

**First Student, Inc. (Pawtucket Drivers/Aides)
Complete Final Proposal**

1. Wages (Sch. A)

	7/1/26	7/1/27*	7/1/28*	7/1/29*
CDL	\$34.00	S1: \$34.34 or PW, whichever is higher S2: \$34.68 or PW whichever is higher S3: \$35.02 or PW whichever is higher	S1: \$34.68 or PW, whichever is higher S2: \$35.37 or PW whichever is higher S3: \$36.07 or PW whichever is higher	S1: \$35.03 or PW, whichever is higher S2: \$36.08 or PW whichever is higher S3: \$37.15 or PW whichever is higher
Non-CDL	Step 1: \$23.60 Step 2: \$24.00	S1: \$23.84 or PW, whichever is higher S2: \$24.84 or PW whichever is higher	S1: \$24.09 or PW, whichever is higher S2: \$25.71 or PW whichever is higher	S1: \$24.33 or PW, whichever is higher S2: \$26.61 or PW whichever is higher
Aides	S1: \$22.08 S2: \$22.08 S3*: \$23.60	S1: \$22.30 or PW, whichever is higher S2: \$22.52 or PW whichever is higher S3: \$24.43 or PW whichever is higher	S1: \$22.52 or PW, which ever is higher S2: \$22.97 or PW whichever is higher S3: \$25.29 or PW whichever is higher	S1: \$22.75 or PW, whichever is higher S2: \$23.43 or PW whichever is higher S3: \$26.18 or PW whichever is higher

* Based on our understanding from RI DLT, even though the prevailing wage is set each January, increases do not become effective until July 1st if the Employer has a revenue contract in place covering the period between January 1 and June 30. If the DLT changes its interpretation, the parties shall meet to discuss the dates of wage increases.

Trainer Pay: Drivers who the Company selects to work as trainers shall receive their driver rate plus an additional one dollar (\$1.00) per hour when performing such training work when directed by the Company.

2. Healthcare (Art. 6)

- Effective January 1, 2027, Company will offer 251 HSIP Premium Plan (replace Allegiant) to employees at 65/35 split.
- Annual cost increase capped at 6%
- Effective January 1, 2028, 80/20 split.
- Effective March 1, 2027, employees not selecting the 251 HSIP Premium Plan may select Company provided dental and/or vision benefits at the employee's own cost.

3. Retirement (Art. 15.11)

- Contributions on hours paid with current weekly cap of 40.

	7/1/26	7/1/27	7/1/28	7/1/29
Pawtucket	\$1.00	\$1.00	\$1.25	\$1.50

4. Sick Days:

Add the following:

Paid Time Off (PTO) Program

Effective January 1, 2027, the Employer shall provide Paid Time Off (“PTO”) in accordance with this Agreement and applicable Rhode Island law, including the Rhode Island Healthy and Safe Families and Workplaces Act (the “Act”) and the Rhode Island Payment of Wages Act. PTO provided under this section is intended to satisfy the Employer’s obligations under the Act.

The PTO benefit year shall run from January 1 through December 31. Employees who have completed at least one (1) year of service as of January 1 shall receive forty (40) hours of PTO front loaded on January 1.

Employees with less than a one (1) year of service as of January 1 shall accrue PTO at the rate of one (1) hour for every thirty-five (35) hours worked, up to forty (40) hours per benefit year, unless a greater amount is required by law. Employees who reach one (1) year of service during the benefit year shall continue accruing PTO through December 31 and shall be eligible for the front-loaded PTO allotment the following January 1. Employees who remain on the accrual plan for more than one benefit year may carry over unused accrued PTO, up to a maximum of forty (40) hours, or as required by law, until they become eligible for the frontloaded PTO allotment. Upon becoming eligible for the front-loaded PTO allotment, employees shall be eligible to cash out any unused accrued PTO, subject to applicable law.

Frontloaded unused PTO shall be paid out at year-end and shall not carry over, except as required by law. Payouts will occur no later than the second payroll in January. Any separation payment of unused PTO shall be made only to the extent required by applicable law.

PTO may be used in increments that equal the length of a run or task per use, unless a smaller increment is required by law, and shall be paid that the employee’s home to school rate.

Employees may use PTO for reasons covered by the Act and for cancellation days or applicable Company practice. PTO used for Act-covered reasons shall be subject to the Act’s notice, documentation, confidentiality, and anti-retaliation requirements. PTO requested for non-Act reasons, require as much advance notice as possible, but no less than seven (7) calendar days, unless emergency circumstances exist, and must be approved by the Company, which approval shall not be unreasonably denied.

Employees who have accrued, but unused sick time prior to December 31, 2026 shall be paid for such time in the second payroll period in January 2027.

Nothing in this Agreement shall be interpreted or applied to reduce, waive, or limit any right or protection under the Rhode Island Healthy and Safe Families and Workplaces Act, the Rhode Island Payment of Wages Act, or any other applicable federal, state, or local law.

5. **HTS Guarantees (Art. 18.4):** 2.5 AM/PM HTS effective Year 2

6. **Holidays (Art. 22):** Effective Year 4, add Good Friday as a paid holiday so long as school is not in session. If school is in session, the parties will mutually select a different day when school is not in session.

