

FIRST STUDENT NATIONAL MASTER AGREEMENT

BARGAINING UPDATE

March 12, 2026

The Teamsters First Student National Negotiating Committee (TFSNNC) met again this week in Washington, D.C., to continue fighting for an improved National Master Agreement (NMA).

Today, negotiations abruptly ended as the company presented new proposals that would drastically undermine local supplemental agreements. Just one example of the bad faith proposals by the company included to sharply limit the number of guaranteed hours for employees – a change that would result in a reduction in pay for virtually all First Student Teamsters. This kind of attitude from the company is unacceptable and your committee will not tolerate it.

Strike Action Possible – 88% Strike Vote Authorization

The committee will return to the table in Washington, D.C. on March 30 to continue negotiations. A strike authorization vote has been concluded, with over 88% of members voting to authorize a strike if necessary. Although First Student Teamsters work under hundreds of local supplemental agreements, all members are part of the NMA, which expires on March 31, 2026. The local supplements are all superseded and controlled by the NMA. As a result, if the company fails to reach a fair national agreement, members may be called to take necessary action to gain a strong contract, including participating in a strike.

Tentative Agreements and Open Issues

Prior to negotiations ending for the week, two tentative agreements (TAs) were reached this week, below listed along with brief summaries of improvements secured in each article.



- **Article 34, Unit Work**
 - *Strong protections against services like First Alt and leasing of buses*
- **Article 36, Use of Video and Audio (new article)**
 - *Comprehensive guidelines on video and audio technology on buses*

Open issues that the committee will continue to discuss and negotiate with First Student during the remaining two bargaining days include:

- *Dealing with medical examinations*
- *Minimum standards on paid time off*
- *Minimum standards for guarantees hours*
- *Retirement security*
- *Health care*

