

Seattle Team,

We are reaching out again to ensure you have all the facts about our contract proposal to Teamsters Local 174. Our proposal provides you with immediate, meaningful wage increases and enhanced benefits, making you one of the highest paid school busing employees in the state.

Unfortunately, Union leadership remains focused on their best interests, and not your financial well-being. You are not even being allowed to vote on our offer, which was submitted on March 26, and as of today, we have yet to receive a counterproposal.

Disappointingly, the union is acting in bad faith. Without ever placing our proposal before you for a vote, and without reaching impasse in negotiations, as bargaining dates were already set, the union invoked a cooling-off period, bringing us one step closer to a potential strike.

In addition to last week's agreed upon negotiation meeting dates of April 28 and 29, First Student has agreed to additional bargaining sessions dates for next week on April 7 and 8. The company has agreed to and is committed to those dates. Union leadership decided to invoke the cooling-off period without your vote and despite the fact we now have four scheduled bargaining dates.

First Student looks forward to meeting again with Local 174 leadership to reach an agreement that truly benefits you. We want to avoid the disruptive strike the union is threatening. It will only harm you, your family, Seattle Public Schools and their students.

First Student wants to provide you with a more secure future, and throughout this process, we have made it abundantly clear to union leadership that the company will not agree to their proposed defined benefit pension plan. Teamsters attempts during CBA negotiations to force our employees into a defined benefit pension plan have been universally unsuccessful at multiple First Student locations over the past few years, most recently in New Hampshire and Rhode Island. The company will never back down when it comes to acting in your best interests.

Your current retirement plan provides greater control, flexibility and mobility over your money. First Student is firmly committed to funding it for every employee. Under the plan, you receive automatic contributions based on a flat percentage of your earnings, which complies with the new state law.

Local 174's proposed retirement plan comes with strings attached. Money contributed to it would be subject to a 5-year vesting period, and you must retire before you are entitled to any benefit. We believe this is patently unfair to you. You, and you alone, should have control over your money.

You deserve a CBA that prioritizes your needs, not those of the union. It is time to reach an agreement that will directly and immediately positively impact you and your family's long term financial well-being. Tell union leadership you agree. Ask the union to allow you to vote on our latest offer.

Thank you for your understanding and dedication during this uncertain time. If you have any questions. If you have any questions about our latest contract offer, you can contact me directly or scan the QR code below to learn more.

Sincerely,
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Region Vice President
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