

AMENDED MEMORANDUM OF UNDERSTANDING

BETWEEN

TEAMSTERS LOCAL 839

AND PASCO SCHOOL DISTRICT

THIS AMENDED AGREEMENT is by and between PASCO SCHOOL DISTRICT NO. 1 (Employer) and TEAMSTERS LOCAL UNION NO. 839 (Union) (together "Parties") for purposes of establishing a waiver related to Section 6.4.5 of the collective bargaining agreement. This amended agreement replaces the previous agreement entered by the parties on February 2, 2023.

The following waiver shall be in effect through August 31, 2024, unless extended by mutual agreement of the parties:

6.4.5 Drivers will be paid for two (2) hours if a Monday-Friday extra trip to which they are assigned is canceled and/or the driver is not notified at least 24 hours in advance of departure. Drivers will be paid for four (4) hours if a Saturday-Sunday extra trip to which they are assigned is canceled and/or the driver is not notified at least 24 hours in advance of departure.

To be eligible for trips outside the Tri-Cities, drivers using **school** bus (non-trip bus) must meet the following criteria:

1. For trips between November 1 and April 1, or for trips that will be taken through knowingly snowy conditions outside of that time frame (i.e.. Known early or late snowfall in the mountain pass) DRIVERS MUST:
 - Have taken a one time in-person chain class; AND
 - Take the yearly refresher chain class
2. Have driven two hundred (200) hours on a school bus; and
3. Complete two (2) paid trip bus training drives; and
4. Have driven fifty (50) hours on a trip bus for local trips (within Tri-Cities); and
5. Use a trip bus on your regular route (AM/PM) for at least fifty (50) hours; and
6. Provide all documentation of above hours to designated personnel.

Designated personnel will advise the Trip Coordinator, Director of Management, and the designated Union Steward that the driver is now qualified for out-of-town trips.

To be eligible for trips outside the Tri-Cities, drivers regularly using a **trip** bus for daily routes must meet the following criteria:

1. For trips between November 1 and April 1, or for trips that will be taken through knowingly snowy conditions outside of that time frame (i.e.. Known early or late snowfall in the mountain pass) DRIVERS MUST:

- Have taken a one time in-person chain class; AND
 - Take the yearly refresher chain class
2. Have driven three hundred (300) hours on a trip bus on their route; and
 3. Provide all documentation of above hours to designated personnel.

Designated personnel will advise the Trip Coordinator, Director of Management, and the designated Union Steward that the driver is now qualified for out-of-town trips.

Exception for Drivers that are either 'grandfathered' (drivers that qualified under older rules) or have transferred from another school district:

1. For trips between November 1 and April 1, or for trips that will be taken through knowingly snowy conditions outside of that time frame (i.e.. Known early or late snowfall in the mountain pass) DRIVERS MUST:
 - Have taken a one time in-person chain class; AND
 - Take the yearly refresher chain class
2. Grandfathered drivers: If the driver has never driven a trip bus for Pasco, they must do one (1) paid drive along in a trip bus with a lead driver trainer that meets at least a 'satisfactory' grade.
3. Transfer Drivers: Transferred drivers that meet the three hundred (300) hour requirement from a former school district must provide proof of those hours from former school district(s). If required hours have been fulfilled, they must do one (1) paid drive along in a trip bus with a lead driver trainer that meets at least a 'satisfactory' grade.

Lead Driver Trainer will advise the Trip Coordinator, Director of Management, and the designated Union Steward that the driver is now qualified for out-of-town trips.

6.4.9 Emergency Trips. In the event that a last-minute trip is requested that does not allow time for driver notification or posting the District shall declare said trip an emergency trip. The process is as follows.

1. A voluntary emergency sign-up sheet shall be posted at in-service prior to the start of the school year. The sign-up sheet shall be re-posted in January of each year to allow newly hired drivers to sign up.
2. Assignments shall be made by seniority. The District will not bypass employees due to overtime occurring on said trip.
3. **Drivers being called off the emergency list MUST have worked all contracted hours five (5) days prior to the trip unless they were removed from their route by a supervisor or granted preapproved leave at least two (2) days in advance. (This section is valid through August 31, 2024)**
4. Any driver who turns down three (3) emergency requests shall be removed from the list for the remainder of the school year and the list will be updated throughout the school year.

5. If the number of emergency drivers drops below 15 the list shall be reposted for additional signups.

Refer to 6.4.8 if the assigned driver is a no show and trip departure cannot be delayed.

As to Section 6.4.5, the waiver as listed above is only in effect through August 31, 2024. As to section 6.4.9, only section 3 of the amended 6.4.9 is temporary and that section is only in effect until August 31, 2024. Either section may be opened at any time by mutual agreement of the parties.

Dated this 20 day of July, 2023.

Teamsters Local No. 839

Pasco School District No. 1

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Business Agent


Director of Labor and Employee Relations