

First Student Comprehensive Highlights

(Includes: Wages, Premiums, Benefits, Hours of Work, Classifications, Charters, other Significant Gains)

Summary Comparison Across All Locations

Location	Term	Wage Range	Min Hours	Duty Time Included	Key Premiums
Chatham	Sept 2025 - Aug 2028	\$21.58 - \$23.34	4 hrs/day	Yes	Wheelchair \$1.50/run, Hydro \$50/mo
Windsor	Sept 2025 - Aug 2028	\$21.58 - \$23.34	4 hrs/day	Yes	Wheelchair \$1.50/run, Hydro \$17/wk
Cornwall	Jul 2024 - Jun 2028	\$21.00 - \$23.18	4 hrs/day	Yes	Wheelchair \$2.00/run, Hydro \$45/mo
Sarnia	Sept 2025 - Aug 2028	\$21.58 - \$23.34	4 hrs/day	Yes	Wheelchair \$1.25/run, Hydro \$50/mo
Owen Sound	Mar 2025 - Mar 2028	\$25.00 - \$27.56	4 hrs/day	Yes	Wheelchair Assist \$5/day, Boot \$200/yr
Kincardine	Apr 2025 - Mar 2028	\$21.51 - \$23.27	4 hrs/day	Yes	Wheelchair Assist \$5/day, Boot \$200/yr



Chatham

Term: Sept 1, 2025 – Aug 31, 2028

Wages

Year	Rate
2025	\$21.58
2026	\$22.44
2027	\$23.34

Premiums & Allowances

- Wheelchair \$1.50/run
- Hydro \$50/month
- Meal \$20 after 5 hours

Benefits

- Vacation: 4%-6%-8%
- Medical exams reimbursed
- Safety meetings paid

Hours of Work

- Minimum 4 hours/day including 1 hour duty time
- Duty time covers pre-trip, fueling, paperwork

Classifications

- HTS Driver and Charter Driver
- Technician
- Apprentice Levels

Charters

- Charters per hour with 2 hour minimum
- Overnight \$50
- Layover \$150

Other Significant Gains

- Paid Education Leave \$600/year
- Full reimbursement for medical notes

Windsor

Term: Sept 1, 2025 – Aug 31, 2028

Wages

Year	Rate
2025	\$21.58
2026	\$22.44
2027	\$23.34

Premiums & Allowances

- Wheelchair \$1.50/run
- Hydro \$17/week
- Meal \$20 after 5 hours

Benefits

- Tool allowance: \$650/year
- Medical exams up to \$150
- Vacation: 4%-6%-8%

Hours of Work

- Minimum 4 hours/day including duty time
- Includes fueling, safety checks, logbooks

Classifications

- HTS Driver and Charter Driver
- Technician

Charters

- Charters rotation by seniority
- Show-up fee \$25 if cancelled

Other Significant Gains

- Attendance Bonus \$150 per term
- Eyeglass Plan \$175/2 years

Cornwall

Term: July 1, 2024 - June 30, 2028

Wages

Year	Rate
2024	\$21.00
2025	\$22.05
2026	\$23.18

Premiums & Allowances

- Wheelchair \$2.00/run
- Hydro \$45/month
- Meal \$17 after 5 hours

Benefits

- Safety boots: \$250/year
- Medical exams reimbursed
- Vacation: 4%-6%-8%

Hours of Work

- Minimum 4 hours/day including duty time
- Duty time includes pre/post trip, fueling, paperwork

Classifications

- Driver and Charter Driver
- Maintenance Helper

Charters

- Evening min 3 hours
- Weekend min 4 hours

Other Significant Gains

- Health & Safety improvements
- Paid Education Leave

Sarnia

Term: Sept 1, 2025 – Aug 31, 2028

Wages

Year	Rate
2025	\$21.58
2026	\$22.44
2027	\$23.34

Premiums & Allowances

- Wheelchair \$1.25/run
- Hydro \$50/month
- Meal \$25 after 5 hours

Benefits

- Tool allowance: \$650/year
- Work boots: \$450/year
- Eyeglass plan: \$175/2 years
- Attendance bonus: \$150 per term

Hours of Work

- Minimum 4 hours/day including duty time
- Includes fueling, safety checks, logbooks

Classifications

- HTS Driver and Charter Driver
- Technician

Charters

- Daily rate \$200 + mileage \$0.55/km
- Hotel covered

Other Significant Gains

- Full reimbursement for medical exams
- Improved meal allowances

Owen Sound

Term: Mar 31, 2025 – Mar 31, 2028

Wages

Year	Rate
2025	\$25.00
2026	\$26.25
2027	\$27.56

Premiums & Allowances

- Wheelchair Assist \$5/day
- Boot Allowance \$200/year

Benefits

- Health Care Spending Account: \$250/year
- Medical exams reimbursed up to \$150

Hours of Work

- Minimum 4 hours/day including duty time
- Duty time includes fueling, safety checks, paperwork

Classifications

- Driver and Charter Driver

Charters

- Late night charters 1.5x rate

Other Significant Gains

- Paid Education Leave
- Improved safety provisions

Kincardine

Term: Apr 1, 2025 – Mar 31, 2028

Wages

Year	Rate
2025	\$21.51
2026	\$22.37
2027	\$23.27

Premiums & Allowances

- Wheelchair Assist \$5/day
- Boot Allowance \$200/year

Benefits

- Tool allowance: \$650/year
- Boot allowance: \$200/year

Hours of Work

- Minimum 4 hours/day including 1 hour duty time
- Duty time covers pre-trip, fueling, paperwork

Classifications

- Driver and Charter Driver
- Technician

Charters

- Public charters seniority rotation
- Overnight 8 hours/day

Other Significant Gains

- Health Care Spending Account \$250/year
- Paid Education Leave

