

You're *Free* to Unite!

As a result of Teamster exposure of FirstGroup anti-union practices and other activities, FirstGroup has made public commitments and has taken action to address the anti-union culture in its U.S. based affiliates, First Student and First Transit.

What 'First' Says About Your Right to Form a Union:

- **"We are absolutely committed to stamping out anti-union behavior** and you have our undertaking that we will do whatever is necessary to remain neutral as far as union membership is concerned." *(Martin Gilbert, Chair of the Board of Directors, at the 2006 Annual General Meeting of FirstGroup)*
- **"Employees have the rights of freedom of association and collective bargaining.** We respect the right of our employees to choose whether or not to join a trade union without influence or interference from management." *(FirstGroup Corporate Social Responsibility Policy, 2007, p. 13, section 3.2)*

How You Can Voice Your Concerns:

In January 2008, First Student announced that it had established an **independent compliance monitoring system** to address complaints arising out of workplace practices that violate its Freedom of Association and Corporate Social Responsibility policies. FirstGroup appointed Professor William B. Gould IV to serve as its Independent Monitor.

Professor Gould is the former Clinton appointed Chair of the National Labor Relations Board. Professor Gould has developed a complaint form that the Union or workers can send to him if they believe the Company has violated the Freedom of Association policy.

What You Can Do:

Workers who feel the company policy is being violated are encouraged to file their complaints with the Independent Monitor regionally through the following Teamster contacts:

Northeast:	Dean Phinney	(202) 528-5784
South:	Tremayne Johnson	(202) 497-5603
Midwest*:	Shelley Goodman	(202) 497-5408
West:	Anthony Gilliard	(202) 437-6566
Canada:	Jim Leonhardt	(202) 528-3776
*IL, MI, WI and MN:	Jim Leonhardt	(202) 528-3776

