Teamsters Local 251 and First Student have reached a Recommended Tentative Agreement for a Providence Drivers Contract November 6, 2026

Highlights are changes from the previously voted offer

First Student, Inc. (Providence Drivers)
Complete Final Proposal

1. **Wages (Sch.A)**

	7/1/26	1/1/27	7/1/27*	7/1/28*	7/1/29*	2/1/30
CDL	S1: $34.00 S2: $34.00 S3: $37.50	S2: $34.25 S3: $38.00	S1: $34.34 or PW, whichever is higher S2: $34.94 or PW, whichever is higher S3: $39.50	S1: $34.68 or PW, whichever is higher S2: $35.64 or PW, whichever is higher S3: $41.50	S1: $35.03 or PW, whichever is higher S2: $36.35 or PW, whichever is higher S3: $43.50	
Non-CDL	S1: $22.08 S2: $22.08 S3: $23.00	S3: $24.00	S1: $22.30 or PW, whichever is higher S2: $22.52 or PW whichever is higher S3: $24.78 or PW whichever is higher	S1: $22.52 or PW, whichever is higher S2: $22.97 or PW whichever is higher S3: $25.59 or PW whichever is higher	S1: $22.75 or PW, whichever is higher S2: $23.43 or PW whichever is higher S3: $26.42 or PW whichever is higher	S3:$27.00

* 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. If a Trainer reports as scheduled and the trainee does not show up, without notice, the Trainer shall be paid three (3) hours; provided that the Trainer performs any other work assigned by the Company during that period; and provided further, that the Trainer shall not receive additional pay for performing such non-Training work.

2. **Healthcare (Art. 6)**

- Effective January 1, 2027, Company will offer 251 HSIP Premium Plan (replace Allegiant) to employees at current CBA premium splits
- Annual cost increase capped at 6%
- 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 (Sch. A)**

- Company shall contribute the amounts below per hour paid to Teamster 401k Plan

	7/1/26	1/1/27	7/1/27	7/1/28	7/1/29
Providence Drivers	$2.00	$2.25	$2.25	$2.50	$2.75

4. **Holidays (Sch. A):** Effective Year 2, 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.

5. **Attendance Bonus (Sch. A) (language to remain the same or as proposed by employer)**

26/27	27/28	28/29	29/30
$50/mo	$55/mo	$60/mo	$70/mo

6. **End of Year Attendance Bonus (Sch. A) (language to remain the same)**

7/1/26	7/1/27	7/1/28	7/1/29
$225/yr	$235/yr	$245/yr	$255/yr

7. **Longevity Bonus (New)**

Effective Year 2, a longevity bonus shall be paid in the second payroll period of December for those employees whose anniversary fell in the previous school year on the following schedule:

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

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

Employees must have been paid 650 hours in the previous year to qualify for the longevity bonus. No employee will fail to qualify for this benefit unless the Employee has been provided an opportunity to work the required number of hours.

8. **ARB Pay (Art. 16.9)** Modify Article 16.9, Section 5 as follows:

Any drivers who serve on the ARB will receive a minimum of three (3) hours pay or time served whichever is greater regardless of the number of accidents involved; provided, however, that up to two (2) drivers (one of who is a Union steward) shall also suffer no loss of applicable guarantees as a result.

9. **Driver Classifications – Article 19.1**

19.1 There are ~~three (3)~~ four (4) types of drivers:

a. Full-time, part-time drivers: Those drivers with Rhode Island driving permits that operate regularly scheduled routes, a minimum of five (5) days a week, with a minimum of an AM and PM route.

b. Part-time drivers: Those drivers with Rhode Island driving permits who operate regularly scheduled routes (5) days a week and an AM or PM route.

c. Bid Spare Drivers: Those drivers with Rhode Island driving permits who operate ~~less than~~ five (5) days a week. ~~Effective upon ratification~~ Bid Spare Drivers shall have set hours. No work shall be assigned to a spare driver after 8:45 a.m., when route drivers are available.

