. When trips extend over meal periods, drivers shall be allowed to use KWRL transportation to travel to a restaurant or other facility within a reasonable radius of the event/destination.

Section 15.9.7. For trips, drive time shall include pre-trip Inspection, loading students, emergency evacuations, actual drive time, supervision of students on the bus, unloading students, being available while students are off the bus, and cleaning the bus after the trip. Before releasing the students, drivers shall have the trip supervisor review the condition of the bus and sign the trip ticket, which shall include the driver's notation of any unsatisfactory conditions on the bus at the end of the trip. Drivers are allocated up to fifteen (15) minutes after the trip for cleaning the bus. If the bus is not in condition to be adequately cleaned within fifteen (15) minutes the driver must note on the portal and notify KWRL and be approved for extra time by the dispatcher or supervisor.

Section 15.9.8. Drop Only Trips. A "drop only trip" Is an activity trip for which transportation services are needed only one-way, taking the students from a school facility to the activity site. A

drop only trip will be kept on the activity trip roster list. Regular drivers will be offered trip assignments by seniority when regular roster rotation list trip drivers are unavailable.

Section 15.9.9. Drop and Pick Trips. A "drop and pick trip" is an activity trip for which one (1) driver provides transportation services to the activity site and the driver is released (going off the clock), and is later called to come back and pick up the students from the site. In such cases, consistent with Sections 15.4 and 15.7, the driver will be paid at least the two (2) hour minimum for dropping the students off and at least another two (2) hour minimum for picking the students up.

Section 15.10. Emergency Trip Roster. When a trip must be assigned for a current day's operations because of the unavailability of the driver on the regular trip roster, or a second driver is needed for that day's operation, the Emergency Trip Roster will be utilized. It will be used only when the trip is scheduled for that particular day, or when a trip is scheduled for the following day but notice was not received by KWRL until after 4:00 pm on the day prior to the trip. When a driver on the Emergency Trip Roster cannot be reached by radio on a bus or at the phone number given to the KWRL office, the trip may be offered to the next driver on the list. Assignment from the Emergency Trip Roster will not affect a driver's position on the regular trip roster list. Nor will a driver be penalized for refusing a trip assignment from the Emergency Trip Roster. If a driver is already scheduled on a trip, but an emergency trip becomes available, the driver shall have the choice of which trip to take.

Section 15.11. Job Descriptions. Job descriptions for all classifications in the bargaining unit shall be updated as needed and available on the driver website.

Section 15.12. Bus Wash and Cleaning. Regular assigned route buses will be washed by the driver assigned to that bus. When a bus wash is performed during their regular assigned work schedule, drivers will receive up to one and one-half (1.5) hours of drive time pay per month. Drivers not wishing to wash their assigned bus will notify the Employer and those buses will be assigned to a regular part time employee driver at that work location according to seniority, then drivers at the other work location, then substitutes. Those washing other's buses will do the work outside of regular work hours (outside KWRL office operational hours or on non-school days), in teams of at least two (2) for safety reasons, shall be paid for actual time worked (not the number of buses washed), and no driver may go into overtime doing this work. If a driver does not want to wash their own bus, and the District cannot locate enough other drivers to wash buses, the District may have KWRL custodial wash the bus.

At in-service and in January, drivers who do not want to wash their own bus and have others do shall sign up on a list. A list will also be created of drivers who want to wash extra buses. The Employer shall facilitate the bus washing lists.

Drivers who are assigned buses used on trips one (1) to four (4) times per month shall be provided

one (1) hour additional pay for cleaning per month. Drivers who are assigned buses used on trips for five (5) or more times per month shall be allowed two (2) hours' pay for cleaning per month. All drivers shall be paid two (2) hours' time for cleaning their buses prior to the first day of the school year. It is understood that each hour represents one (1) bus wash, except for the first 1 ½ (one and one-half) hours per month.

Section 15.13. Employees shall report on their time record actual driving time; provided however, any deviation from actual drive time as detailed above, must be documented and approved by management (i.e. injured child, inclement weather, etc.). KWRL will automatically add pre- and post-trip inspections time and any layover of one (1) hour or less pursuant to Section 15.29 to each driver's daily paid time.

Section 15.14. Substitute drivers will be paid to ride one (1) route in each district (an AM or PM run), and in addition, any time that Management requires, in writing, a substitute to ride on a particular route. The route will be assigned by the Transportation Director or designee.

Section 15.15. Any employee whose actual daily route time is shorter than the minimum guaranteed paid time shall be expected to perform services in exchange for the additional paid time; except that, excess time less than one (1) hour per day will not be required to be made up (the employee will only be required to perform additional duties for the time in excess of one (1) hour. Pre/Post Trip Duties: Ten (10) minutes pre-trip and again post-trip are available when an inspection is performed and attested to. Ten (10) minutes will be allowed for routes not connected to an a.m. or p.m. route, i.e. kindergarten, late run, early release run etc., provided such duties cannot be accomplished within assigned time. Pre- and post-trip duties defined in the Driver Handbook must be completed every day for each route.

