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## **District/SPALC Transportation Negotiations Sub-Committee Meeting Minutes**

**February 23, 2009**

**District Team:** Jack Shelton, Robert Morgan, Kathy McLean, Ami Desamours, Robert Dodig, Ron Frazer

**SPALC Team:** Bob Rushlow, Donna Mutzenard, Arto Brown, Nora Mitzel, Bill Snowden, Bob Day, Amanda Evans

**Facilitator:** Victoria Ramina

**Scribe:** Shellie Halstead

**Recording Secretary:** Robert K. Morgan

### **Check In**

Name

How are you?

Time Constraints: 7:00 p.m. ~~###~~ None~~###~~ ///

Who's missing?

Guests: Kathleen Robinson

Elephants?

### **Expectations**

To get the process moving: ~~###~~ ///

Continue the process: //

Good dialogue on the issues

Agreements: //

### **Agenda**

Check In

Read and Approve Minute 2/16/09

RTM – Story

Break

Continue RTM

Story

Interest

Data

Options

Schedule Next Meetings  
Organize Work for Upcoming Meeting  
Check Out

Rate the Meeting 1 to 5

How can we improve the interest based process in our sub committee.

### **RTM (Route Time and Mileage Report) - Story**

- RTM Definition: Route, Time, Mileage. Bus operator's schedule, schools serviced, and miles driven.
- Schedule Definition: Route, time, standby time, and additional duties. (beginning and ending time)
- RTMs may be changed making employees unavailable for short notice trips, field trips, shuttles, and out-of-county trips in accordance with Article 14.028 of SPALC CONTRACT.
- Depending on the size of the bus , the impact of changes may differ.
- We have to get students to and from school – priority of the Superintendent.
- Drivers choose routes at bidding because of start/end times.
- Beginning and end times can not be guaranteed by management at bidding.
- Route changes may penalize drivers if scheduled time is decreased.
- Management does not guarantee bid times of more than eight hours.
- Overtime is not guaranteed. May increase or decrease.
- Bid sheets start and end times may reflect more than eight hours.
- Article 14.041 of SPALC CONTRACT addresses normal workday.
- Equity for all employees – no one is guaranteed overtime.
- Attendants are affected as well.
- Nowhere in the CONTRACT is more than eight hours guaranteed.
- Approval means for the day.
- The CONTRACT does not reflect what the committee agreed to 3 years ago.
- Article 14.0610 addressed bus route ....related duties.
- RTMs approved by a supervisor.
- Standby time compensates for changes to the RTM.
- Article 14.0610 should say “bid time” not “RTM”.
- Beginning of the year RTM establishes the driver's work day.
- Bid time is guaranteed by management – not RTM – CONTRACT doesn't say this.
- CONTRACT is not east to follow – needs to be more clear.
- Drivers bid on Bid Sheet – not RTM. Bid sheet guaranteed by management.
- High mobility rate affects RTMs.
- Primary function is to use most efficient way to get students to and from schools.
- This month there were 8,400 student changes – to lock in the route at bidding is very difficult – therefore routes change.
- Redundancy in story is necessary.
- Are we trying to reflect what we decided last time or negotiate other changes?

### **RTM (Route Time and Mileage Report) – Story (continued)**

- CONTRACT has new and old language mixed together – not clear.
- 3 years ago – suggested “Only 8 hours will be guaranteed in each route including per and post trip inspections (with a minimum of 7 hours).
- Management, during bid process, would like to guarantee a minimum of 7 hours and a maximum of 8 hours, including pre and post trip.
- Caucus report: Discussed above point, would like more dialogue before moving on to consensus, i.e. additional duties.
- Additional duties could be standby, taking bus to repair shop, another compound for inspection, washing buses.
- Adding a stop is not an additional duty.
- Documentation does not include the guaranteed hours being knocked down from 8 to 7 hours.
- If you bid 7 hours you can’t go below 7 hours. If you bid 8 hours you can’t go below 8 hours. Nothing over eight hours will be guaranteed.
- Why isn’t 14.0610 with the original statement re: 8 hours.
- When payroll does wage verifications they are not permitted to include overtime (even if regular). Not supplemental duties.
- Article 14.04 and Article 14.041 talk about workday: We can start here and work through these articles.
- Walk around is included in the bid sheet.
- Bus attendant guaranteed hours are different from bus operator hours.
- Bid sheets are based on estimates.
- Times change daily due to traffic lights, congestion, accidents, etc.
- Caucus report: okay with combining some language, but not with RTM portion.
- Do RTMs after 10 day count and then quarterly.

### **14.04 Bus Operator Work Day**

- Used to guarantee 6 hours minimum was increased to 7 hours for retention.

### **RTM 14.04 – 14.041 Options**

1. 14.04a would include language about ½ hour for pre-post trip inspections and maximum of 8 hours.
2. 14.04a include language about hours based on bid.

**SUB-COMMITTEE CONSENSUS**

**14.04a: All regular bus operators will be guaranteed a minimum of seven (7) hours per day up to a maximum of eight (8) hours, including the ½ hour for non-route time when school is in session. Additional workday hours shall include approved hours on the Route Time and Mileage Report.**

**14.04b: Any operator whose approved route exceeds six and one-half (6-1/2) hours per day will be paid for excess time to the nearest quarter hour at his regular hourly rate.**

**14.04c: The one-half (1/2) hour daily non-route time shall be used by operators for activities needed to perform their normal duties. Duties include, but are not limited to fueling and cleaning of bus, completion of surveys and other paperwork and conducting pre-trip/post trip inspections.**

**CHECK OUT (Rate the meeting 1 – 5, 1 lowest and list an item to improve our meeting)**

1 – 0, 2 – 0, 3 – 0, 4 – 3, 5 – 12

**What can we do to improve the process?**

- Bring a computer and project contract. ///
- Let's not get bogged down. //
- Stay on task. //
- Try not to get interrupted.

**Calendar for meetings**

- 3/2/09 from 4:00 – 7:00 P.M. at SPALC

- 3/11/09 from 4:00 – 7:00 P.M. at SPALC