

WE CHANGED THE REAR-END COLLISION POLICY!

Teamster Drivers Fought for Fairness and Won!

Thanks to the hard work of Teamsters at FirstGroup, the company no longer requires in its national handbook that drivers be immediately terminated following the first incidence of a rear-end collision.

Nationwide, the Teamsters Union filed Unfair Labor Practice charges and drivers filed countless grievances over this policy, which had resulted in the unfair termination of workers with longstanding, safe driving records. This change has protected hardworking Teamsters throughout the country.

Teamster contracts protect members against unjust discipline or termination. Teamsters will persistently fight back against any unjust discipline or termination, continuing to make gains and drive up standards for all drivers at FirstGroup.



**Drive Up
Standards**

School Bus and Transit Workers United

www.driveupstandards.org

www.teamster.org



***"If I Didn't
Have the
Teamsters,
I Wouldn't
Be Driving
Anymore"***

Michael Villeneuve is a First Student driver in Vernon, Connecticut, and a member of Teamsters Local 671. Michael has driven a school bus for about 13 years and is still driving, thanks to his union.

"If I didn't have the Teamsters, I wouldn't be driving anymore. I was very pleased with how the union helped me," Michael said. "Our contract calls for graduated discipline. School bus executives have contracts, so we all deserve one."

Michael says he was driving about five miles an hour when he rear-ended a vehicle. Michael already had more than a decade's worth of experience safely driving a school bus. There was no damage to the bus, but Michael made sure to radio the office and called the police to report the incident.

"The cop said, 'They're not called 'on purposes'; they're called accidents,' and just gave me a warning, no ticket."

"I was even allowed to finish my run, but when I got back, I was told that there would be an investigation and that the outcome is typically termination. My local union President was great and stood up for me. I was sent home, but without any findings, so my union made sure I got paid for the time I was not allowed at work. I was back at work the next Monday."