Section 15.16. Overnight Trips. Drivers who are required to transport groups on overnight trips will be entitled, at KWRL's expense, to private accommodations near the group's function, provided there are acceptable facilities within thirty (30) miles round trip. "Private accommodations" means a separate room with its own bathroom. Paid time for overnight trips shall include pre-trip inspection, loading students, emergency evacuations, actual drive time, supervision of students on the bus, unloading students, and cleaning the bus. Drivers also shall be paid for any layover of one (1) hour or less. Drivers on overnight trips shall be paid at least eight (8) hours for each calendar day of the trip that required overnight accommodation, or the actual driving time for that day if greater. The driver shall be paid for any time they are requested, by the school employee responsible for the group to remain available with the bus. Drivers shall be "off the clock" only when the school employee responsible for the group signs off in writing that the driver is released and designates the time that the driver is to be back and available for service. The driver will be paid at least one (1) hour if called back to service while off the clock. Overnight trips do not include graduation trips.

Section 15.17. Any information about available training of which KWRL is aware shall be posted at each worksite.

Section 15.18. KWRL will pay for substitutes to attend required meetings.

Section 15.19. KWRL will provide training and will solicit input to ascertain which area of training will be most helpful and advantageous to the drivers.

Section 15.20.1. Special Needs Driver Training. Prior to the beginning of each school year, Special Needs Drivers shall participate in a four (4) hour in-service training covering aspects of skills required for driving special needs students. No employee shall drive a special education route or trip, on a regular or relief /substitute basis, without specific special education training. Any driver bidding upon and receiving a special education route will be trained by KWRL on paid time before driving a special education route. Summer school drivers shall be required to complete the training if they have not done so during the school year. The regularly assigned special education drivers shall have the right of first refusal for special education trips.

Section 15.20.2. KWRL shall approve reasonable opportunities for available regular or substitute drivers to familiarize themselves with routes and student needs by participating in ride-alongs on paid time.

Section 15.20.3. Drivers shall be provided with information that KWRL receives from the home district, within legal parameters, relating to each student's special needs to better serve students. KWRL shall make every effort to provide the information to drivers as soon as possible upon receipt.

Section 15.20.4. Required special equipment for the safety of students shall be provided.

Section 15.20.5. Special needs summer routes will be offered to the most senior special needs drivers in order of seniority.

Section 15.20.6. Special needs shuttles will be assigned in order of special needs seniority. Shuttles will be assigned to drivers who are available to drive each day of the assignment without going into overtime status during the work week. If a relief driver is needed to replace a special needs driver, the most senior special needs driver available will be assigned, if it does not create overtime.

Section 15.20.7. Special needs drivers have priority to substitute on special needs mid-day by seniority if their regular assignment accommodates the mid-day route, the assignment is practical and it does not create overtime for the assigned driver.

Section 15.20.8. Special needs activity trips will be assigned in the following priority order:

1. The most senior driver who regularly drives the student(s) involved in the activity to and from school if it does not conflict with the driver's regular assignment.
2. Regular special needs drivers on the special needs activity trip roster list.

Section 15.21. If a trip driver has a trip terminated in a district, where a route needs coverage by a substitute, the trip driver shall be offered the run before a substitute. It will be up to the driver to let the dispatcher know if they wish to work. This does not include routes that have substitutes assigned on a long term assignment.

Section 15.22. The Employer shall reimburse employees for the fees collected by the state for all extra driver's license endorsements necessary for an employee to drive a school bus (e.g., CDL, school bus driver endorsements). For new employees (including substitutes), the Employer shall pay or reimburse for fees and costs related to becoming eligible to drive a bus for public schools at the time the expense is incurred, provided that the employee remains employed for at least one hundred twenty (120) actual days of work for KWRL. The parties understand such fees and costs to be a first aid card, a physical (reimbursable if conducted by an Employer-approved doctor), Department of Licensing tests and fees, and fingerprinting. The employee must present receipts or other proof of actual expense in order to be eligible for reimbursement of such costs. For any employee who separates from service prior to the one hundred twenty (120) day work requirement described above, the full amount of the fees and costs may be deducted from the employee's final paycheck.

Section 15.23. Summer activity trips requiring the use of a school bus shall be assigned on the basis of a separate summer trip roster list. The Employer shall post a trip rotation roster list to be signed by drivers interested in summer work. The summer trip rotation shall be established on the basis of seniority. Employees refusing summer trips when offered shall be rotated to the bottom of the roster list. Special education transportation in the summer will be categorized as summer routes and will be awarded to interested special education drivers who drove the route during the school year, if the route is continuous to the end or beginning of the school year. Other special education summer routes shall be awarded to the senior interested special education driver. All other summer routes shall be awarded based on seniority.

Section 15.24. Reimbursements. The Employer shall reimburse employees for preauthorized business use of a personal vehicle at the current IRS mileage rate. The employer shall reimburse mileage for the medical examinations approved in Section 15.5 and for attendance at the required First Aid course offered at the KWRL Co-op.

Section 15.25. Drivers shall be paid for the actual time necessary to complete seating charts and update route cards, provided that no driver will be paid less than two (2) hours and no driver will be paid more than four (4) hours per year without specific pre-authorization from an administrative supervisor.

