

DRAFT LETTER OF UNDERSTANDING

BETWEEN

THE BOARD OF TRUSTEES OF THE PARKLAND SCHOOL DIVISION

(hereinafter referred to as the "Employer")

AND

**INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL UNION NO. 955
("IUOE")**

(hereinafter referred to as the "Union")

WHEREAS:

- A. The Parties have completed collective bargaining for the IUOE Collective Agreement - Term September 1, 2024 to August 31, 2028;
- B. The Parties wish to amend the Collective Agreement as herein set forth.

NOW THEREFORE for good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, and in consideration of the covenants, conditions and agreements hereinafter reserved and contained on the part of the parties, the parties hereto agree to the following:

1. The Collective Agreement is hereby amended as follows:

- A. The Wage Schedule, as referenced in Article 21.01 and detailed in Schedule "A", shall be amended to reflect the following increases for all job classifications, for the term of September 1, 2024, to August 31, 2028:
 - Effective September 1, 2024: A three percent (3.0%) increase.
 - Effective September 1, 2025: A three percent (3.0%) increase or One Dollar and Twenty-Five Cents (\$1.25), whichever is greater.
 - Effective September 1, 2026: A three percent (3.0%) increase.
 - Effective September 1, 2027: A three percent (3.0%) increase or One Dollar and Twenty-Five Cents (\$1.25), whichever is greater.

The Parties agree that the amendments to the Wage Schedule contained within this LOU shall be fully integrated into the IUOE Local Union No. 955 Collective Agreement during the next formal reprinting or renegotiation of the full agreement. This LOU serves as the interim binding agreement for these specific terms until such integration occurs.

4. Execution

This Letter of Understanding is made and entered into this 23rd day of July, 2025.

FOR PARKLAND SCHOOL DIVISION



Shauna Boyce, Superintendent of Schools

**FOR THE INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL UNION
NO. 955**



Rod Sedrovic, Business Representative