

FIRST STUDENT TEAMSTERS NATIONAL MASTER AGREEMENT FAQs

First Student Teamsters across the nation are uniting to win a strong Teamsters National Master Agreement (NMA). Here's what every First Student Teamster needs to know.

WHAT IS THE NMA?

First Student Teamsters work under hundreds of local supplemental agreements. But members are all part of the NMA that should establish the floor for economics in the local agreements. However, right now the NMA is mainly a framework for procedures around contract negotiations. Your Teamsters First Student National Negotiating Committee (TFSNNC) is fighting to turn the NMA into a real national master contract that raises standards for all First Student Teamsters.

HOW DOES THE NMA AFFECT MY LOCAL CONTRACT?

If standards negotiated in the NMA improve any terms in your local contract, then the NMA will be the rule. For example, if more guaranteed hours, affordable healthcare, or higher mandatory pension contributions are secured in the NMA, the company will be obligated to honor those improved terms.

WHY ARE WE FIGHTING FOR AN IMPROVED NMA?

First Student Teamsters know that they carry the most precious cargo in America. However, the company treats their careers like they are throwaway jobs. Using the leverage that comes from negotiating an agreement that covers 22,000 employees, the national negotiating committee is fighting to win the respect and economic benefits members deserve.

WE ARE BARGAINING ON ISSUES LIKE:

- Raising minimum daily guaranteed hours and minimum number of paid days off, so members can afford the cost of living
- Mandatory company contributions to members' retirement so they can have a secure future
- Affordable healthcare so members can deal with rising medical expenses

WHEN DOES THE NMA EXPIRE?

The national contract expires on March 31, 2026.

WHAT CAN I DO TO HELP WIN A STRONG NMA?

Many First Student Teamsters don't know about the NMA. Talk with them and share information. The national negotiating committee will put out negotiation update bulletins – share them with members with whom you work.



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**NOTICE OF REFERENDUM FOR FIRST STUDENT STRIKE
AUTHORIZATION:**

THE REFERENDUM IS BEING CONDUCTED BY ELECTRONIC BALLOT. VOTER INFORMATION WILL BE MAILED TO ALL ELIGIBLE MEMBERS ON OR ABOUT FRIDAY, FEBRUARY 20, 2026. ALL VOTES MUST BE RECEIVED BY BALLOT POINT BY MONDAY, MARCH 9, 2026, TO BE COUNTED.

MEMBERS WHO HAVE NOT RECEIVED A VOTER ACCESS CODE SHOULD CONTACT THEIR LOCAL UNION OFFICE AT (360) 693-5841 - TO REQUEST A VOTER ACCESS CODE. A VOTER ACCESS CODE MAY BE REQUESTED THROUGH FRIDAY, MARCH 6, 2026.

INSTRUCTIONS FOR COMPLETION OF THE VOTING ARE ENCLOSED IN THE BALLOT PACKAGE.

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