Seattle Team,

Thank you for all you do to make a difference in the lives, safety and academic success of so many SPS students. I appreciated talking with so many of you last week and understand that our contract negotiations with Teamsters Local 174 are causing confusion, and we want to clarify some misinformation being shared by union leadership.

While we are disappointed membership voted to authorize a strike, First Student remains committed to reaching an agreement that ensures your well-being, while also guaranteeing our students continue to receive unmatched care and the safest ride to school. Any interruption to service would not only be disruptive to SPS families, but also detrimental to your livelihood.

You deserve a CBA that prioritizes *your* needs, not those of the union. Our latest contract proposal includes significant wage increases and benefit enhancements, including four new holidays and excellent, low or no cost health insurance for all employees. The primary issue remains the choice of retirement plans.

First Student wants to provide you with a more secure future. We are firmly committed to funding your current retirement plan that ensures you have greater control, flexibility and mobility over *your* money. Under it, the company will fund a retirement account for every employee, with automatic contributions based on a flat percentage of your earnings. Despite what union leadership claims, these automatic company contributions do comply with the new state law.

Local 174's proposed retirement plan is about them. The union wants to replace your existing retirement plan, which they previously approved, with a defined benefit pension plan. Unlike your current plan, money contributed to it would be subject to a 5-year vesting period, and employees must retire before they are entitled to any benefit. It is not a plan that serves your best interest towards a more secure future.

We look forward to meeting again with union leadership about our proposal. Even before Saturday's strike authorization vote, the company already had two additional negotiating sessions scheduled for April 29 and April 30. We encourage Local 174 to join us in finding a resolution that prioritizes your best interests and the Seattle families who need us.

In the meantime, we are here to answer any questions you have about our latest contract offer. You can contact me directly or scan the QR code below to learn more.

Sincerely,

Greg Newman
First Student
Region Vice President
gregory.newman@firststudentinc.com