

## **SENIORITY: SCHOOL BUS DRIVERS**

### **Background**

Seniority of drivers is recognized as one of the principles to be considered in management of the school bus system.

### **Definitions**

Regular Driver is a driver who is assigned a regular bus route.

Spare Driver is a driver hired on an intermittent basis to fulfill any driving requirement of the Employer.

Temporary Driver is a driver who is hired into a temporary posted position for a minimum of thirty (30) consecutive working days on the same route or until the incumbent returns.

### **Procedures**

1. For the purposes of this Administrative Procedure, seniority is defined as the length of service in the bargaining unit from the date of hire as a Regular Driver.
2. Days accumulated during Temporary or Spare Driver shall be recognized for seniority purposes when a Temporary or Spare Driver applies for Regular Driver Status. Total accumulation shall be based on the days driven rather than date of hire.
3. Seniority shall be considered as one (1) of the factors in determining preference or priority for promotions, transfers, demotions and lay-offs; in accordance with the following procedures:
  - 3.1 Seniority is to become effective as a factor for consideration after one (1) year of service with the Division.
  - 3.2 Seniority is to be considered as a factor when a currently employed driver applies for another driving position in competition with other current employees and new candidates.
  - 3.3 Seniority is to be considered as a factor in determining a lay-off when routes which continue to exist are consolidated to be served by one (1) bus.
  - 3.4 When a layoff occurs due to consolidation of routes, the affected employee with the least seniority shall be the laid off driver.
  - 3.5 Seniority shall be considered as the final factor when the senior driver applying for the route is not the closest to the route.

4. Experience is to be considered as a factor when a former employee applies for a driving position in competition with new candidates.
5. To facilitate operation of this Administrative Procedure, seniority records shall be retained as part of employee earning records and each employee's seniority record shall be available to him/her on request.
6. Seniority shall not be lost for a driver that has been laid off and subsequently rehired.

Adopted/Revised: JUN 2016/NOV 2019

Reference: Section 52, 53, 68, 197, 222, 225 Education Act  
Employment Standards Code  
Labour Relations Code