

# 'Best Of Both WORLDS'

What makes the Teamsters' First Student National Agreement so unique is its ability to mold to each local union's individual needs.

Under a provision known as the "best of both worlds" clause, local unions are able to apply the highest standards for their membership. In other words, if the national contract or local agreement contains superior language, First Student workers benefit from the language that is superior.

*"upon the effective date of this Agreement, any previously adopted local agreement, practice or provisions which provides less than the wages, hours and working conditions established by this Agreement and the supplements and/or riders hereto shall become null and void. Furthermore, any lesser conditions contained in any Supplement, Rider or Addendum hereto shall be suspended by the conditions contained in this National Agreement. However, nothing in this National Agreement shall deprive any employee of any superior benefit or term contained in their Supplement, Rider or Addendum."*

*-FirstGroup National Agreement;  
Article 2, Section 1*

In effect, the "best of both worlds" clause prevents any workers from bargaining down. This creates a win-win situation for First Student workers, and we will continue to see our standards improve as time goes on.



**Negotiations resume the  
week of February 23.**

*Stay informed, visit [www.teamster.org/firststudent](http://www.teamster.org/firststudent)  
for contract updates.*