Section 15.26. Call Back. Drivers who are asked to remain in one place and be available for call back due to inclement weather or other unforeseen circumstances will be paid for such hours.

Section 15.27. Regular drivers who agree to temporarily drive another route will be paid the longer of their route or the route they are covering, as well as any travel time between the drivers normally scheduled work location and the location of the route being covered. The Employer shall use a substitute to cover another route before assigning a driver to temporarily drive another route. Each year, the Employer shall post a sign-up sheet for drivers agreeing to cover other routes.

Section 15.28. When a driver's regular route schedule results in a one (1) hour or less block of time between ending and beginning of service, such time shall be considered layover and paid time. Drivers compensated for layover time shall remain available during the layover time for assignment of work.

Section 15.29. Substitute and probationary employees shall, upon written request of the employee, receive a written evaluation of their work performance after thirty (30) and/or sixty (60) actual days worked.

Section 15.30. Shuttles (from one location to another) shall be attached to an existing route if it is operationally efficient and known at the time of the bid or shall be assigned to the most senior driver available, regularly assigned to that district. When the regular driver assigned to such shuttle is absent, the shuttle shall be offered to the next most senior driver who is regularly assigned to that district.

Section 15.31. Drivers with a change in their route shall be paid to drive the new route upon pre-approval of the Transportation supervisor or designee. Drivers assigned to a new route will be paid to drive or ride along on the route before driving it upon pre-approval of the Transportation supervisor or designee.

Section 15.32. A sign-up sheet for relief and additional driving opportunities shall be maintained. Drivers are responsible for contacting dispatch and requesting that their name be excluded from the sign-up sheet each day that they are not available. If work is available and there are no drivers in Rover positions available, work opportunities shall be offered to available regular drivers in order of seniority from the sign-up sheet. A driver who has signed up for extra work, who does not notify dispatch that they are unavailable and declines an assignment shall receive one warning and on a second instance be removed from the list for thirty (30) days.

Section 15.33. The Co-op and the Union have a joint interest in ensuring that the route times posted for available routes are accurate. The parties also agree that route conditions may change at any time. Prior to posting a route for bidding, KWRL will time the route to ensure that it is posted accurately. The Union may request any further timing activities to ensure the accuracy of any route time at any time.

Section 15.34. Transportation Maintenance Section 15.34.1 Upon the mutual agreement of the employee and the administrative supervisor, mechanics may work alternative four-day work weeks

of ten hours each day during the summer or other school breaks. In such cases, overtime shall be paid for time worked in excess of forty (40) hours per week rather than eight (8) per day, and work weeks with one or more paid holidays shall be worked on a regular eight (8) hour per day schedule.

Section 15.34.2. Maintenance employee registration and certification fees, including but not limited to A.S.E., shall be paid by the Employer if an employee wants to improve their education, providing individual applications for class(es) are approved by the Employer in advance, up to a total KWRL expenditure not to exceed five hundred dollars (\$500.00) per Transportation Maintenance employee per year, not including approved travel reimbursement costs. Employees may accumulate their allocation from year-to-year, not to exceed one thousand dollars (\$1000.00).

Section 15.34.3. A six percent (6%) per hour shift differential, from the employee's regular rate of pay, shall be paid to any Transportation Maintenance employee whose regularly scheduled shift ends after 6:00pm.

Section 15.34.4. The Employer shall furnish the Transportation Maintenance employees with coveralls. The coveralls shall remain the property of the Employer and the cost of laundering shall be borne by the Employer.

Section 15.34.5. Tool, Footwear and Outerwear Reimbursement. The Employer shall reimburse each Transportation Maintenance employee up to one thousand dollars (\$1000) for tools, footwear and outerwear each year, measured from September 1 to August 31.

Any unused portion of this reimbursement amount may be carried-over for one year and used by the employee in combination with the one thousand dollars (\$1000) reimbursement for that school year. In lieu of reimbursement and with prior approval of the Transportation Director or designee, the employee may choose to charge the tools, footwear or outerwear to KWRL's established accounts.

Section 15.34.6. Vacations.

Section 15.34.6.1. Full time (12-month) employees shall receive vacation leave as follows:

Years of Service	Vacation Allocation
1 year	5 days
2-4 years	10 days
5-9 years	15 days
10-16 years	20 days
17 years	21 days
18 years	22 days
19 years	23 days

20 years	24 days
21+ years	25 days

Section 15.34.6.2. In most cases, full vacations cannot be taken during the school year (school days). Any exception must be arranged with the supervisor. The employee shall make a written request for vacation time to their immediate supervisor at least six (6) weeks before the planned vacation, and in no case later than June 1st, of each year. Vacations will be scheduled at limits of maintaining needed personnel for work requirements. The supervisor will authorize vacation schedules as early as possible after all requests are in. Senior employees shall be given a choice of vacation dates under this section.

Section 15.34.6.3. Unused vacation time may not be carried forward beyond one (1) year.

Section 15.34.6.4. Any person leaving employment and entitled to vacation time will receive vacation pay pro-rated by workdays in lieu of vacation provided a minimum of two (2) weeks notice of their leaving is given in writing to their supervisor.

