

# FIRST STUDENT NATIONAL MASTER AGREEMENT

## BARGAINING UPDATE

March 4, 2026

*The Teamsters First Student National Negotiating Committee (TFSNNC) met again the week of February 23 in Washington, D.C., to continue fighting for an improved National Master Agreement (NMA). Below is a list of tentative agreements (TAs) that have been reached so far, along with brief summaries of improvements secured in each article.*

- **Article 2, Scope of Agreement; Section 1, Scope and Approval of Local Supplements**
  - Clearer guideline on National Union Committee assistance and use of the cooling off period with local supplemental negotiations
- **Article 3, Union Recognition & Dues**
  - Added time during new member orientation for local unions to discuss the benefits of being union members
- **Article 11, Discipline and Discharge**
  - Minor changes to disciplinary process
  - Video technology moved into its own article
- **Article 14, Absence for Union Business & Personal Leave**
  - Expanded leave availability for union involvement
  - Clearly defined personal leave options for employees
- **Article 16, Passengers**
  - Minor housekeeping regarding how children of employees can ride on buses
- **Article 20, Safety**
  - Updated language on necessary PPE and reasonable accommodations
- **Article 25, Defective Equipment and Dangerous Conditions of Work**
  - Strengthened protections on safety issues
- **Article 27, Drug & Alcohol Policy**
  - Minor change on requiring compliance with DOT standards



- **Article 30, Seniority**
  - Solidification of 24-month seniority protections for personal and union leave
  - Inclusion in personal leave for issues of license suspension or immigration status
- **Article 36, Positive Relations Committee**
  - Elimination of non-functioning committee
- **Article 38, Family and Medical Leave**
  - Housekeeping on unnecessary reiteration of the law
- **Article 42, Joint National Grievance Review Committee**
  - Establish regular arbitrators for deadlocked national grievances
- **Article 44, Direct Deposit & Payroll**
  - Clear definition of what payroll discrepancies are and when pay penalties apply, which includes:

- 1) Error in payment of wages (straight time, overtime, trip rates, hours worked)
- 2) Failure to pay contractual bonuses on the agreed upon date
- 3) Failure to pay a grievance resolution within 14 calendar days
- 4) Failure to implement new wage rates within 45 days of ratification of the new wage rates, and a failure to pay retro pay within 60 days of ratification

**Open issues that the committee will continue to discuss and negotiate with First Student during future bargaining sessions include:**

- Video cameras & new technology
- Use of First Alt and subcontracting of work
- Dealing with medical examinations
- Minimum standards on paid time off
- Minimum standards for guarantees hours
- Retirement security
- Health care

## **NEXT STEPS**

*The committee will return to Washington, D.C. on March 10 to continue negotiations. A strike authorization vote has been initiated so your union committee is able to demand the best possible agreement on your behalf as bargaining continues. 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.*

