

**MEMORANDUM OF AGREEMENT  
BETWEEN  
FIRST STUDENT, INC.  
AND  
TRANSPORT WORKERS UNION OF AMERICA,  
LOCAL 252, AFL-CIO**

This Memorandum of Agreement (“MOA”) is entered into as of the 4<sup>th</sup> day of September, 2018 by and between First Student, Inc. (“Company”) and Transport Workers Union of America, Local 252, AFL-CIO (“Union”).

**WHEREAS** the parties had a long-standing collective bargaining relationship which ceased on or about June 30, 2016, when non-party, Floyd Bus Co., Inc., was awarded the home-to-school pupil transportation contract by William Floyd School District (“School District”);

**WHEREAS** such pupil transportation contract was re-bid in the summer of 2018 and the Company submitted a bid on the large bus portion of such contract only;

**WHEREAS** the initial successful bidder was unable to staff the large bus portion of such contract resulting in the School District awarding the large bus portion of such contract to the Company;

**WHEREAS** the Company contacted the Union to staff its large bus contract with the School District;

**NOW, THEREFORE**, the parties to this MOA consent and agree as follows:

1. Except as modified by enhancements to Article 28, “Wages”, and with the mutual understanding that this MOA is only applicable to large school bus drivers, the Company and the Union agree to the terms and conditions contained in their August 1, 2015 through July 31, 2018 collective bargaining agreement (“CBA”) as expressly stated therein and as interpreted and applied by the Company and the Union for a four (4) year term expiring on July 31, 2022. A copy of such CBA is attached hereto and made a part hereof as Exhibit “A”.
2. Article 28, “Wages”, of the CBA shall be modified as follows:

<u>Year</u>	<u>Percent Increase</u>	<u>Effective Date</u>
1	2.0%	Upon ratification
2	2.5%	8/1/19
3	2.5%	8/1/20
4	2.5%	8/1/21

3. This MOA shall become effective immediately upon ratification by the large school bus drivers represented by the Union who serve the School District

CONSENTED AND AGREED TO:

First Student, Inc.



Tom McEnany  
Area General Manager

9/4/18

TWU, Local 252



Debra Hagan  
President

9/4/18