Section 15.34.6.5. If a paid holiday occurs while an employee is on vacation, such employee shall not be charged vacation time for the holiday.

Section 15.34.6.6. If an employee is called back from vacation, they shall receive the overtime rate for all hours worked and shall be given the remainder of their vacation with pay at a later date.

Section 15.34.7. All regular full time employees shall also receive one floating holiday, which must be used by August 31.

Section 15.34.8. All regular twelve-month employees shall receive a maximum of twelve (12) days of sick leave per year, accumulative to a maximum of 180 days (i.e. twelve-month employees who work eight (8) hours per day shall earn eight (8) hours of sick leave per month for twelve months). Sick leave will count as hours worked for the purpose of calculating overtime for twelve-month employees.

Section 15.34.9. Comp Time. Comp Time: Employees will be given the opportunity to elect compensatory time in lieu of overtime pay. Time off will be at the rate of one and one-half hours for each hour of overtime worked that is in excess of eight (8) hours in any one day (except when working four day – ten hour shifts), or forty (40) hours in any one week. Compensatory time can be accumulated in accordance with the Fair Labor Standards Act (“FLSA”), up to a maximum of ninety (90) hours. Payment for any hours worked will be in accordance with the FLSA.

Section 15.35. All Oregon day trips shall be bid per Section 15.9. In the event that the successful bidder is not from the district that the trip is originating from, and we are short-staffed, then the senior trip bidder from the originating district will be awarded the trip instead. The driver passed

over for the trip will be assigned the next available trip.

*Short staffed means no coverage for their route(s).

ARTICLE XVI – WAGE SCHEDULE

Section 16.1. Wage Schedule. Employees shall be paid at the hourly rates in the following chart. Movement to the next step on the salary schedule shall be effective on September 1 of each school year. Employees are eligible for increment movement the next September 1 based on years of experience and if hired on or before June 30.

Experience Credit: Employees who have previous verifiable work experience similar to the position they were hired for, as determined by the Employer, shall be given credit for placement on the wage schedule with one (1) year placement for each year of relevant experience. The employee must provide documentation to the Employer within thirty (30) days of hire. (This does not pertain to seniority).

Substitute workers shall initially be paid at the base wage rate of the classification in which they are working.

Substitutes with five (5) years or more of previous verifiable work experience driving school bus as a regular employee, as determined by the Employer shall be placed on the wage schedule at the five-year step and not advance on the steps with continued work as a substitute for KWRL.

Bus Driver

% Above Base	Base Rate	Year 5 2%	Year 7 4%	Year 10 6%	Year 12 8%	Year 15 10%	Year 20 12%	Year 25 14%
	30.14	30.74	31.35	31.95	32.55	33.15	33.75	34.36

Transportation Maintenance

% Above Base	Base Rate	Year 3 1%	Year 5 3%	Year 7 5%	Year 10 6%	Year 12 8%	Year 15 10%	Year 20 12%	Year 25 14%
Coordinator	44.10	44.54	45.42	46.31	47.17	47.63	48.51	49.39	50.27
Diesel	40.37	40.77	41.58	42.39	43.20	43.60	44.41	45.21	46.02
Service (03-05)	32.33	32.65	33.30	33.95	34.59	34.92	35.56	36.21	36.86

Assistant Service	31.59	31.91	32.54	33.17	33.80	34.12	34.75	35.38	36.01
Service (No School Bus Endorsement)	29.74	30.04	30.64	31.23	31.83	32.12	32.72	33.31	33.91

Section 16.2. Pay Warrants. Monthly pay warrants shall be directly deposited into an account identified by each employee. Deposit shall occur on the Woodland School District payday. An itemized statement showing the pay bases, hours worked, gross wages and deductions therefrom shall be issued to employees concurrent with the deposit of the pay warrant. The statement will indicate sick leave hours. KWRL shall provide drivers a monthly re-cap sheet of daily hours worked.

Section 16.3. Wage Increases. For the 2025-26 school year, the wage rates will be increased by the implicit price deflator (IPD), as determined by the Washington State Legislature. For the 2026-27 school year, the wage rates will be increased by the IPD or 3.25%, whichever is greater. For the 2027-28 school year, the wage rates will be increased by the IPD or 3.5%, whichever is greater.

Section 16.4. Twelve-Month Pay. Employees working less than twelve months shall have the option of receiving twelve (12) paychecks per year. Employees who wish to choose the twelve (12) paycheck option must provide irrevocable written authorization on a form provided by the Woodland payroll office prior to the first workday of the school year. There will be no extensions, and employees who do not submit the form in a timely manner shall be paid in the months of actual work, but employees may submit their authorization for twelve paychecks prior to the start of the next work year. Any overtime or adjustments to the daily hours will be adjusted in the month worked.

Section 16.5. Driver Trainer Assistant. When performing driver trainer work authorized and directed by the Employer, the hourly pay of the certified Driver Trainer Assistant position shall be \$1.00 above the driver's regular pay rate. The hourly pay of the non-certified Driver Trainer Assistant position shall be \$0.50 above the driver's regular pay rate. Observational ride-alongs are not driver trainer work.

