

COPY

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

FIRST STUDENT PINE BUSH ORANGE COUNTY
5 MAIN STREET
PINE BUSH, NY 12566

AND

TEAMSTERS LOCAL 445
15 STONE CASTLE ROAD
ROCK TAVERN, NY 12575

September 1, 2017 through August 31, 2020



First  **Student**

401 (k) Plan

Full-time Maintenance employees shall be able to participate in the Company's current or comparable 401(k) plan for full-time employees in accordance with the eligibility conditions and restrictions of the plan.

Insurance

1. It is agreed that all full time employees will be enrolled into the Industry and Local 338 Welfare Fund. The contributions for health coverage shall be submitted promptly to the Fund by the 15th day of each month for all payroll periods.

Rates: The hourly rates per fulltime employee are based on a maximum of forty (40) hours per week and 2080 hours per year.

4/1/2017	4/1/2018	4/1/2019
\$7.00	\$7.00	\$7.00

Enrolled employees shall make the following per hour contributions:

4/1/2017 - \$1.00 per hour based on 40 hours per week

4/1/2018 and beyond – \$0 - All contributions shall be paid by the Company.

Coverage begins the first day of the month following one full month of Employer paid contributions. For example, if an employee commences employment on January 15th, his eligibility for coverage would be March 1st.

2. The Company shall pay all premiums necessary to maintain the current Group Life Insurance Policy and Accidental Death and Dismemberment Policy.

Hours and Overtime

1. All employees covered by this Agreement shall be paid weekly. All employees covered by this Agreement shall be paid in full each week and not more than seven (7) days shall be held on an employee. Each employee shall be provided with an itemized statement of his gross earnings and deductions made for any purpose. Pay periods shall begin at 12:01 A.M. on Sunday and shall end at Midnight of the following Saturday.
2. One and one-half times the straight time rate shall be paid for all time worked in excess of forty (40) hours in any week.
3. When reporting for work at his regular starting time, the employee shall be guaranteed a minimum of eight (8) hours work.