

## National Bargaining - The Facts

### What Employees Need to Know About National Bargaining

#### 1. National Master First Student Agreement (NMFSA)

**☒ Myth: The NMFSA covers more than 18,000 First Student drivers.**

**☑ Fact: The NMFSA covers nearly 23,000 employees across multiple roles, not just drivers.**

- That includes drivers, monitors, mechanics, and other frontline employees.
- While the national agreement sets national framework terms across covered locations, it does not replace covered locations.
- Local agreements continue to govern wages, benefits, schedules, and working conditions.
- Nothing about national bargaining changes that.

**☒ Myth: The national agreement replaces or overrides local contracts.**

**☑ Fact: It does not.**

- Local agreements remain in effect throughout their negotiated term.
- They continue to govern pay, benefits, hours, schedules, and working conditions at each location.
- National bargaining does not cancel local contracts.

#### 2. Strike Authorization

**☒ Myth: An 88% strike authorization vote means a strike is imminent.**

**☑ Fact: It does not.**

- A strike authorization vote is a negotiating tool — not a decision to strike.
- No one benefits from disruption. Not employees. Not customers. And especially not the students and families we serve.
- It is our position that any strike is impermissible.
- We remain focused on reaching an agreement and maintaining reliable service.

#### 3. Bargaining Status

**☒ Myth: First Student is refusing to bargain or has stalled negotiations.**

**☑ Fact: False.**

- First Student has been actively engaged in good-faith national bargaining since January.
- We presented an updated proposal during the most recent bargaining session, which the Teamsters have still not responded to.
- The next bargaining sessions are scheduled for March 30–31.
- We are also open to meeting sooner to keep progress moving.

#### 4. Wages and Benefits

**✘ Myth: First Student is proposing wage cuts or lower pay through the national agreement.**

**✔ Fact: False.**

- First Student is not proposing wage cuts or lower pay.
- Wages are governed by local agreements, which remain fully in effect through their negotiated term.
- Claims that national bargaining is being used to reduce pay are inaccurate.
- First Student greatly values our employees, and we have no interest in cutting pay, benefits or hours. First Student's pay and benefit increases are among the most competitive in the industry.

**✘ Myth: First Student is trying to take away hours or reduce guaranteed work.**

**✔ Fact: False.**

- First Student is not proposing to take away hours.
- Hours, schedules, & day-to-day working conditions continue to be governed by local agreements.
- Those agreements remain in effect throughout their negotiated term.
- First Student greatly values our employees, and we have no interest in cutting pay, benefits or hours. First Student's pay and benefit increases are among the most competitive in the industry.

**✘ Myth: First Student is trying to weaken benefits or eliminate retirement and healthcare support.**

**✔ Fact: False.**

- First Student is not trying to eliminate benefits through national bargaining.
- That claim does not reflect the proposal currently on the table.
- We remain focused on reaching an agreement that supports employees and their families while maintaining stability for the communities we serve.

**We will continue to keep you informed as discussions progress.**