7. **Attendance Bonus (Art. 23) (all other language remains same)**

- Effective Year 2, Delete Annual Perfect Attendance Bonus
- Weekly Attendance Bonus

<u>7/1/26</u>	<u>7/1/27</u>	<u>7/1/28</u>	<u>7/1/29</u>
\$20/wk	\$25/wk	\$30/wk	\$30/wk

8. **Safe Driving Bonus (Art. 23) (all other language remains the same)**

- To be paid monthly the second payroll period in the month following.
- Monthly Safety Bonus

<u>7/1/26</u>	<u>7/1/27</u>	<u>7/1/28</u>	<u>7/1/29</u>
\$65/mo	\$70/mo	\$75/mo	\$80/mo

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9. **Longevity Bonus (Sch. A)**

A longevity bonus shall be paid in the second payroll period of December ~~January~~ for those employees who anniversary fell in the previous school year on the following schedule:

Years	<u>7/1/26</u>	<u>7/1/27</u>	<u>7/1/28</u>	<u>7/1/29</u>
5 to 9	\$200	<u>\$250</u>	<u>\$275</u>	<u>\$300</u>
10 to 14	\$300	<u>\$350</u>	<u>\$375</u>	<u>\$400</u>
15 to 19	\$345	<u>\$375</u>	<u>\$400</u>	<u>\$425</u>
20-24	\$700	<u>\$750</u>	<u>\$775</u>	<u>\$800</u>
25+	\$950	<u>\$1,000</u>	<u>\$1,025</u>	<u>\$1,050</u>

For employees whose anniversary fell in the summer, the respective longevity bonus shall be paid in the following year.

Employees must have been paid 700 hours in the previous year to qualify for the longevity benefit except for monitors only need to be paid 650 hours to qualify.

No employee will fail to qualify for this benefit unless the Employee has been provided an opportunity to work the required number of hours.

10. **Holiday Turkey (Sch. A):** Effective 7/1/27, increase to \$25

11. **Route Doubling (Sch. A):**

The Company shall pay drivers and monitors for performing extra routes (in addition to their own bid routes) as follows:

Two (2) hour guaranteed minimum or actual time (if over the 2 hours) for a full extra route.

One (1) hour guaranteed minimum or actual time (if over the 1 hour) for ten (10) additional students of another driver.

These guarantees shall be in addition to any other contractually guaranteed minimum.

In the event the Company requires a driver to perform an entire route or trip instead of their regular bid work, the driver shall receive their regular shift guarantee plus an additional one (1) hour, or time worked, whichever is greater; provided, however, that a driver shall not duplicate or pyramid guarantees.

12. Charter (Art. 17)

17.1. The Company will distribute charter work to those employees who wish to perform such work and have the seniority and qualifications to perform the work. A drivers' list based on seniority will be maintained by the Company and reviewed by the union before it is posted. This seniority list will be used in determining seniority for the Charter Wheel. Drivers cannot dismiss themselves from their regular routes or work in order to be assigned charter work. However, the Company reserves the right to dismiss a driver from their regular route or work to perform charter work in extenuating circumstances, in which case the work will be assigned by seniority.

~~17.2. In order to be able to pick up a charter assignment, an employee must sign up, using their full name, for the Charter Wheel. An employee on one of the Charter Wheels who refuses a charter shall be deemed to have performed the charter and shall be passed and charged with a refusal. Employees on the Charter Wheel must notify the Company in writing at least seventy-two (72) hours in advance if the employee would be unavailable to perform any particular charter provided that the charter was awarded at least seventy-two (72) hours prior. Charters will be posted for forty-eight (48) hours and awarded within seventy-two (72) hours whenever possible. If a charter is posted less than seventy-two (72) hours in advance, an employee must give at least one day's notice if unavailable to perform the charter to not be charged with a refusal. Where proper notice is given, the employee will not be charged with a refusal but shall be passed on the Charter Wheel for the current rotation. Removal from the Charter Wheel will happen for multiple refusals. Customer complaints could also result in the removal from the Charter Wheel. Progressive discipline may be used.~~

17.2 - Charter Assignments

(A) To be eligible for charter assignments, an employee must sign up for the Charter Rotation at the annual Kick-Off meeting or notify the Company, in writing, at any time during the school year requesting to be added to the Charter Rotation. Employees must sign using their full legal name. The Charter Rotation shall consist of three (3) rotating lists. Each employee's name shall appear on only one (1) list at any given time. The active list shall rotate daily in the following sequence:

Day 1 - List 1

Day 2 - List 2

Day 3 - List 3

The rotation shall then repeat continuously.

(B) Charter assignments shall be posted as they are received. On the day an employee's assigned list is active, the employee may select one (1) available charter assignment by signing and dating the designated space next to that charter. Employees may only sign for charter assignments that have an empty signature line. Once a charter has been selected by another employee, it is no longer available for selection. After selecting one (1) charter assignment, the employee must wait until their list becomes active again before selecting another available charter assignment.

(C) If a charter assignment is received with less than twenty-four (24) hours' notice, or if there is insufficient time to post the charter, the assignment shall be offered using the Emergency Charter Rotation in order of rotation.

(D) An employee who accepts a charter assignment and later becomes unavailable shall notify the Company in writing as soon as possible.

If the employee provides at least twenty-four (24) hours' written notice prior to the charter, the assignment shall be removed without penalty.

If the employee withdraws from a charter assignment with less than twenty-four (24) hours' notice, the withdrawal shall be considered a refusal.

An employee offered a charter through the Emergency Charter Rotation who refuses the assignment shall be passed and shall not be eligible to receive another emergency charter until their name again reaches the top of the Emergency Charter Rotation.

(E) An employee who accumulates three (3) refusals shall be removed from both the Charter Rotation and Emergency Charter Rotation for a period of six (6) months. At the conclusion of the six-month period, the employee may request reinstatement to the Charter Rotation.

