



FIRST STUDENT TEAMSTERS NATIONAL MASTER AGREEMENT CONTRACT HIGHLIGHTS

After weeks of negotiations, your bargaining committee has secured a tentative new National Master Agreement (NMA). This five year agreement delivers enforceable improvements to job security, fair pay, safety, and union power — while establishing national minimum standards we can continue to build on locally, as these improvements were secured without sacrificing any local union autonomy. Below is a summary of some of the key improvements won in this agreement.

By voting YES, you are voting for real, enforceable rights on the job and a stronger future for every member.

PAY, BENEFITS, & RETIREMENT SECURITY

- Defines payroll errors and adds enforceable penalties for late or incorrect pay, delayed bonuses, grievance payouts, wage increases, and retro pay
- Pay for required medical exams (with advance approval) and more say in selecting medical examiners
- Sets minimum standards on non-elective retirement contributions to a Teamsters

plan, starting at \$0.50/hour and increasing to \$1 an hour

- Sets minimum standards for company contribution for local supplements with Teamsters health care plans and requires company to offer and contribute to the cost of the Panabridge Medical Plan under all local supplements entered into after contract ratification

TIME OFF, LEAVE, & WORK-LIFE BALANCE

- Expands leave for union participation and clearer personal leave options, including for issues of license suspension or immigration status
- Requires local supplements to include at least eight (8) paid non-worked days per year

JOB SECURITY & PROTECTIONS

- Protects seniority for up to 24 months on personal or union leave and expands protections tied to license suspension or immigration status



FIRST STUDENT TEAMSTERS NATIONAL MASTER AGREEMENT CONTRACT HIGHLIGHTS *(CONTINUED)*

- Stronger protections against subcontracting and bus leasing, limiting services like First Alt and leased buses that undermine bargaining unit work
- Clarifies discipline and discharge procedures for more consistency and due process

SAFETY & WORKING CONDITIONS

- Strengthens language on PPE, reasonable accommodations, defective equipment, and dangerous working conditions
- Adds a standalone article with comprehensive rules for video and audio technology on buses, including prohibitions on the use and sharing of data, and a requirement of national negotiations

concerning any future changes to the camera system

- Clarifies drug and alcohol language to comply with DOT standards

UNION POWER

- Clarifies how the National Union Committee can support locals and when "cooling-off" periods apply, preventing stalling or isolation in bargaining
- More time in new employee orientation for locals to explain the benefits of union membership
- Establishes regular arbitrators for deadlocked national grievances to reduce delays and unresolved disputes