

**TENTATIVELY AGREED**

**LETTER OF UNDERSTANDING: COVERAGE SHIFTS FOR COMMUNITY ADVISORS**

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.

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The Parties agree that for the purpose of coverage shifts, the following will apply:

Commented [EK1]: Capitalized per definitions

- 1) **Weekday shifts** will be defined as shifts that begin on Sundays to Wednesdays
- 2) **Weekend shifts** will be defined as shifts that begin on Thursdays to Saturdays
- 3) **Peak days** are defined as shifts that occur on or around the following days: Halloween, St. Patrick's Day, Homecoming, Light up the Night, Move-In, and Welcome Week
- 4) Weekday Coverage Shifts normally require two (2) sweeps
- 5) Weekend Coverage Shifts normally require three (3) sweeps
- 6) Peak day Coverage Shifts normally require three (3) sweeps

Nothing in this Letter of Understanding is meant to restrict Article XX (Management Rights) or the Employer's authority to assign more or less sweeps as it determines appropriate.

**For the Union:**

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Mitchell Lupa  
President, CUPE Local 3906

Date

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Caleb Smolenaars

Date

Lead Steward, CUPE Local 3906

**For the University:**

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Maggie Pooran Date  
Lead Spokesperson, Executive Director, Health, Safety, Wellbeing & Labour Relations

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Chris Eley Date  
Acting Director, Housing & Conference Services & Chair, University Bargaining Team