(F) The Union Steward may voluntarily work in conjunction with the Company's office staff to help ensure the Charter Rotation is administered fairly, consistently, and in accordance with the provisions of this Agreement. This participation is voluntary and is not a paid Company assignment. The Union Steward shall not independently alter, award, remove, or reassign charter selections without the knowledge and agreement of the Company.

If the Union Steward is unavailable or elects not to assist with the administration of the Charter Rotation, the Company may designate another employee to assist the office staff. Such designation shall be at the sole discretion of the Company and shall not be considered a paid position unless otherwise authorized by the Company.

17.3. General Provisions.

There shall be two (2) separate Charter Wheels which shall be used to determine who operates the charter work. The two (2) Charter Wheels are: Monday through Friday and Saturday, Sunday, Holidays and nights. Each employee who desires to do the charter work on either Charter Wheel must sign up for that Charter Wheel. There are two (2) types of charters: 1. Confirmed/Scheduled Charter: and 2. Unscheduled Charter.

17.3. Confirmed/Scheduled Charter.

Confirmed or scheduled charters are charters that are scheduled more than forty-eight (48) hours in advance. The charter work that this wheel applies to shall be picked from that Charter Wheel.

17.4. Unscheduled Charter.

Unscheduled charters are charters that the Company makes available to the employees less than forty-eight (48) hours in advance but more than four (4) hours in advance of the time requested by the customer. For these charters, the Company will notify drivers by radio and text message during home-to-school runs times and by text message following home-to-school runs times. The company will make every effort to provide for reasonable period of time

to respond to the announcement. Company will offer the work to the most senior employee who responds. If there are no responses, the Company will offer the work to the most senior employee available and interested. The work will be assigned in inverse seniority if every employee refuses.

17.5. The Charter wheels shall be exposed to the drivers and updated on a daily basis. A printout of the trips assigned identifying the driver, the date of the charter, and the status of the Charter Wheels shall be posted for all employees to see.

17.6. If a driver reports on a Saturday, Sunday or Holiday for a charter that was scheduled to be at least three (3) hours in length, and it is cancelled, and no other comparable driving work is available, the employee shall be paid for three (3) hours.

For trips cancelled on-site any other day of the week, the driver will get paid their HTS guarantee ~~two (2) hours~~ unless a comparable work is available at the time of the cancellation. Trips assigned under the Charter Wheel rotations that result in cancellations will be counted as a regular assignment for the current Charter Wheel rotation. If a driver is notified of the cancellation at least thirty (30) minutes before the scheduled pick up time (Monday through Friday), he/she shall not be paid. Charter trip times and locations are subject to change. The Company does not guarantee the actual number of hours trips will result in.

17.7 If the Company fails to notify the employee, whose only work on a day is Charter work, of a cancellation, the employee shall be paid their HTS guarantee.

17.8 If a trip is postponed after it has been awarded to an employee and rescheduled onto a day that conflicts with another trip for that same employee, the employee shall have the opportunity to select the most earnings opportunities, provided that if the trip interfere with the HTS run, a Spare can cover the HTS if a Spare is available.

13. **Article 18.3** Add to Article 18.3: Drivers or Monitors shall be limited to bid on a route under this Article to three (3) times each school year.

14. **White Cards (Art. 20)**

It is understood that all CDL drivers hired prior to or after the ratification of this Agreement must maintain/renew their RI School Bus Driver Certificate (White Card) in order to maintain their status as School Bus drivers under the bargaining unit. Failure to do so may result in the loss of seniority and/or termination. The Company shall pay for costs associated, including pay for time spent in any required training and required criminal and driver records checks.

15. **Bereavement (Art. 24)**

In the event of the death of an employees' mother, father, step-parents, sister, brother, son, daughter, step-children or spouse, the employee will be allowed four (4) ~~three (3)~~ paid days leave. Employees must be actively working and attend the service to be paid for the four (4) ~~three (3)~~ days. It is the understanding of the parties that during any vacation period during the school year in which a death in the family occurs, no bereavement benefit will be given to any employee unless said employee is working during the vacation period. In the event of the death of grandfather or grandmother, aunt, uncle, or first cousin, the employee will be allowed one (1) paid day of leave. In all cases, the Company may request proof of death prior to eligibility.

16. **Summer Work (New)**

Special Education HTS Work: All Special Education Personnel will be considered year-round Employees. Such Personnel with less than ten (10) years of continuous employment with First Student, Inc. will be entitled to ten (10) unpaid working days off. Such personnel with more than ten (10) years of continuous employment with First Student, Inc. will be entitled to fifteen (15) unpaid working days off. Requests for unpaid time off, must be received by the Branch Manager thirty (30) days in advance. Such unpaid time shall not be taken when programs are operating.

Remaining summer work shall be filled in the following manner: First, the Employer shall solicit volunteers in seniority order to work on in-district routes, special education routes, camp routes, charters or any other miscellaneous work for the duration of the summer period.

Second, the Employer shall require employees to select two (2) weeks for work availability. The list will be broken into one-week periods for the summer work period. Employees may choose the weeks they wish to be available for work on a seniority basis, with senior employees choosing first. Employees may choose consecutive or non-consecutive weeks. Employees are to remain available to the Employer for the weeks signed up for, being sure to provide all telephone numbers and addresses at which they may be reached. Failure to report to work or unavailability when required shall be considered grounds for the Branch Manager to contact unemployment, which may have adverse consequences to the Employee.

Third, the Company shall request coverage from its Providence and Lincoln locations. The Company may utilize other locations in its discretion, but is not required to do so.

