

Final agreement requires the approval of Teamsters Joint Council 10 New England and/or applicable IBT Division Director, and then, subsequently, ratification by the Union members in the bargaining unit, in accordance with the Constitution of the International Brotherhood of Teamsters.

June ___, 2026

MEMORANDUM OF AGREEMENT

First Student (the “Company”) and General Teamsters Local 251, affiliated with the International Brotherhood of Teamsters (the “Union”) (collectively, the “Parties”), intending to be legally bound, agree as follows regarding the employees who are represented by the Union and service the Smithfield, Rhode Island customer (“Smithfield”):

WHEREAS the Company bid on and was awarded revenue contract work with Smithfield, serviced by a contractor whose employees are represented by the Union;

WHEREAS the Smithfield employees will become part of the bargaining unit in the Company’s Lincoln, Rhode Island location (“Lincoln”) and will be covered by the terms and conditions of the Lincoln collective bargaining agreement (“CBA”) between the Company and the Union;

WHEREAS the inclusion of the Smithfield employees in the Lincoln bargaining unit brings forth many concerns for all impacted employees;

AND WHEREAS the Parties engaged in bargaining to address as many concerns as possible;

THE PARTIES THEREFORE AGREE AS FOLLOWS:

1. For 2026 Summer Work Opportunities only, there shall be two separate categories of work:
(a) Lincoln and RIDE Work; and (b) Smithfield Work.
2. Smithfield employees who attend the Company’s onboarding event on June 13, 2026 and who comply with all Company required training before the end of July, 2026 shall be considered incumbent employees for Smithfield. Their years of continuous service working in Smithfield shall be credited only for purposes of bidding on HTS routes for the 2026/2027 school year and 2026 Summer Work Opportunities. Smithfield employees who have not applied to work for the Company by June 18, 2026 or fail to follow to the Company’s onboarding process be considered new applicants and not have their seniority recognized under this MOA.
3. Smithfield bid routes shall not be considered open routes for the purpose of HTS bids for the 2026/2027 school year. Smithfield employees shall have the rights set forth in Article XI, Sections 1 and 2 to maintain their route from the 2025/2026 school year.
4. If an employee loses their run from the 2025/2026 school year, they shall have the opportunity to bid on any open runs by seniority. If there are no open runs that equal their original run, they shall have the opportunity to bump the least senior employee within the District or Customer they service with equal hours to what they had.
5. For 2026 Summer Work Opportunities only, Smithfield work shall not be considered open work. The Company shall apply the provisions of Article XVIII separately for Lincoln Summer Work and Smithfield Summer Work respectively. Any open summer work

opportunities, after exhausting the respective work area, shall be filled by the seniority provisions of the Agreement.

6. For all other work opportunities for the 2026/2027 school year (e.g. Article X, Sections 5-8) including but not limited to extra work, last minute work, charter work, and non-revenue assignments shall be assigned without distinguishing between Lincoln and Smithfield work.
7. There shall be only one (1) seniority list for Lincoln and Smithfield drivers combined.
8. Smithfield employees who attend the Company's onboarding event on June 13, 2026, or who have applied to work for the Company by June 18, 2026, and who comply with all Company required training before the end of July, 2026 shall have their years of continuous service working in Smithfield credited for placement on the wage scale set forth in Appendix A. However, they shall go to the bottom of the seniority list for all other purposes except as set forth in his MOA.

This MOA shall be considered a part of the existing collective bargaining, which may be amended during successor bargaining.

This Memorandum of Agreement constitutes the complete understanding and agreement between the Company and the Union regarding all matters addressed herein. This Memorandum of Agreement cannot be modified in any way except by express written agreement of the authorized representatives of the Company and the Union.

General Teamsters Local 251, a/w IBT

First Student, Inc.

By: _____

By: _____

Date: _____

Date: _____