



SUMMARY OF PROPOSED CHANGES

Tentative 2021-2026 First Student/Teamsters National Master Agreement

El Acuerdo Nacional Maestro First Student está disponible en español en <http://ibt.io/FS21-Convenio>.

The following proposed changes are in addition to the updated language that was ratified in the 2020-2021 national agreement. To read a summary of those changes, go to <http://ibt.io/FS20-News>, or <http://ibt.io/FS20-noticias> for a Spanish-language version.

ARTICLE 15. UNIFORMS

Language was added to ensure that if the company requires slip resistant footwear as part of the uniform, the company is responsible for providing it.

ARTICLE 20. SAFETY

In the wake of the coronavirus outbreak, language was added to ensure that if a pandemic is declared by a governing body, then a) all Teamster members will be given adequate essential Personal Protective Equipment (PPE); b) Teamster members who are personally unable to perform their duties due to pandemic-related illness related to a pandemic shall retain their seniority until they are able to safely return to work; c) the company and the union will work together on advocating to government bodies that members be classified as "essential workers."

ARTICLE 34. UNIT WORK

Language added in 2020 for expansion of school bus operations to include non-CDL required work moved to Appendix D.

ARTICLE 39. HOURS OF WORK AND OVERTIME

In addition to the existing paycheck protections, language was added that allows the union and the employer to review payroll records (upon reasonable request) to discuss any discrepancies.

ARTICLE 40. EXAMINATIONS

Language was added to give workers a stipend for exams required by the company equivalent to two hours of their rate of pay. This is in addition to the regular rate of pay (if your local union's agreement with First Student maintains a clause requiring payment related to time spent in an examination, the employee shall receive the payment under the more lucrative clause, but not both). In the event that a member is removed from work to

take such examination and is later determined to be fit for work, the member will be made whole by the company. Additionally, changes were made to dexterity test requirements.

ARTICLE 44. DIRECT DEPOSIT & PAYROLL

Moving forward, First Student Teamsters will be paid on a weekly basis. The pay period will be set from Sunday through Saturday with payday on the following Friday. In the event of a payroll discrepancy of \$50 or more, not due to the fault of the employee, will be corrected within twenty-four (24) hours by check, paycard, direct deposit, or an alternative form of electronic payment. No payroll discrepancy claim will be rejected for being late if it is submitted to the company within 30 days of its discovery. Payroll discrepancies over \$50 will be paid by check or electronically (including by paycard) within 24 hours, at no cost to the employee. In locations where electronic payments are not available, additional penalty pay will be paid to the employee.

ARTICLE 45. MISCELLANEOUS BENEFIT PROVISIONS

First Student Teamsters will now be eligible to participate in either a company 401K plan or a local union's retirement savings plan (subject to a local union's supplemental agreement).

ARTICLE 47. HEALTH CARE/PREVENTATIVE CARE

Beginning on January 1, 2022, First Student will offer all full-time and regular part-time members health care coverage under an employer or union-sponsored health care plan. The specific plan design, level of coverage, and employee contribution rates will be locally negotiated. The local parties shall be permitted to negotiate a local agreement that does not include health care coverage.

ARTICLE 49. TERMINATION

This is a five-year agreement set to expire on March 31, 2026.

Your First Student National Master Agreement Negotiating Committee is: Rick Middleton – Negotiating Committee Chair and IBT Passenger Transportation Division Director; Tony LePore – Negotiating Committee Co-Chair and IBT Passenger Transportation Division Eastern Region Representative; Jim Glimco – Negotiating Committee Co-Chair and IBT Passenger Transportation Division Central Region Representative; Jim Shurling – Negotiating Committee Co-Chair and IBT Passenger Transportation Division Southern Region Representative; Stacy Murphy – Negotiating Committee Co-Chair and IBT Passenger Transportation Division Western Region and Transit Representative; Matt Condon, Negotiating Committee Co-Chair and Teamsters Local 384 Secretary-Treasurer.