Fourth, if the above methods do not provide sufficient coverage, the Employer shall draft off of the seniority list in inverse order of seniority, with junior Employees called to work first.

In all instances, seniority is to be respected and junior employees are to be assigned to work first.

If the Union believes that this provision is being applied in an unreasonable manner, the Union may request a meeting with the Area General Manager.

17. Housekeeping

- Renumber articles as needed
- Move from Other Part of CBA to 18.7: Employees who miss more than four (4) mid-days in a month lost the mid-day and it will be put up for bid.

18. Payroll (Art. 14.1 and 14.2)

14.1 The payroll period shall be from Sunday a.m. to Saturday p.m., inclusive, with payday no later than the Friday of the following week, except on holidays, in such cases payday may be the next business day. Each employee shall have access to be provided with a statement of total hours, gross earnings, and an itemized statement of deductions made for any purpose each week through the Company's payroll system upon request.

14.2 Provided that during the payroll week of Thanksgiving only, employees shall be paid the Company ~~shall issue live checks on the~~ Wednesday before Thanksgiving. This paycheck may reflect hours/earnings through the Thursday of the prior week. Hours and earnings for Friday or Saturday of the same week could be estimate and appropriate adjustments be made during the following pay period.

19. Change of Operation (New) (Universal 14)

The Employer agrees that prior to the change of locations described below, it shall notify the Local Union in writing and then meet jointly with them to inform them of the proposed changes and to resolve questions raised in connection with the proposed change. The notice will be provided at least thirty (30) days prior to the meeting, unless a shorter time period is required by the circumstances of the change. The Employer and the Union shall reduce to writing all agreed upon issues and both parties shall sign the written document in acknowledgment of such agreement.

The following general provisions shall apply. However, the Company and the Union acknowledge and agree that these provisions may need to be altered to address the specific situation, including but not limited to, District(s) requirements, nature of the change, staffing issues and compliance with the National Labor Relations Act. The Company and the Union shall discuss these issues during their meeting regarding the change. Nothing in this section shall be interpreted to limit the exercise of the Company's management rights. Furthermore, nothing shall limit the Company from determining staffing needs or its decision to have affected employees go through the Company's hiring, onboarding and training procedure.

Whenever the Company, as a result of being awarded new work by a School District(s), tucks in the new work into an existing Company location that is represented by the Union, affected employees who are hired and/or transferred to the existing location, will follow their work, to the extent the work continues to exist, and their seniority shall be endtailed at the existing location. The employees who come over to the new location shall have the right to the existing route(s) they performed prior to the change in location for the first year of working at the location. The provisions of the existing location collective bargaining agreement shall apply to the employees.

* In all scenarios, pay rates shall be governed by recognized seniority and the applicable steps in the CBA. The Company and the Union shall discuss and memorialize whether and to what extent recognized seniority will be credited for longevity bonuses, if any. Recognized seniority shall be defined as the recognized continuous service with the predecessor. This article shall supersede all other articles in addressing issues of seniority and pay rates.

* Any details not previously agreed upon above shall be memorialized.

20. Drug and Alcohol Rehabilitation (New) (Universal 15):

Employees who voluntarily admit to management that they have a substance abuse or alcohol problem and who wishes to submit to a Rehabilitation Program, may be placed on an unpaid medical leave in accordance with the Company's Drug and Alcohol Policy, as may be amended from time to time, and must comply with all requirements, including but not limited to, return to work requirements. To qualify for voluntary self-referral under this policy, the disclosure must occur before the employee is notified of a required drug or alcohol test, before any policy violation is discovered, and before any disciplinary action related to drug or alcohol use has commenced. A voluntary disclosure made after notification of a required drug or alcohol test, after a positive drug or alcohol test, after a refusal to test, or after any other violation of the Company's Drug and Alcohol Policy will not qualify as a voluntary self-referral and the employee will be subject to termination. Employees who participate in the Company's Voluntarily Self-Referral Policy described here may utilize the Company Employee Assistance Program (EAP), a Union-sponsored EAP, or another Company-approved rehabilitation provider. Any rehabilitation program or substance abuse counselor utilized under this policy must possess appropriate qualifications and credentials, and Company approval of an alternate provider shall not be unreasonably withheld. Successful completion of the program must be completed within the timeframes set forth in the Company's Drug and Alcohol Policy and/or Leave of Absence Policy.

21. **New Member Orientation (Art. 3) (Universal 16):** Add new section to Article 3

During a bargaining unit employee's first week of employment, at least thirty (30) minutes of time shall be allocated to the Local Union for an orientation meeting; further, the Company shall provide the Local Union, on a weekly basis, a list of newly hired employees.

22. Stewards' Rights (Art. 3.5) (Universal 17):

Add to Article 3.5

The Employer recognizes the rights of stewards and alternates to be on paid time for Weingarten representational meetings and grievance meetings with management, provided such meetings are scheduled with and approved by management, which approval shall not be unreasonably denied. No loss of applicable guarantees shall be suffered. Such paid time shall be limited to four (4) hours per week unless management requires the steward's attendance at the meeting or approves additional time. The Employer also recognizes the authority of stewards and alternates in representing members and shall not limit such authority during representational activities, nor retaliate for such activity.

