Between

Simon Fraser University (SFU) (the “University”)

And

Canadian Union of Public Employees, Local 3338 (CUPE) (the “Union”)

Letter of Agreement

Employee Absences & Re-Assigned Shifts

Upon ratification of the Letter of Understanding – Residence & Housing (LOU), the following language will be included in the LOU as the fourth paragraph in the section entitled Employee Absences. It is understood that the inclusion of this language will be for trial purposes only.

When an exchange of shifts is not possible, and an employee’s stipend has been reduced due to missed work, the employee to whom the shifts are re-assigned will be compensated for 1/170th for each day of work, for those employees appointed over the Academic Year, or by 1/85th for each day of work, for those employees appointed over the Summer Semester. These additional hours will not be included in the employee’s total hours of work or recorded on the employees Hourly Reporting Form. Duties that require reassignment will be determined by the supervisor. Re-assignment of work shall be arranged by mutual agreement between the employee and the supervisor.

This language will remain in effect for the duration of the current CUPE Collective Agreement. Any issues that arise with respect to this language may be brought to Labour/Management for discussion by either party; and, upon mutual agreement of both parties, this language may be amended appropriately.

Prior to concluding negotiations for the next Collective Agreement, the parties agree to review this language at Labour/Management. The intent of the Employee Absences language is to preserve equity between CUPE employees and to promote flexibility and the exchange of shifts wherever reasonably possible. Accordingly, if the parties do not agree that this language effectively contributes to this objective, and they are not able to amend it to their mutual satisfaction, the above language will expire with the current Collective Agreement.

FOR THE UNIVERSITY

FOR THE UNION

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