



First Student Contract Offer Highlights – Warren Technicians

*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		7/1/26	1/1/27	7/1/27	7/1/28	7/1/29
Tech III	S2	\$38.00	\$39.00	\$40.17	\$41.38	\$43.45
Tech III	S1	\$36.00		\$37.00	\$38.00	\$39.00
Tech II	S2	\$34.50	\$35.50	\$36.57	\$37.67	\$39.50
Tech II	S1	\$32.00		\$33.00	\$34.00	\$35.00
Tech I	S2	\$30.50	\$31.50	\$32.45	\$33.42	\$35.09
Tech I	S1	\$29.00		\$30.00	\$31.00	\$32.00

Step 1 is for new hires for first 6 months of employment.

Lead Tech Differential:

\$3 per hour while serving as Lead Tech.

Shift Differential:

Second shift (those that begin after 2:00 pm) shall be sixty cents per hour.

Healthcare:

Access to Teamsters L251 Premium Plan (Medical/Rx/Dental/Vision/EAP)
1/1/2027 – 80% paid by First Student
1/1/2030 – 90% paid by First Student

Retirement:

Keep the current Teamster 401k Plan with company mandatory contributions for all as follows:

- Current match through 6/30/2027; 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.

Holidays:

Add Juneteenth.

Tool Allowance:

9/1/26 \$375; 9/1/27 \$425; 9/1/28 \$475; 9/1/29 \$525.

Prescription Safety Glasses:

\$200 effective Year 2.

Safety Shoe Reimbursement:

Increase to \$225.

Tool Insurance:

Tool insurance up to a maximum of \$20,000.

Rain Gear:

Technicians shall have adequate rain gear made available to them.



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.