23. Customer Removal (New) (Universal 18):

Create new article with the following:

If the Company is required to remove an employee at the School District's request, the Company agrees to discuss the matter with the School District as soon as practical to attempt to adjust or resolve the issue. The Company may involve the Union in discussions only if mutually agreed or if required by law or local agreement. If the School District maintains its position on the removal of the employee, the Company will meet with the Union to discuss the status of the employee. The Union will be given a copy of the directive requiring the removal of the employee where appropriate. If the directive is not in writing, the Company will request the School District provide a written directive setting forth the reason for the removal. The Company will make every effort to place the employee in substantially equivalent work and earnings when available within the bargaining unit serviced by this Local Union or at another of the Company's locations for which the employee is qualified, either of which should be in the geographic area of the Local Union or in another mutually agreeable location. If the School District does not provide a directive requiring removal of an employee in writing, first Student will, in writing, provide the Union and the employee with a description of the directive. The Company shall not initiate or instigate employee removal or customer complaints with the district. The Company shall provide training to the employee in any area of deficiency articulated by the School District in order to assist the employee in correcting any actual or perceived performance or behavioral problems. The Company shall comply with any applicable legal requirements imposed on the Company by R.I. General Law Sec. 16-21-1(f) and 16-21.1-8(e).

24. 180 Day Language (Art. 18.11) (Universal 19):

Replace current 180 day language in Article 18.11 with the following:

Employees in active status will be guaranteed 180 days per school year at their regular pay, including regularly scheduled distance learning days as required by R.I. General Law Sec. 16-21-1(d). For purposes of this section 'active status' means employees who are available and eligible to work. For example, employees on leaves of absence or who take an unpaid day(s) off are not entitled to 180 days guaranteed.

For regularly scheduled distance learning days, the employee must work all their scheduled shifts the day before and the day after to be eligible for pay. For distance learning days that are not known at least forty-eight (48) hours in advance, the employee must work all their scheduled shifts the day before or the day after the day in order to receive pay.

School days without student transportation, not including regularly scheduled distance learning days, that are not postponed to the end of the school year or otherwise planned to be made up at a later date, as determined by the School District, shall be paid their regular pay for those days as part of the 180 day guarantee.

Pay for the days mentioned in this 180-day guarantee section shall be at the regular pay for the regularly scheduled hours, or the applicable minimum guarantees, whichever is greater, on the day that student transportation was not provided. For example, a driver who regularly would have worked six (6) hours on that day shall be paid for those six (6) hours.

Statewide (RIDE) Employees: Statewide (RIDE) employees are entitled to pay on regularly scheduled distance learning days or otherwise cancelled school days that are not postponed to the end of the school year or otherwise planned to be made up at a later date only if RIDE pays the Company for those days. On days when only a portion of the RIDE driver's work is cancelled, the RIDE employees shall be paid only for hours actually worked or the guaranteed minimums, whichever is greater. The Company shall comply with any applicable legal requirements imposed on the Company by R.I. General Law Sec. 16-21-1(d) and 16-21.1-8(c); provided, however, the parties recognize that the Company cannot control RIDE's compliance with any of its obligations under the law.

25. Picket Lines (Art. 21.1) (Universal 20): Replace second paragraph of Article 21.1 with the following

Picket Lines: It shall not be a violation of this Agreement, and it shall not be cause for discharge, disciplinary action or replacement in the event an employee refuses to enter upon any property involved in a primary labor dispute, or refuses to go through or work behind any primary picket line, including the primary picket line of Unions party to this Agreement and including primary picket lines at the Employer's place(s) of business, or refuses to go through a picket line due to concerns for his or her safety, or the safety of his/her passengers. Recognizing the special obligation of the Company and its employees to render service to the public, the Union and the Company agree that the presence of a non-Teamster picket or a non-Teamster picket line on or adjacent to the premises of any customer or potential customer of the Company shall not remove the obligation of the employees to render service in the normal routine of Company operations provided such employees are not required to cross a picket line.

Struck Work: It shall not be a violation of this Agreement and it shall not be a cause for discharge or disciplinary action or shall such employee be permanently replaced if any employee refuses to perform any service which the Employer undertakes to perform as an ally of an Employer or person whose employees are on strike, and which service, but for such strikes, would be performed by the employees for the Employer or person on strike.

26. Union Leave (Art. 3.3) (Universal 21): Add to end of Article 3.3

The Employer agrees to grant the necessary time off, without discrimination or loss of seniority rights and without pay, to any employee designated by the Union to attend a labor convention or serve in any capacity on other official Union business, provided that written notice is given to the Employer by the Union, specifying length of time off. The Union agrees that in making its request for time off for Union activities, due consideration will be given to the number of employees affected in order that there shall be no disruption of the Employer's operation due to lack of available employees. Any Union member elected or appointed to serve as a Union official shall upon request be granted a leave of absence for that purpose consistent with the personal leave of absence provision of this Agreement. Upon conclusion of the leave, the employee shall be eligible for rehire without loss of seniority accrued at the time leave was taken, provided the employee is in good standing and is qualified for the position.

27. Personal Leave (Art. 7) (Universal 22): Incorporate the following into Article 7:

Eligibility

The Company agrees that all bargaining unit members who have been employed by the Company for 90 days or more are eligible.

Reason for Leave

1. Eligible employees may utilize a personal leave of absence for non-medical reasons.
2. Personal leaves will not be granted for time off to perform any, including but not limited to work for another employer or self-employment.

Duration

1. A personal leave of absence may be granted for a maximum of 30 days. If needed, employees may request an extension with their Human Resources representative. Personal leaves are extendable for up to additional 30-day increments after HR approval, subject to a 24 month maximum.
2. Eligible employees must take a minimum of three (3) consecutive days off of work.

