

POLICY GDABA- Regular Route – Bus Driver Selection Process

(For Teamster positions, please see the Teamsters’ Collective Agreement)

Regular, probationary and spare drivers should have an opportunity to apply for any vacant positions/bus routes prior to an opportunity being given to the general public.

The criteria to be used in the selection of a regular or probationary bus driver are proximity to the route, seniority, previous performance and experience.

PURPOSE

to establish guidelines for bus driver selection.

GUIDELINES & PROCEDURES

1. When a vacancy for a regular route occurs:
 - a) the route may be redesigned in the area; or
 - b) a driver from another route may be transferred to the vacant route; or
 - c) it may be advertised by:
 - i) announcement to regular and probationary drivers
 - (1) on the Division’s 2-way radio system; this announcement shall be made on each of 3 consecutive driving days; or
 - (2) by letter if the vacancy occurs during the summer break; and
 - ii) by letter to all spare drivers in the area.
2. If management determines that all other criteria are equal, then the deciding factor will be seniority.

REFERENCES

Cross References:

Legal Reference:

BM#: 157-98; 20130530.1019; 20171005.1005; 20210121.1004; 20230928.1010

Next Review: 2026/2027