

MEMORANDUM OF UNDERSTANDING

Between:

Brandon University

Employer

-and-

Brandon University Faculty Association

Union

RE: Overload Maximums in Health Studies and Education for the 2024/2025 academic year

Whereas Article 15.5.3 of the 2023-2027 Collective Agreement between the Employer and the Union establishes, in addition to their approved teaching assignment, an overload maximum of six (6) credit hours, in one (1) academic year for Members in the professorial ranks and an overload maximum of nine (9) credit hours in one (1) academic year for Members in the professional ranks; and

Whereas the overload maximums set out in the paragraph above represent a reduction from the overload maximum of twelve (12) credit hours for all Members previously set out in the 2019-2023 Collective Agreement between the Employer and the Union; and

Whereas the Faculties of Health Studies and Education have demonstrated that the reduction of the overload maximums is untenable with their course delivery requirements, current faculty complements, and the shortage of or difficulty recruiting qualified CAS Members;

The Parties agree to the following, on a without prejudice without precedent basis, for the 2024-25 academic year:

1. The Faculties of Health Studies and Education will be permitted to offer Members overload to a maximum of twelve (12) credit hours in the 2024/25 academic year.
2. The Parties, working in partnership with the Faculties of Health Studies and Education, will explore more sustainable alternatives that support the needs and interests of the programs and the rights of Members, including their right to an equitable workload and work-life balance, and that will enable both Faculties to come into compliance with the overload limits specified in the 2023-2027 Collective Agreement.



On behalf of BUFA

Print Name: Dr. Gautam Srivastava

Date: September 16, 2024



On behalf of Brandon University

Print Name: Dr. Kofi Campbell

Date: September 20, 2024