

May 15, 2024

To our much-appreciated Union 70 team,

You may have heard the news that First Student has been selected to provide student transportation services to St. Louis Public Schools for the 2024/25 school year. We are very excited to have this opportunity and we will begin immediately to recruit and hire the drivers, monitors and staff needed to provide the best service to the district.

We expect there will be quite a number of former First Student employees from Missouri Central apply for these positions, and I want to make sure that our current First Student employees understand how this hiring process will work in regard to First Student seniority.

1. No returning employee from Missouri Central will be given seniority over a current First Student employee.
2. Former First Student employees from Missouri Central who apply by June 1 will have a rehire date of June 1, 2024, and will be assigned a seniority position only within the group of returning employees. For example, John is a current First Student employee with an FS hire date of Sept. 2005. Stephen is a former FS employee who works for Missouri Central. Missouri Central honored Stephen's First Student hire date of February 2001. If Stephen applies to return to First Student by the deadline of June 1, 2024, Stephen will have the rehire/seniority date associated with his return date to First Student, but will be given seniority position only over others, those also returning, whose hire date with First Student was more recent than February 2001. John will not lose his current seniority as a result of Stephen being rehired.

If you have any questions or concerns, please discuss them with your Location Manager. It is important that each of you understand that your current seniority position with First Student is not in jeopardy as a result of the potential returning employees.

Sincerely,

Your Leadership Team