28. Seniority (Art. 14) (Universal 23): Incorporate the following into Article 8.4:

Seniority shall prevail at all times. Seniority for employees governed by this Agreement shall be defined as the period of employment with the Employer in the work covered by this Agreement, at the terminal (or terminals) within the jurisdiction of the Local Union. It shall be deemed to include any seniority presently held by an employee through agreement between the Employer and the Local Union prior to this Agreement. Where the current practice of a Master Seniority List exists, it will continue in effect for the duration of this Agreement. Seniority provisions set forth in local agreements shall prevail over inconsistent provisions set forth herein.

Loss of Seniority: Seniority shall be broken only by:

1. Discharge;
2. Voluntary Quit;
3. Failure to respond to a notice of recall for regular work for seven (7) consecutive days after receiving notice, or by mutual agreement;
4. Unauthorized leave of absence;
5. Unauthorized failure to report for work for three (3) consecutive days when working and on a seniority list;
6. If an employee has not worked for the Employer for twenty-four (24) continuous months, including an employee who is absent because of a non-occupational illness or injury, or approved personal leave.
7. An employee who is absent due to a work-related injury or illness shall not suffer a break in seniority, provided the employee returns to work thirty (30) days after being medically cleared.

Maintenance of Seniority:

No employee shall lose their seniority rights if they perform all things required of them under the conditions set forth in this Agreement, or:

1. If they are laid off except as provided herein;
2. If they are sick or recuperating from some illness or accident except as provided herein;
3. If an employee is on a bona fide union or personal leave of absence
4. If an Employee suffers a loss or suspension of license, or needs to address immigration status, and on an approved personal leave.

29. Bargaining Unit Work (New) (Universal 24): Add new article below:

No person outside of the Bargaining Unit shall be permitted to perform work normally performed by a member of the Bargaining Unit except in the absence of sufficient numbers of Bargaining Unit Employees, or in a recognized emergency. The Company shall hire additional bargaining unit employees when the amount of work justifies such hiring.

The Company does not promote or endorse the leasing of equipment to third parties to be operated by individuals outside of the bargaining unit. The Company shall not lease any equipment to any third party

for work that has been previously done by bargaining unit members without seeking to reach agreement between the Union and Company. Such agreement shall not be unreasonably withheld or denied.

The Company may not utilize an outside service, internal entities, or leasing arrangements for work normally performed by a member of the bargaining unit that has previously been performed by bargaining unit employees, without seeking to reach agreement between the Union and the Company. Such agreement shall not be unreasonably withheld or denied.

The Parties understand and agree that the Company's intent is not to diminish bargaining unit work, and the Union's intent is not to restrict the Company from meeting operational or customer needs.

30. Family and Medical Leave (Art. 7) (Universal 25): Incorporate the following into Article 7:

Employees who have worked for the employer for a minimum of seven hundred (700) hours within any twelve (12) month period are eligible for unpaid leave of the type set forth in the Family and Medical Leave Act of 1993 and any related state law that applies.

31. Examinations (Art. 15.8) (Universal 26):

Replace Article 15.8 with the following

Once per annum and after an employee's first year of service, all examinations, either directed by the Company or required as a condition of employment for employees to perform work in their classification shall be paid for by the Company, provided the examination is authorized in advance by the Company and completed in a timely manner prior to the expiration of any required examination. After the first year of employment and upon completion of such an examination, and with proper documentation, an employee will be reimbursed for two (2) hours of pay at the employee's regular rate of pay for the time spent in the examination. If the local CBA maintains a clause requiring payment related to time spent in an examination, the employee shall receive the payment under the more lucrative clause, but not both. This payment provision will only apply to the initial examination and shall not apply to any required follow-up examination. In the event that an employee is removed from work by the Company for a fitness for duty examination, and upon examination is determined to be fit for duty, the employee will be made whole by the Company. The employee reserves the right to select a medical examiner or physician that is on the employer's list of providers available near a particular location. The Company agrees to discuss such list of providers, upon request by the Union, and adjust as needed.

If a dispute develops between the Employer and the Union as to whether or not the employee is physically qualified to work, the Union and the Employer shall mutually agree to an impartial doctor, hospital, clinic, etc., for the purpose of resolving the physical qualifications of the employee. All fees involved shall be borne by the Employer, except when the employee chooses to use his own doctor. The only amount the Employer will be obligated to pay in such instance is the amount that is charged by the Company doctor for service.

Whenever there is an issue regarding any employee's physical well-being and a doctor needs to be used to evaluate him for any reason, the Union will be notified prior to any employee being forced to see a doctor. The Employer also agrees to provide Weingarten rights and access to a steward to any employee in conforming to this Article.

Existing bargaining unit drivers shall be subject to dexterity tests as a condition of employment, where required by law or written school district contract. If applicable, a copy of the school district contract will be provided to the union.

Any random drug/alcohol test not covered by this Article required by the Company shall be paid for at least one (1) hour or time served, whichever is greater, at the employee's rate of pay.

32. Paycheck Discrepancies (New) (Universal 27): New article with the following:

Any payroll discrepancy of \$50 or more, not due to the fault of the employee and promptly brought to the attention of management, will be corrected within forty-eight (48) hours by check, paycard, direct deposit,

or an alternative form of electronic payment. Payroll discrepancies of less than \$50 will be corrected in the following week's paycheck. Paycards, or an alternative form of electronic payment will be made available at all locations, and at no cost to the Employee. For purposes of this Article, a "payroll discrepancy" shall mean an error in the payment of regular wages (e.g., straight time, overtime, trip rates, hours worked). A payroll discrepancy also includes failure to pay contractual bonuses on the agreed upon date, failure to pay a grievance resolution within fourteen (14) calendar days (unless there is a different timeframe specified within any Settlement Agreement), and absent a shorter time negotiated locally, failure to implement new wage rates within 45 days of ratification of the new wage rates and a failure to pay retro pay within 60 days of ratification.

