

TENTATIVELY AGREED
ARTICLE XX – RESOURCES

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 Reimbursement of Business Expenses

- (a) Employees will be reimbursed for expenses incurred as a result of the performance of their duties, when such expenses are approved in advance by their immediate Supervisor.
- (b) Notwithstanding Article XX.01(a), Community Advisors are pre-approved to purchase up to \$50.00 worth of materials in August, for the purpose of supporting community preparation.
- (c) Reimbursement for any business expense will be determined and administered in accordance with the University's Reimbursements to Individuals for University Business Policy, which may be amended from time to time.

XX.02 It is agreed that an Employee shall not be required to distribute their personal social media, off campus home address, or personal telephone number to residents.

XX.03 Employees are entitled to register for developmental training sessions offered through Human Resources, such as The Working Mind, at no cost to the Employee. If an Employee chooses to attend such training, it will be during non-working hours. If an Employee does not attend a session they registered for, they will be accountable for any cancellation fee.

For the Union:

Mitchell Lupa
President, CUPE Local 3906

Date

Caleb Smolenaars
Lead Steward, CUPE Local 3906

Date

For the University:

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

Date

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

Date