

TENTATIVELY AGREED
ARTICLE XX – PERFORMANCE EVALUATIONS

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 The assessment of Employee performance is the subject of regular discussions between the Employee and their immediate Supervisor.

Performance Evaluations – Live in Positions

XX.02 During an Employee's assignment, a performance evaluation is completed by their immediate Supervisor and an electronic copy is provided to the Employee.

XX.03 The Employee will have an opportunity to discuss the results with their Supervisor before the evaluation is finalized.

XX.04 While their feedback may be considered by the Supervisor, Bargaining Unit Members shall not be required or permitted to complete performance evaluations for other Bargaining Unit Members.

For the Union:

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:

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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