In the event that a payroll discrepancy is not corrected within the timeframe above the affected employee will be compensated at a rate of two (2) hours of pay, or 10 % of the total amount owed, whichever sum is greater. For each additional day that an aggrieved employee is not made whole, that employee shall be entitled to an additional hour of compensation.

No payroll discrepancy claim will be rejected on the basis of timeliness if it is submitted to the Company within thirty (30) days of the discovery of the discrepancy.

33. Prevailing Wage Statute (Universal 33):

If Rhode Island state law on prevailing wages (RI General Laws 37-13) is rescinded, modified, altered or amended, the parties shall meet and bargain the effects of that change.

34. Use of Video and Audio (Art. 25) (Universal 34):

Replace Article 25 with the following:

Section 1: Camera position:

The Company and the Union agree to discuss driver-facing camera positions prior to the implementation of any new camera system. This discussion is intended to ensure that the installed system achieves mutual protection for both students and drivers.

The notice and subsequent discussion are not meant to delay, disrupt or deter the installation of the new system. Rather, the goal is to ensure that camera angles are appropriate for drivers while maintaining the safety of both the driver and the students.

Outward-facing video equipment shall be encouraged to be installed to enforce applicable state or local laws on motorists passing school buses.

Section 2: Data collection and storage

The Company and its agent(s) shall not capture, maintain, scan, index, share or use data stored or transmitted by the installed devices, or otherwise use any data-mining technology, for any purpose other than the purposes authorized in Section 4 below.

Section 3: Technological changes:

In the event the Company desires to implement any change from the Camera system, it shall be required to provide the National Union Committee with written notice of no less than ninety (90) days of its intent to utilize any technological advancement which may impact bargaining unit work in any manner. The National Union Committee agrees that it will meet within thirty (30) days from such notice being received to discuss whether the planned technological change violates any provision of this Agreement, the impact(s) on the unit, intent of the change(s), the timeline for such technological modifications to occur and any discipline that may result from such use. Such implementation of technological advancements shall not occur until the National Union Committee and Company have bargained in good faith to agreement or impasse.

Section 4: Technology Training and Discipline:

The parties agree that all vehicles may be equipped with video and/or audio equipment. The Company will not randomly review audio, video data or other electronic monitoring devices for the purpose of seeking out policy violations. The primary purpose of in-vehicle cameras is for the safety of employees, customers, students/passengers, and the general public, not to support disciplinary action. The Company may use video and audio data for promoting driver safety, protecting drivers, improving operations, complying with legal obligations, and investigating incidents, accidents, or complaints, increasing efficiencies and profitability, and for other legitimate business purposes consistent with applicable law. No employee's personally identifiable information, image, voice, or likeness shall be used for advertising or marketing without the employee's consent.

The existence of a triggering event shall not, by itself, result in disciplinary action or automatically establish a policy violation. However, nothing in this provision shall preclude the Company from using video as part of a good-faith verifiable investigation in response to an incident, accident, complaint, or other directly observed issue.

All drivers shall be notified of the existence of and trained regarding the in-vehicle cameras, including all triggering events. Any discipline resulting from an investigation involving data from in-vehicle cameras shall be in accordance with this Agreement. Further, arbitrary use of such equipment shall be subject to the grievance and arbitration procedure.

35. Supplemental Reference (Universal 35): Add language below prior to Article 1:

This Agreement is supplemental to the Teamsters National Master First Student Agreement in accordance with Article 2, Section 4 of the National Master Agreement. Additionally, in accordance with Article 2, Section 1, of the National Master Agreement, any lesser conditions in this supplement shall be superseded by the conditions contained in the National Master Agreement. However, nothing in the National Master Agreement shall deprive any employee of any superior benefit or term located in this supplement.

36. Discipline (New) (Universal 38):

Add Attendance Policy to CBA

Add new Discipline Article

Section 1. Discharge. No non-probationary Employee may be disciplined or discharged without just cause. The type of discipline will depend on the seriousness of the offense, the Employee's past record and related circumstances. The Company will use progressive discipline, however the Company and the Union recognize that certain offenses may lead to suspension or termination without prior discipline. Subject to grievance and arbitration, among such offenses are:

- Participation by an Employee in activity proscribed by the provisions of the No-Strike- No Lockout Article of this Agreement;
- Conviction (including a plea of "no contest) of a felony, misdemeanor or vehicle code violation for use of drugs or alcohol while operating a motor vehicle;
- Possession or use of alcohol or drugs (except prescription drugs approved in advance by the Company) on Company time or property;
- Fighting;

- Gross and substantial insubordination, specifically refusing a direct order;
- Deliberately damaging, destroying or defacing the property of the Company or that of another Employee;
- Theft or dishonesty, including falsifying hours worked;
- Possession of guns, ammunition, explosives or other weapons while on duty or on Company property or premise;
- Prove (as based on findings in company investigation) threats, intimidation or coercion based on race, ethnicity, religion, disability, national origin, age, veteran status, sexual orientation or sexual harassment;
- Violation of Company drug and alcohol policy; subject to applicable law.
- Leaving a vehicle unattended with a student or child on board;
- Refusal to submit to a drug or alcohol screen or testing positive for drugs or alcohol;
- Three preventable accidents in a 36 month period.