d. Back Up Drivers: ***move from 19.4 (f)***Start times for Back-Up drivers shall established at bid day and re-evaluated on October 15, January 15 and March 15 based on operation need. At that time they shall be rebid by seniority among individuals awarded that position at the beginning of the school year. Upon extenuating circumstances such as weather related delays, the company reserves the right to modify the start time based on operational need. Back-up Drivers start times shall not be modified by more than 30 minutes each way, Back-up drivers assigned to a run must follow the schedule set for the run assigned to them. When assigning work that will last at least three (3) working days to Back-Up Drivers, the Company shall first ask Back-Up Drivers by seniority whether or not they want to perform the work, provided they are eligible and entitled for the work pursuant to the terms of this Agreement, and then may require by inverse seniority the least senior eligible and available Back-Up Driver to perform the work. This provision shall not apply to single day assignments.

10. **Fuel Team and Van Inspection (Art. 19.4)**

TA adding new section to 19.4: Van drivers shall be assigned inspection runs for vans.

Effective Year 2, the fuel team (consisting of only two (2) on-site fuelers, two (2) on-site runners, and one (1) off-site fueler) and the two (2) utility employees shall receive an additional one dollar ($1.00) per hour when performing such fueling and/or utility work.

11. **Early Release (Art. 19.5)**

The Company shall maintain the practice of paying the two (2) hour minimum for the PPSD middle school early release only.

For any other early releasee scenario the below criteria will be applied.

Drivers will get paid a separate guaranteed minimum for a school route dismissing earlier than normal provided the following criteria is met:

- The route consists of at least two route tiers.
- One or two tiers dismisses early while the second/third tier dismisses at the regular time.
- The schedule change requires the driver to report 30 ~~90~~ minutes (or more) earlier than normal; provided, however, that the new report time shall be established by the Company and this criteria is not met by the Driver reporting earlier than the report time set by the Company.

If the criteria above are met, the driver will be paid 2 (two) hours for the Early Release and 3 hours for the remaining routes/tiers.

When the change in the driver's schedule is less than 30 ~~90~~ minutes, he/she will get paid at least 3 (three) hours for his/her afternoon shift including any routes that dismissed earlier than normal (time served if over 3 hours).

12. Full-Time Lot Person

The Company retains the discretion to maintain a full-time Lot Person; provided, however, that there is no requirement that the Company employ a full-time Lot Person. If the Company decides not to maintain a full-time Lot Person upon separation of the incumbent employee, it shall meet and discuss upon request with the Union regarding the effects.

13. 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.

14. **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 delated to drug or alcohol use has commented. 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.

15. **New Member Orientation (Art. .3) (Universal 16):** Add new section:

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 Unio, on a weekly basis, a list of newly hired employees.

16. **Stewards' Rights (Art. 3.4) (Universal 17):** Add new section:

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.

17. **Customer Removal (New) (Universal 18):** Add new article:

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).

18. **<u>180 Day Language (Art. 19.6) (Universal 19)</u>:**

Replace current 180 day language in Article 19.6 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.

19. **Picket Lines (Art. 22) (Universal 20):** Replace Article 22 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.

20. **Personal Leave (Art.7) (Universal 22):** Replace Article 7.1 with the following:

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 60 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.

21. **Seniority (Art. 8.3) (Universal 23):** Incorporate the following into Article 8.3:

6. If an employee has not worked for the Employer for twenty-four (24) continuous months. 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.

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22. **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.

23. **Family and Medical Leave (Art. 7) (Universal 25):** Add to 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.

24. **Examinations (Art. 16) (Universal 26):**

Delete Article 16.7 and 16.8.

New Examinations Article as follows;

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.

25. **Paycheck Discrepancies (Art. 15.2) (Universal 27):** Replace Article 15.2 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.

26. **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.

27. **Use of Video and Audio (Art. 16) (Universal 34):** Replace Article 16 "New Technologies" 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.

28. **Discipline (Art. 18) (Universal 38):** Add Attendance Policy to CBA