



## TEAMSTER School Bus

# WAGE SURVEY

Wage theft is the illegal withholding of all or partial worker wages by the employer.

Wage theft can occur in many forms. This confidential survey will help to identify and document wage theft occurrences in school bus yards across the US.

### **Tell Us About Yourself** *(All Information Is Confidential)*

Name: \_\_\_\_\_ Job Title: \_\_\_\_\_

Hourly rate of pay: \_\_\_\_\_ Average # of hours you work per week: \_\_\_\_\_

How long have you been at your current employer? \_\_\_\_\_

Phone: \_\_\_\_\_

Company Name: \_\_\_\_\_

Company City: \_\_\_\_\_ State: \_\_\_\_\_

School District: \_\_\_\_\_

### **Please answer all questions related to your employment at your current employer.**

#### **Your Daily Work**

1. Do you keep track of your time on your own so you can compare your paycheck to the amount of hours you wrote down?

Yes  No

2. In the event of a delay from traffic, accident, mechanical failure or other reason, are you paid for the extra time it takes to complete your route?

Yes  No  Sometimes

3. Is the time the company tells you it should take to do your route shorter than the route actually takes to complete?

Yes  No

3a. If so, are you paid for the actual time it takes you to complete the route?

Yes  No

4. Have you been promised a bonus, met the requirements of the bonus (for example, perfect attendance), but the company won't pay you the bonus?

Yes  No

5. Does the time the company tells you it should take to do your route get shorter each year?

Yes  No  I don't know; I have a different route each year

6. Does the company require you to come to work early or stay late and then doesn't pay you for this time?

Yes  No

If yes, please describe: \_\_\_\_\_

7. Are you paid for the extra time it takes during the winter to warm up your bus or remove snow/ice?

Yes  No  Not Applicable

8. Are you paid for the time it takes to complete your dry runs before the beginning of the school year?

Yes  No  We never have dry runs

9. Are you paid fully for all the time it takes you to do pre- and post-trip activities?

Yes  No

10. Does the company take deductions from your paycheck that you or a court has not approved?

Yes  No

11. Does the company ask you to "volunteer" your time?

Yes  No

12. Are you paid for the time you are required to wait during your route or trip?

Yes  No

13. Are you paid for the time it takes to do any company required activities outside of your normal job duties (i.e. drug tests, mandatory training meetings, etc.)?

Yes  No

If yes, please describe: \_\_\_\_\_

14. Are you paid for the time it takes you to wait for any maintenance or inspections done on your bus?

Yes  No  Sometimes

15. Are you paid for the time associated with reporting for alcohol and drug testing?

Yes  No

16. Are you paid for the time associated with on-the-job injuries?

Yes  No

17. Do you have to pay for your own cleaning supplies to clean your bus because the company does not provide them for you? *Example: Buying a broom, mop, paper towels, etc.*

Yes  No

18. Do you have a daily minimum hour guarantee? *Example: You are paid a minimum of 5 hours each work day.*

Yes  No

If so, what is the daily minimum hour guarantee at your yard? \_\_\_\_\_

## Timekeeping

1. How does the company keep track of your weekly hours worked? (Check only one box)

- The company uses Zonar.     The company has me fill out a timesheet; I do not use Zonar.  
 I use Zonar and fill out a timesheet.

1a. If you checked the "I use Zonar and fill out a timesheet" box, does the company pay you based off of Zonar or the timesheet you turn in?

- Zonar     Timesheet     I don't know

2. Has the company ever changed your hours in Zonar or on your timesheet to show fewer hours worked without your knowledge or approval?

- Yes     No     I don't know

**If the company uses Zonar AND pays you based off Zonar, please answer the following questions:**

3. Does your daily route consistently take longer than Zonar says it should?

- Yes     No

3a. If yes, how many minutes per day do you estimate that Zonar does not count?

- 1 hour+     30 minutes-1 hour     15 minutes-30 minutes     Less than 15 minutes

3b. Do you turn in an additional timesheet (also known as exception report) for this time?

- Yes     No     Sometimes

4. How often do you have to submit additional timesheets (exception reports) for time worked that Zonar did not record?

- Every Day     2-3 per week     1-2 per month     Never

5. If you are experiencing instances when you need to submit additional timesheets (exception reports), what is the main reason for this? (Only check one)

- Daily route runs longer than Zonar says it should     Cleaning/washing vehicle  
 Fueling time     Pre and post trip inspections     Other: \_\_\_\_\_

6. Does the company ever deny your additional timesheet (exception reports) requests?

- Yes     No

7. Are there instances that you have worked additional time but do not turn in an additional timesheet (exception report)?