Section 16.6. Payroll Errors and Reimbursements. Payroll errors of greater than one hundred dollars (\$100) shall be corrected by a separately-issued check less than one (1) week following confirmation of the error. Payroll errors of less than one hundred dollars (\$100) shall be corrected in the next available monthly pay warrant following confirmation of the error. Reimbursements shall be processed monthly through accounts payable procedures separately from payroll checks. Employees will be informed of the Woodland School District's monthly deadline for submitting reimbursement requests to be paid that month.

Section 16.7. Training Compensation. Applicants who are hired after successfully completing training and who participate in a KWRL authorized CDL bus driver training program shall be compensated for the number of hours of training at the state minimum wage rate. This compensation is contingent on receiving a CDL license and consistently driving for KWRL for thirty (30) school days. After the employee has consistently driven for KWRL for six (6) school calendar months (exclusive of summer), the employee shall be paid the difference between the state minimum wage rate and the employee's regular hourly rate for the hours of CDL training.

Drivers and substitutes shall be paid at their regular rate to participate in additional training authorized by KWRL, which may include riding routes.

Section 16.8. Substitute workers shall be paid at the base wage rate of the classification in which they are working.

Employees who have retired from KWRL employment (either the employee is registered for retirement benefits with the state Department of Retirement Systems, or is eligible for sick leave cash out) and remain approved to work as a substitute in the same job classification shall be paid at the same longevity step they were paid when they were in regular employment status. They shall not progress to higher longevity steps. If an employee becomes a substitute in a different classification, they shall be paid at the base wage rate for that classification.

ARTICLE XVII – EQUIPMENT, ACCIDENTS, REPORT, SAFETY, MEDICAL EXAMINATIONS

Section 17.1. Accidents. Any employee involved in any accident shall immediately report the accident and any physical injury sustained by any person involved. The employee shall make out an accident report on forms supplied by the Employer and shall turn in all available names and addresses of witnesses to the accident. Incident reports shall be presented in compliance with policy, a copy of which shall be included in the Employer's handbook. The Employer will ensure accident forms are available on all buses. Incident reports shall be available, on the portal when the Employer can accomplish this. Failure to comply with this provision shall subject an employee to disciplinary action by the Employer.

Drivers shall not drive their buses with a student count that surpasses the listed capacity for their bus.

Section 17.2. Equipment Reports. Employees shall immediately report all defects of equipment. Such reports shall be made on a suitable form furnished by the Employer and shall be made in multiple copies, one copy to be retained by the employee.

Section 17.3. Appearance in Court. When an employee is required by the Employer to appear in any court or before any attorney for the purpose of testifying because of any accident they may have

been involved in during working hours, the employee shall be reimbursed in full by the Employer for all time spent or hours of work lost, computed at their current hourly rate of pay, whichever is greater, because of their appearance.

Section 17.4. Safety. The Employer and the Union jointly recognize the importance of maintaining safe working conditions. It is agreed that all employees shall be vigilant in observing unsafe or hazardous objects or conditions and will report them immediately to the appropriate personnel for correction. The Department of Labor and Industries ruling will be the determining factor of what unsafe or hazardous conditions shall be corrected.

Driver Safety and Support

Drivers may request to be present at student reengagement meetings after major incidents with a student. The decision to include the driver shall be at the discretion of the Employer. Paid time will be allotted for drivers to participate in student management training, when attendance is required by the Employer.

Drivers may request a student(s) removal from a bus if the immediate displayed misconduct creates an unsafe action which endangers students, drivers, and/or any other staff on the bus. The driver must contact dispatch to report the concern and request support to address student behavior. The Transportation Supervisor or Designee will consult with the driver to help determine appropriate next steps. The determination of next steps shall be determined by the Employer, the home district, and any behavioral support specialist and communicated to the driver.

If a student is displaying significantly unsafe, disruptive or violent behavior at school dismissal, the driver shall communicate that behavior to the Employer and wait for direction from the Employer on how the issue will be addressed.

Driver Injury

In the event a driver is injured due to an assault by a student, the employee may use sick leave to offset the difference between the employee's regular pay and any Labor and Industries Time Loss benefits.

Section 17.5. Cameras. The Employer authorizes the use of cameras on KWRL operated school buses for the purpose of reducing student discipline problems, thus providing a safer environment for the transportation of students. The reason for recording the transportation environment is to provide school officials, drivers, and parents/guardians with documentation when dealing with student behavior and to assist drivers with student behavior management skills. Cameras will not be used to monitor employees in real time, but recordings may be viewed in response to concerns regarding reported security or safety incidents. An email will be sent to the driver's district email address when a recording is reviewed, unless the recording is requested by the driver. Recordings will only be used in connection with the discipline of an employee in accordance with the principles

of just cause and due process in Article X. KWRL will allow drivers a reasonable time for viewing recordings. Any recording viewing that will exceed fifteen (15) minutes or requires technical assistance must be authorized in advance by the Director of Transportation.

Section 17.6. Computers. The Employer shall ensure that at least one (1) working computer and printer is available at each driver site, for work related use. If employees notice that equipment is not working, they shall submit a help desk ticket with the Woodland School District Technology Department.

ARTICLE XVIII – BENEFITS

Section 18.1. Holidays.

