



LETTER OF UNDERSTANDING

BETWEEN:

THE BOARD OF EDUCATION OF SCHOOL DISTRICT NO. 34 (ABBOTSFORD)

(Hereinafter referred to as the "Board")
OF THE FIRST PART
AND:

TEAMSTERS LOCAL UNION NO. 31

(Hereinafter referred to as the "Union")
OF THE SECOND PART

SUBJECT: Seasonal Landscaping

To address the challenges and disruption associated with the annual Grass Cutting duties, the parties agree to a Seasonal Landscaping Pilot as follows:

- a) This Letter of Understanding (LOU) will supersede the Temporary General Maintenance Positions for Grass Gutting LOU, for the pilot period.
- b) The pilot will be in effect from April 1, 2026, to March 31, 2027.
- c) The pilot will be reviewed by March 1, 2027, to determine if the pilot will be made permanent or terminated based on mutual agreement between the District and the Union.
- d) Temporary positions will be created as Seasonal Landscapers with the updated Job Description.
- e) Positions will be posted to work between April 1 and Nov 30 (8 months) employees applying for and being awarded posted positions will be required to stay in the position for the timeframe of the posting. Postings will include start and end date (timeframe) and may be different timeframe lengths.
- f) The rate of pay for this position will be consistent with Schedule A.1 Classification General Maintenance, Band 12 (the "old" General Maintenance rate).
- g) The pay rate for the work if reassigned to their original posting for the period of Apr 1 - Nov 30 will be paid at the higher daily compensation for the period of the Seasonal Landscaping posting.
- h) Employees accepting the Seasonal Landscaping temporary positions will be able to apply for permanent posted vacancies, as per Article 3 (Job Postings) and would not start that position until released or this temp position ends.
- i) If work is to be reduced the shorter timeframe positions will be addressed first, and if still needed the longer timeframe positions will then be addressed.
- j) If work is reduced and positions are to be returned to their original position it will be offered to people on a voluntary basis in order of seniority (line "g" about the higher daily pay will not apply in this situation), if no one wishes to return then it will be issued in inverse order of seniority (while honoring line g about the higher daily pay).
- k) Continued professional and responsible operation of district equipment in a safe manner that does not result in ongoing damage to equipment outside of wear and tear. Failure to do this may result in removal from the work or position.



- I) Training for equipment will be provided, successful completion of training will be required to start the Seasonal Landscaping position

The terms of this agreement will be effective April 1, 2026, and will expire on March 31, 2027, unless the parties agree to continue the terms beyond that date. The parties will meet no later than March 1, 2027, to discuss continuing or amending this agreement.

This agreement is without precedent or prejudice to either party. It is also understood that these terms of Letter of Understanding apply only in School District 34 (Abbotsford) and are not binding on any other district.

Signed this 19th day of February, 2026.

For School District 34

Patricia LaFramboise-Lo

Print Name

A handwritten signature in black ink, appearing to read 'Patricia LaFramboise-Lo', written over a horizontal line.

Signature

Associate Superintendent, Human Resources

Title

For Teamster Local Union NO. 31

Lance Matricardi

Print Name

A handwritten signature in black ink, appearing to read 'Lance Matricardi', written over a horizontal line.

Signature

Business Representative

Title