- Yes     No

7a. Why is this? (Check all that apply)

- Too much of a constant hassle     Didn't realize you worked additional time  
 Management instructed you not to     Other: \_\_\_\_\_

**Please indicate whether you Strongly Agree, Agree, are Not Sure/Indifferent, Disagree, or Strongly Disagree with the following statements in relation to Zonar:**

8. My route feels like I have less and less time every year to complete it.

- Strongly Agree     Agree     Not sure     Disagree     Strongly Disagree

9. Zonar is frequently inaccurate at recording my weekly hours.

Strongly Agree    Agree    Not sure    Disagree    Strongly Disagree

10. Zonar does not record the time it takes for me to complete pre- and post-trips.

Strongly Agree    Agree    Not sure    Disagree    Strongly Disagree

11. Zonar does not record the time it takes for me to pick up my keys/paperwork in the morning and walk to the bus.

Strongly Agree    Agree    Not sure    Disagree    Strongly Disagree

12. Zonar does not record the time it takes for me to walk to the office to return my keys/paperwork.

Strongly Agree    Agree    Not sure    Disagree    Strongly Disagree

13. Zonar does not keep track of the time it takes me to fuel.

Strongly Agree    Agree    Not sure    Disagree    Strongly Disagree

14. Zonar does not keep track of the time it takes me to do daily cleaning of the bus.

Strongly Agree    Agree    Not sure    Disagree    Strongly Disagree

15. Are there any other work duties that Zonar does not record? If so, describe them: \_\_\_\_\_

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## Training

1. Were you paid for your initial company training when you were hired?

Yes    No    Not Sure

2. Are you paid for mandatory meetings?

Yes    No    Not Sure

3. Are you paid for any additional company training?

Yes    No    Not Sure

If no, please describe what training you are not paid for: \_\_\_\_\_

## Overtime

1. Are you paid time and a half your hourly rate if you work more than 40 hours per week, combining all the kinds of work you might do for your employer? *Example: In a week you work 30 hours on your regular route and did 15 hours of charter runs, totaling 45 hours for that week.*

Yes    No

2. Does the company separate hours you worked in one week into two separate weeks so it doesn't have to pay you overtime pay?

Yes    No

3. Instead of paying you time-and-a-half, does the company "bank" any hours you work over 40 and promise you to use these hours for a day off, sick time, etc.?

Yes    No

4. Does the company tell you it won't pay you overtime you have worked because it did not approve the overtime?

- Yes    No

## Minimum Wage

1. If you divide your total gross pay (total pay before taxes and deductions) by your total hours are you paid at least the minimum wage for your state or local municipality?

- Yes    No

## Paycheck Issues

1. Have you ever experienced your paycheck missing hours or wages?

- Yes    No    Not Sure

If yes, please answer the following:

1a. Did you bring it to the attention of a supervisor or payroll personnel?

- Yes    No

1b. Did the company pay you for all the time you were missing from the paycheck?

- Yes    No    Some, but not all

1c. On average, how long does it take for the company to fix the problem?

- 1-2 days    Less than a week    1-2 weeks    3-4 weeks  
 More than a month    It was never fixed

1d. How often do you experience your paycheck missing hours or wages?

- 2-3 times per month    1-2 times per month    2-3 times per year  
 1-2 times per year    Never    Other\_\_\_\_\_

1e. How often is your paycheck incorrect by \$50 or more?

- 2-3 times per month    1-2 times per month    2-3 times per year  
 1-2 times per year    Never    Other\_\_\_\_\_

1f. Have you ever filed a complaint with a federal or state agency for a shortage of pay?

- Yes    No

1g. If you work under a union contract, have you ever filed a grievance due to a shortage of pay?

- Yes    No

2. If you currently work under a union contract, has the company ever deducted more money from your check for union dues than it was supposed to?

- Yes    No    I don't know

If yes, please answer the following questions:

2a. How often does this happen?

- Every month    5-6 months per year    2-3 months per year

2b. How quickly does the company fix the problem?

- The problem was never fixed  
 I waited a few months before it was fixed  
 I waited a few weeks before it was fixed  
 The company fixed the problem right away

## Your Opinion

The final section of this survey asks for your opinion about company pay procedures and attitude on pay issues. **Please indicate whether you Strongly Agree, Agree, are Not Sure/Indifferent, Disagree, or Strongly Disagree with the following statements.** (Only check one)

1. I fear the company will retaliate against me if I complain about my pay being incorrect or shorted.  
 Strongly Agree     Agree     Not sure     Disagree     Strongly Disagree
2. I would like to see the company adopt more accurate and consistent pay procedures.  
 Strongly Agree     Agree     Not sure     Disagree     Strongly Disagree
3. I would like to see the company fix incorrect paychecks faster.  
 Strongly Agree     Agree     Not sure     Disagree     Strongly Disagree
4. I frequently worry that my paycheck will not be correct.  
 Strongly Agree     Agree     Not sure     Disagree     Strongly Disagree
5. I would like to see the company do a national audit that makes sure workers are paid for all hours they work.  
 Strongly Agree     Agree     Not sure     Disagree     Strongly Disagree

**Thank you for completing the Teamsters Wage Survey.**

**PLEASE RETURN THIS SURVEY TO YOUR TEAMSTER REPRESENTATIVE**  
[www.driveupstandards.org](http://www.driveupstandards.org) • [www.teamster.org](http://www.teamster.org)