Section 18.1.1. All regular employees who have worked their last scheduled shift preceding the holiday and their first scheduled shift succeeding the holiday, or are on sick, bereavement leave, or emergency use of personal leave, and are not on leave of absence, shall be eligible for pay for such unworked holiday.

Section 18.1.1.1. Provided that the holiday is during the employee's work schedule (July 4th is only during the employee work schedule of year-round employees, (Juneteenth is rarely in regular part-time employee work schedules), employees regularly employed shall receive the following paid holidays:

- | | |
|--------------------------------|-------------------------------------|
| (a) Labor Day | (h) New Year's Day |
| (b) Veterans' Day | (i) Martin Luther King Jr. Birthday |
| (c) Thanksgiving Day | (j) Presidents' Day |
| (d) Day after Thanksgiving Day | (k) Memorial Day |
| (e) Christmas Eve Day | (l) Juneteenth |
| (f) Christmas Day | (m) July 4th |
| (g) New Year's Eve Day | |

Section 18.1.2. Prior to the August in-service day, the Employer shall establish a calendar for KWRL employees and email it to the Union, taking into account the established calendars of the member school districts. The calendar shall denote the date holidays shall be observed (the day designated in statute unless it falls on a Saturday, Sunday or other non-work day).

Section 18.1.3. If an employee is required to work on the day the holiday is observed, they shall receive, in addition to holiday pay, one and one-half (1 1/2) times their regular straight-time rate of pay for all hours worked.

Section 18.1.4. An employee shall receive credit for weekly overtime purposes for the number of hours they are regularly scheduled to work on any of the above holidays which

fall within their regular scheduled work week, regardless of whether or not work is performed on such holiday.

Section 18.2. Leaves.

Section 18.2.1. All regular part-time employees shall receive ten (10) sick leave days per year, pro-rated for employees starting work after September 1 and accumulative to a maximum of 180 days (i.e. school-year based employees who work four (4) hours per day shall earn four (4) hours of sick leave per month for ten (10) months). In the event of illness or injury in the immediate family (mother, father, brother, sister, spouse, children, grandparents, grandchildren, parent-in-law), the employee may use accrued sick leave to care for them. Employees shall call-in for sick leave at least one (1) hour before the employee is expected to report for duty to allow for the arrangement of a substitute.

Sick leave accrual for bus drivers' hours will be allocated based on the employee's regular route hours following in-service, and recalculated when their regular assigned hours increase by one (1) hour or more per day on a permanent basis.

While sick leave is frontloaded, the leave is earned on a monthly basis (one day of leave earned after each month worked). If an employee separates from the District having used more sick leave than the employee earned, the District will deduct the value of the unearned sick leave from the employee's final paycheck.

Section 18.2.2. Sick Leave Cash Out. Each year employees with an accumulation of greater than sixty (60) days may cash in unused sick leave days accumulated in the previous year at a ratio of one (1) full day's monetary compensation for four (4) accumulated sick leave days. All accumulated sick leave shall be cashed out at the same rate upon retirement or qualified separation from employment as defined in state law. NOTE: Such sick leave not taken during the year shall be accumulated from year to year to a maximum of one hundred eighty (180) days for cash-out purposes and up to the number of days in a single work year for leave purposes.

Section 18.2.3. In the event of bereavement in the immediate family, leave with pay up to five (5) days per occurrence shall be extended to regular employees. Immediate family shall include parent, sibling, children, grandparents, grandchildren, or the same as related by marriage; provided that immediate family may include any other bereavement at the discretion of the Transportation supervisor upon request by an employee and a showing of unique circumstances. Bereavement leave is non-accumulative. If an employee has exhausted their benefits under this section and is in need of more bereavement days, they may request additional days from their supervisor. Final decision on the granting of additional days rests with KWRL.

Section 18.2.4. All classified employees shall be paid for jury duty service. Employees seeking compensation for jury duty must provide documentation of jury duty service with their time card.

Section 18.2.5. Two (2) days of personal leave will be granted with pay by the Superintendent-in-Charge or designee. If any employee uses their two personal leave days, employees will be allowed to convert up to three (3) sick leave days to personal leave days for use in the employee's current work year. Such days shall be scheduled with the Employer as far in advance as possible and shall not be scheduled during the first or last week of school, or to extend any holiday, school break or three-day weekend, except for emergencies where pre-planning could not relieve the necessity for using the leave. Drivers personal leave days may be cashed out at the employee's current rate of pay at the end of the school year. Mechanics personal leave days will be cashed out at the employee's current rate of pay on August 31 if the employee notifies the District by August 10 that they want their leave cashed out.

Converted sick leave days must be used during that employee's work year or will be returned to the employee's sick leave bank.

The Employer will approve requests for personal leave days within five (5) days of the request being submitted. The Union will recognize that the staffing needs of the District come first, and that the Employer may not be able to grant personal leave days if it would result in the District being inadequately staffed.

Requests for personal leave after the last day of the school year (for the following school year) prior to in-service, shall be approved by seniority. Requests for personal leave after in-service will be granted on a first-come, first-served basis.

