

**TENTATIVELY AGREED**  
**ARTICLE XX – UNIFORM**

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 Each Employee will be provided the following uniform items at no cost to them:
- (a) One (1) ID tag;
  - (b) Community Advisors shall be issued one (1) coverage vest to be worn during coverage shifts, which are required to be returned at the conclusion of their appointment;
  - (c) GRAs shall be issued two (2) guest registration shirts.

**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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