



City of Seattle
Mayor Tim Burgess

November 7, 2017

Dennis Maple
President, First Student, Inc.
7739 1st Ave S
Seattle WA, 98108

Dear Mr. Maple,

I am writing today to urge First Student to reach an agreement with the International Brotherhood of Teamsters Local 174 and prevent a strike that would disrupt the lives of thousands of Seattle students and parents. My understanding is that the root of the disagreement between First Student and Local 174 regards the availability of affordable healthcare for the approximately 400 bus drivers employed by First Student.

According to their union representatives, only 100 of First Student's 400 drivers qualify and of those 100 just 26 were able to afford the employee-only health insurance offered through your company. My understanding for this low uptake on health insurance by First Student drivers is the current rate of pay for new drivers (\$18 an hour @ 20 hours a week) and an employee out-of-pocket premium of \$1,221.53 per month for family coverage, meaning an average new employee would have to devote 78% of their gross income to pay for health insurance. Clearly, this amount is out of the range for your employees.

The lack of affordable insurance is having a real, dire impact on your workforce. One First Student driver, a 26-year-old woman who has just aged out of her father's healthcare plan, has been diagnosed with cancer. She currently does not qualify for any affordable healthcare plan and is not receiving any treatment for her disease. It is for this woman, the students that are entrusted to her care and the parents who depend on your services that compelled me to draft this letter. It is my sincere hope that First Student and the Teamsters will reach an amicable resolution to this issue. I or my staff is available to work with you and your staff on any assistance you may need in reaching an agreement.

Sincerely,

Tim Burgess
Mayor