Section 18.2.6. If an employee intends to use sick leave for a medical appointment which cannot be scheduled during off duty hours, the Employer will require the employee to provide at least twelve (12) hours advance notice, or an explanation of an emergency appointment, and present a licensed health care provider verification of the appointment upon their return to work, otherwise the hours absent will be designated "absence without pay."

Section 18.3. Medical Hospitalization Insurance. Basic benefits are medical, dental, vision, group term life, short term disability and long term disability, as per RCW 28A.400.270 (1). Basic benefits will be determined annually by the School Employees Benefits Board (SEBB). The Employer will provide the state-designated allocation per eligible employee for benefits through SEBB.

Section 18.4. Leave Sharing. A leave sharing program shall be administered consistent with RCW 28A.400.380 and Chapter 392-136A WAC.

Section 18.5. Washington State Paid Family and Medical Leave. Employees shall be eligible to receive Paid Family and Medical Leave (PFML) under the Washington State Family and Medical Leave and Insurance Act, as administered by the state Employment Security Department.

ARTICLE XIX – PERSONNEL FILES

Section 19.1. Employees of KWRL shall have the right to review, by prior arrangement, all materials in their personnel file. A representative of KWRL shall be present at the time of review to answer any question and maintain security of the file. The employee shall be shown a copy of any derogatory material added to the employee's personnel file prior to filing in such file. The employee shall have the right to attach comments to such material. After one year the employee may petition by a written request to the Woodland School District Human Resources Director that any derogatory material be removed. If the request is denied, the employee may, upon written request, meet with the KWRL Superintendent-in-Charge or designee. The employee may bring a Union representative to such meeting.

ARTICLE XX – DRUG AND ALCOHOL TESTING

Section 20.1. Reporting of Therapeutic Drug Use. Drivers are required to inform the KWRL supervisor and Department of Transportation physician in writing of any therapeutic drug use that may adversely affect the driver's ability to safely operate a vehicle. Drivers must provide KWRL documentation that their health care provider has reviewed each therapeutic drug prescribed to the driver and that none of the therapeutic drugs prescribed, individually or in combination, will adversely affect the driver's ability to drive a school bus as defined by the Federal Motor Carrier Safety Administration in accordance with 49 CFR § 391.41 and as required by Woodland School District Policy 5201 and Policy 5202.

Section 20.2. Reasonable Suspicion Testing. When the supervisor has reasonable suspicion that an employee is under the influence of alcohol or drugs while on duty, that supervisor when possible shall have either the Dispatcher or another non-SEIU member from KWRL confirm that suspicion. A reasonable suspicion must be based on specific, contemporaneous, articulable observations concerning the appearance, behavior, speech or body odors of the employee. If reasonable suspicion is confirmed, an employee shall be required to submit to an alcohol or drug test. Only the supervisor and/or KWRL dispatcher or another non-SEIU member who have had the federally required training may confirm a reasonable suspicion.

Section 20.3. Confidentiality. All records required by federal law and rules shall be maintained in a secure location with controlled access. Except as required by law or expressly authorized by the employee, the Employer shall not release information about the employee relating to any drug or alcohol test. The Employer shall maintain all drug and alcohol records in a separate, secure location

with controlled access, in files independent of an employee's official personnel records. The Employer shall only provide copies of these records to other employers when an employee has applied for employment with a prospective employer, and the employee has expressly authorized release of their records to the prospective employer. Under no circumstances will the Employer, or any other group contracted by the Employer, release any test results to any person, agency, or group without the prior written authorization of the employee. Reports that are statistical data without names required under federal regulations shall be forwarded to the Union.

Section 20.4. Discipline. Employees found in violation of the Drug and Alcohol testing policies, shall be subject to discipline only under this section. All discipline under this section shall be uniform, progressive, and subject to just cause and due process requirements. Employees may use accumulated paid leave (including sick leave) or leave without pay when removed from their positions by operation of state or federal licensing rules and not given alternative work assignment because of an accusation of reasonable suspicion. If final determination is negative any leave time used will be restored to the employee or the employee will be compensated for the leave without pay.

If test results indicate a blood alcohol concentration of less than 0.02, then no disciplinary action may be taken. If test results indicate a blood alcohol concentration of 0.02 or greater, but less than 0.04, the affected employee shall be permitted to work the next duty period, provided that 24 hours have elapsed since the test. If test results indicate a blood alcohol concentration of 0.04 or greater or are positive for a controlled substance, then, the employee will be removed from performing safety sensitive functions and may be disciplined up to and including discharge.

The employee may not be returned to duty in a safety sensitive function until they have been evaluated by a substance abuse professional (SAP), participated in any assistance program prescribed and submits to a written assurance from the SAP that the employee is complying with the requirements of any treatment plan. Return to duty testing at the employee's expense will be required. The employer may require unannounced follow up tests at the employer's expense.

Section 20.5. Test Costs and Compensation. The Employer will pay for, and compensate employees for, all costs related to random, reasonable suspicion, and post-accident testing, including wages and mileage if an employee must use their own vehicle. This includes but is not limited to time to drive to and from the required location or a person is required to remain available for testing. The employee is responsible for paying for any return to duty test, follow up and split sample tests. The Employer will reimburse the employee for any split sample tests that return negative.

