

March 27, 2026

Dear First Student Team,

Since January, First Student has been bargaining with the International Brotherhood of Teamsters (Teamsters) toward a new National Master First Student Agreement (NMFSA), which is set to expire on March 31, 2026.

At First Student, caring for students is at the heart of everything we do, and our mission is to provide the best transportation experience so students arrive ready to achieve their full potential. In moments like this, we are guided by our values of supporting our people and setting the highest standard by bargaining in good faith and ensuring clear, accurate information.

We are sharing this update to keep you informed as we approach the next bargaining sessions on March 30–31.

Where things stand

First Student remains committed and fully engaged in good-faith negotiations with the Teamsters. It is important to be clear: First Student did not cancel or walk away from negotiations. We have been - and remain - ready, willing, and available to meet at any time to continue bargaining.

We can also confirm that the Teamsters have informed us they will meet and re-engage in bargaining on March 30–31, and we will be there ready to continue discussions.

Our goal in these negotiations is to preserve the local approach to bargaining, because that is where your voice is strongest and where the issues that matter most to you are addressed. Expanding the scope of the national agreement would shift decision-making away from the local level, reducing flexibility and limiting that local voice.

As a reminder, while the NMFSA establishes certain overarching terms across locations, it does not replace your local agreement. Your local agreement remains the primary and most important contract governing your day-to-day wages, benefits, and working conditions, and it remains fully in effect throughout their negotiated term.

Here’s a quick reminder of how national and local agreements differ:

National vs. Local Agreements: What’s the Difference?	
National Master Agreement	Local Agreements
What it is <ul style="list-style-type: none"> • A national framework • Sets broad, company-wide expectations 	What they are <ul style="list-style-type: none"> • Agreements negotiated at each location • Tailored to each location’s workforce and needs
What it covers <ul style="list-style-type: none"> • High-level terms that apply across all locations 	What they cover <ul style="list-style-type: none"> • Wages, benefits, and daily working conditions
What it does NOT do <ul style="list-style-type: none"> • Does NOT change or replace your local agreement • Does NOT set your pay or daily working conditions 	What this means for you <ul style="list-style-type: none"> • Your local contract stays in place • Your pay, benefits, and schedules are determined locally
Why it matters <ul style="list-style-type: none"> • Establishes broad, general provisions across all Teamsters’ locations, but does not account for local needs 	How it works locally <ul style="list-style-type: none"> • Local agreements govern your day-to-day work and provide the flexibility to meet your needs

This is why protecting the local agreements matters, because that’s where your pay, your benefits, and your day-to-day work are determined.

We will be present and ready to bargain on March 30–31, focused on reaching a fair agreement while continuing to protect the role of local agreements and the voices of our employees at every location.

Thank you for the professionalism, dedication, and focus on safety you bring to your work each day. We are sharing updates at <https://firststudentinc.com/teamsters/> and through the First Connect app.

Sincerely,
 John Kenning
 First Student CEO and President