

TENTATIVELY AGREED
ARTICLE XX – LEGAL LIABILITY

The Parties tentatively agree to include the following Article in a collective agreement. It is understood that final agreement is subject to ratification of the Parties' respective principals following tentative agreement on all matters. Article numbering, including any Article cross-referencing, is subject to change following agreement on all matters. The Parties reserve the right to amend or withdraw any proposal herein prior to reaching a complete tentative agreement with CUPE, or to correct an error or omission.

XX.01 In the event that an Employee is named for damages or other civil suit arising from their employment duties, the Employee may be covered by the University's liability insurance, subject to the determination of the University and/or the insurer. As it relates to criminal or quasi-criminal charges, the University, at its sole discretion, may cover the related costs/fines, including legal fees, as determined on a case-by-case basis.

For the Union:

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| Mitchell Lupa President, CUPE Local 3906 | Date |
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| Caleb Smolenaars Lead Steward, CUPE Local 3906 | Date |
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For the University:

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| Maggie Pooran Lead Spokesperson, Executive Director, Health, Safety, Wellbeing & Labour Relations | Date |
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| Chris Eley Acting Director, Housing & Conference Services & Chair, University Bargaining Team | Date |
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