Section 20.6. Statutory Authority. If during the term of this Agreement the requirements of the Omnibus Drug and Alcohol Testing Act of 1991 change and affect the terms and conditions of employment, the parties will meet to negotiate those changes.

ARTICLE XXI – HEPATITIS B SHOTS

Section 21.1. A KWRL policy to provide employees with hepatitis B shots shall cover the following:

- (a) Employee checks with their insurance carrier to see if insurance covers hepatitis B shots.
- (b) KWRL researches providers and informs employees of authorized providers.
- (c) If the employee chooses to receive their Hepatitis B shots from the authorized provider, KWRL will reimburse out-of-pocket employee costs for the series of shots, three (3), upon proof of receiving the full series.

ARTICLE XXII – NO STRIKE

Section 22.1. During the duration of this Agreement, the Union and its members shall not initiate, cause or participate in any strike or work stoppage affecting KWRL.

ARTICLE XXIII – DOCUMENT CONTAINS ENTIRE AGREEMENT

Section 23.1. This document contains the entire Agreement of the parties and neither party has made any representation to the other party which is not contained herein or in covering letters attached hereto.

ARTICLE XXIV – MODIFICATION OF AGREEMENT

Section 24.1. This Agreement shall not be amended, modified, changed, altered or waived except by written document executed by the parties hereto.

ARTICLE XXV – SAVINGS CLAUSE

Section 25.1. If any provision of this Agreement is found to be in conflict with the laws of the State of Washington or of the United States of America, the remaining provisions of the Agreement shall remain in full force and effect.

Section 25.2. This Agreement may be reopened by either party upon thirty (30) days written notice only for negotiations regarding the provisions invalidated.

ARTICLE XXVI – DURATION

Section 26.1. This Agreement shall remain in full force and effect from September 1, 2025, through August 31, 2028.

Section 26.2. If either party desires a successor Agreement, written notice must be served by that party at least sixty days prior to expiration and negotiations shall follow.

Dated this 25th day of September 2025.

KWRL TRANSPORTATION COOPERATIVE

Shannon Barnett

Shannon Barnett, Transportation Director

ary

Asha Riley, Superintendent

SEIU LOCAL 925

Shawn Nyman, SEIU Representative

8

Gary Hollingshead, Chapter President

EXHIBIT A - Grievance Form

**GRIEVANCE FORM
KWRL TRANSPORTATION COOP
FORMAL GRIEVANCE PRESENTATION**

STEP _____

(To be completed by employee and the Union and Submitted to the Superintendent or designee.)

EMPLOYEE:

DATE OF SUBMITTAL:

UNION REP OR DESIGNEE:

PRESENTATION DATE TO SUPERVISOR:

WORK LOCATION:

SUPERVISOR:

STATEMENT OF GRIEVANCE (Please include: Facts on which the grievance is based, reference to the specific terms of the Agreement which have been violated, issues involved, and the remedy sought.)

Signature of Employee or Union

Date

EXHIBIT B - What Does "Just Cause" Mean?

The concept of "just cause" (mentioned in Section 10.1) requires that there be fundamental fairness in decisions related to the discipline and discharge of employees. Arbitrators have articulated many definitions and explanations of "just cause" over the years, including, but not limited to the following tests:

1. Did the employer give the employee forewarning or foreknowledge of the possible or probable disciplinary consequences of the employee's conduct?
2. Was the employer's rule or managerial order reasonably related to the orderly, efficient, and safe operation of the business?
3. Did the employer, before administering discipline to an employee, make an effort to discover whether the employee did in fact violate or disobey a rule or order of management?
4. Was the employer's investigation conducted fairly and objectively?
5. At the investigation, did the Judge' obtain substantial evidence or proof that the employee was guilty as charged?
6. Has the employer applied its rules, orders, and penalties evenhandedly and without discrimination to all employees?
7. Was the degree of discipline administered by the employer in a particular case reasonably related to (a) the seriousness of the employee's proven offense and (b) the record of the employee in his or her service with the employer?

EXHIBIT C - What is the “Weingarten Right”?

The “Weingarten right” requires that an employee be given the opportunity to have union representation at an employer’s investigatory interview pertaining to the discipline, discharge or suspension of that employee. This rule recognizes that the presence of an able union representative at an investigatory interview may assist the employer in obtaining facts and may help both sides save valuable time in getting to the bottom of the issue. This opportunity includes the following principles:

1. The employee must request union representation.
2. Rescheduling a meeting to permit a union representative to be present may be appropriate, but the unavailability of a union representative may not unreasonably delay the investigation.
3. The right applies to situations where the employee reasonably believes the investigation will result in disciplinary action. This right does not pertain to "run-of-the-mill-shop-floor conversations" including but not limited to giving instructions, training or needed correction of work techniques.
4. The union representative's role is to assist the employee, not to disrupt or obstruct the interview. The representative's role may include clarifying facts or suggesting other employees with relevant knowledge.
5. If an employee requests union representation, the employer may decide to continue the investigation without interviewing the employee. The employer is not required to justify this decision.

These duties and responsibilities are printed here for the education of employees and supervisors, and not as a limitation on the rights of the parties in any particular case.