



First Student Contract Offer Highlights – Lincoln/Smithfield Drivers, Aides & FT Employees

The full Contract offer will be presented for review at the ratification meeting.
In case of any inconsistencies, the voting document is the final version.

Term: **4 Years**, keeping all 8 Local 251 supplemental agreements lined up.

Wages		9/1/26	7/1/27	7/1/28	7/1/29
CDL Driver*	S3	\$34.00	\$35.02	\$36.07	\$37.15
	S2	\$34.00	\$34.68	\$35.37	\$36.08
	S1	\$34.00	\$34.34	\$34.68	\$35.03
Non CDL Driver*	S3	\$23.99	\$24.83	\$25.70	\$26.60
	S2	\$22.85	\$23.31	\$23.77	\$24.25
	S1	\$21.00	\$21.21	\$21.42	\$21.64
Attendant*	S3	\$23.60	\$24.37	\$25.16	\$25.98
	S2	\$22.08	\$22.52	\$22.97	\$23.43
	S1	\$22.08	\$22.30	\$22.52	\$22.75
Dispatcher	S2	\$30.00	\$30.90	\$31.83	\$33.42
	S1	\$27.00	\$27.81	\$28.64	\$30.07
Service Employee	S2	\$28.50	\$29.36	\$30.24	\$31.75
	S1	\$25.50	\$26.27	\$27.06	\$28.41

*Wage rates shall not fall below Prevailing Wage

Dispatcher get \$0.50/hr more for holding a CDL
FT Employees receive Prevailing Wage when Driving CDL
Full Timers Receive One-Time Pay Adjustment of \$400

Trainer Pay: \$1 per hour driver trainer premium when performing trainer work.

Healthcare: Access to Teamsters L251 Premium Plan (Medical/Rx/Dental/Vision/EAP)
1/1/2027 – 65% paid by First Student
(FT Employees can keep Company plan for 2027)
1/1/2028 – 80% paid by First Student

Retirement: Go into Teamster 401k Plan with company mandatory contributions for all as follows:

- 9/1/2026 \$1.00 per hour; 7/1/2027 \$1.00 per hour 7/1/2028 \$1.25 per hour; 7/1/2029 \$1.50 per hour
- Contributions are for hours paid up to 40 hours per week

Bonuses: Increases to Longevity Bonus starting in Year 2
Increase to Attendance Bonus in Year 2
Increases to Accident Free Bonus starting in Year 2

Sick Time: Front load of 40 hours of sick time each year.

Holidays: Holiday Turkey & Holiday Party increase in Year 2.



Contract Improvements Won at First Student

By bargaining together, Local 251 members at First Student have won the following improvements in all eight agreements.

Wage & Benefit Equality: Wages and benefits are more equal and uniform outside of our largest city and school district of Providence.

Shared Compensation: School bus Teamsters in Rhode Island share an overall compensation package that is in line with other contracts in the industry.

Protections if groups are added into an existing location to avoid the chaos of combining locations.

School Calendar Day Pay Protections: Correct application of the 180 (or more) school calendar day pay requirements under RI state law.

Sick time of 40 hours available up front every year.

Route Removal: Reinforcement of RI state law protecting school bus workers from unfair route removal directed by schools

Uniform attendance discipline policy.

4-year contracts that keep us stronger together. All eight Local 251 supplemental agreements will remain lined up so we can maximize our power by negotiating together.

National Master Contract Improvements

Job Protections against subcontracting, leasing, and First Alt.

Penalty Pay for payroll errors.

Leave Rights: Personal and medical leave, protection of seniority while on leaves, protection of seniority to take leave to handle immigration issues, and additional union leave.

Protections against unfair use of video & audio devices to discipline workers.

Stronger language clarifying pay for required medical examinations and for rehabilitation options for self-referral of drug & alcohol issues.

Orientation for new members to learn their rights as Teamsters.

Union Representation: Paid time for stewards to represent members.