Progressive Discipline: Except as described in Section 1 above, an Employee may be disciplined according to the following discipline formula. In order to be applicable in the progressive discipline formula provided in this Section, a warning notice must be for the same or similar offenses of similar severity or importance to the conduct of the Company's business. With each such warning, the discipline imposed shall not exceed the following:

First Offense: Documented Verbal Warning

Second Offense: Written Warning

Third Offense: Suspension without pay between three (3) to (5) days

Fourth Offense: Termination

**First Student, Inc. (Pawtucket FT)
Complete Final Proposal**

1. Wages (Art. 3)

	<u>07/01/26</u>	<u>07/01/27</u>	<u>07/01/28</u>	<u>07/01/29</u>
Dispatcher - <u>CDL</u>	<u>\$29.50</u>	<u>\$31.00</u>	<u>\$32.50</u>	<u>\$34.00</u>
Dispatcher – <u>Non-CDL</u>	<u>\$28.50</u>	<u>\$30.00</u>	<u>\$31.50</u>	<u>\$33.00</u>

- Dispatcher – Non-CDL will receive relevant Dispatcher-CDL rate if obtains CDL license to drive a school bus

2. Healthcare (New)

- Effective January 1, 2027, Company will offer 251 HSIP Premium Plan to employees at 65/35 split or current Company offerings at Company determined split
- Annual cost increase capped at 6%
- Effective January 1, 2028, only offer 251 HSIP Premium Plan at 80/20 split
- Effective March 1, 2027, employees not selecting the 251 HSIP Premium Plan may select Company provided dental and/or vision benefits at the employee's own cost.

3. Retirement (Art. 6)

- Effective 7/1/26, Company shall contribute the amounts below per hour paid to a cap of 40 hours per week to Teamster 401k Plan and the Company match shall cease.

	<u>7/1/26</u>	<u>7/1/27</u>	<u>7/1/28</u>	<u>7/1/29</u>
Pawtucket FT	\$0.50	\$1.00	\$1.25	\$1.50

4. Prevailing Wage when Driving CDL (Art. 4)

5. Vacations and Holidays (Art. 5)

Dispatcher and Clerks employed at the Pawtucket at the Pawtucket, RI facility shall continue to receive the same vacation benefits and holidays as all other full time office employees employed by First Student, Inc. If the Company vacation or holiday benefit should change, the parties agree to meet and discuss.

. * The current entitlements will be listed in the addendum,

6. Full-Time Status (Art. 8)

The Dispatchers and Clerk are full-time staff who are regularly scheduled to work forty (40) hours per week. However, they are not automatically guaranteed forty (40) hours of work per week. Overtime shall apply after 40 hours worked in a week.

7. **Sick Days:** Add the following:

Paid Time Off (PTO) Program

Effective January 1, 2027, the Employer shall provide Paid Time Off ("PTO") in accordance with this Agreement and applicable Rhode Island law, including the Rhode Island Healthy and Safe Families and Workplaces Act (the "Act") and the Rhode Island Payment of Wages Act. PTO provided under this section is intended to satisfy the Employer's obligations under the Act.

The PTO benefit year shall run from January 1 through December 31. Employees who have completed at least one (1) year of service as of January 1 shall receive forty (40) hours of PTO front loaded on January 1.

Employees with less than a one (1) year of service as of January 1 shall accrue PTO at the rate of one (1) hour for every thirty-five (35) hours worked, up to forty (40) hours per benefit year, unless a greater amount is required by law. Employees who reach one (1) year of service during the benefit year shall continue accruing PTO through December 31 and shall be eligible for the front-loaded PTO allotment the following January 1. Employees who remain on the accrual plan for more than one benefit year may carry over unused accrued PTO, up to a maximum of forty (40) hours, or as required by law, until they become eligible for the frontloaded PTO allotment. Upon becoming eligible for the front-loaded PTO allotment, employees shall be eligible to cash out any unused accrued PTO, subject to applicable law.

Frontloaded unused PTO shall be paid out at year-end and shall not carry over, except as required by law. Payouts will occur no later than the second payroll in January. Any separation payment of unused PTO shall be made only to the extent required by applicable law.

PTO may be used in increments of two (2) hours, unless a smaller increment is required by law, and shall be paid that the employee's home to school rate.

Employees may use PTO for reasons covered by the Act and for cancellation days or applicable Company practice. PTO used for Act-covered reasons shall be subject to the Act's notice, documentation, confidentiality, and anti-retaliation requirements. PTO requested for non-Act reasons, require as much advance notice as possible, but no less than seven (7) calendar days, unless emergency circumstances exist, and must be approved by the Company, which approval shall not be unreasonably denied.

Employees who have accrued, but unused sick time prior to December 31, 2026 shall be paid for such time in the second payroll period in January 2027.

Nothing in this Agreement shall be interpreted or applied to reduce, waive, or limit any right or protection under the Rhode Island Healthy and Safe Families and Workplaces Act, the Rhode Island Payment of Wages Act, or any other applicable federal, state, or local law.

8. **Other Benefits (New)** Employees Are Not Entitled to Any Other Economic Benefits of the Pawtucket CBA; provided, however, that no Full-Time Employee shall, unless specifically noted in this Agreement, suffer any reduction in economic benefits previously granted by First Student. This provision shall only apply to well-established and clearly defined past practices.

9. **Dispatcher Seniority (New)**

Any Dispatcher at the time of ratification shall retain their current company seniority date for the purposes of bidding on charter work or leaving their full time position to bid into another classification. If a Dispatcher, hired after ratification, leaves their full-time position to become a driver or monitor covered by the Pawtucket collective bargaining agreement, they shall be placed at the bottom of the applicable seniority list for bidding purposes.