

 BRANDON UNIVERSITY	<p align="center">Collective Bargaining Protocol</p>	<p>Approved by <i>Board of Governors</i></p> <p>Administered by <i>President and Vice-Chancellor</i></p>
<p align="center">Board of Governors Policy</p>	<p>First Approved: <i>December 13, 1990</i></p>	<p>Updated: <i>November 24, 2018</i></p>

This protocol shall guide Brandon University in the conduct of its collective bargaining with the University's five (5) certified employee bargaining units, namely:

- Brandon University Faculty Association
- Manitoba Government and General Employees Union, Local 135
- International Union of Operating Engineers, Local 987 A
- International Union of Operating Engineers, Local 987 D
- Public Service Alliance of Canada

Negotiating Teams

Membership:

The President determines the membership of the University's negotiating teams and so notifies the Board of Governors via the Board Executive Committee. The Chief Human Resources Officer shall normally serve as the spokesperson for each negotiating team.

Terms of Reference:

The negotiating team is an agent of the Board of Governors (the Employer) and represents the Employer within the provisions of the [Labour Relations Act](#) and the guidelines/parameters (the mandate) determined by the Employer. The negotiating team is responsible through their spokesperson to the President and through the President to the Officers of the Board of Governors.

The President will determine the proposed mandate with the Board Officers for the negotiating team. The mandate so determined shall be discussed with the Board of Governors, as appropriate. The negotiating team shall develop collective bargaining positions within the scope of the mandate and shall not agree to terms beyond the authorized mandate without the approval of the President.

This document is available in PDF format on the Brandon University website and can be obtained in alternative formats from the Office of the President, Room 116 Clark Hall.

Consultation, Communication and Reporting:

The negotiating team keeps the President informed on the progress of negotiations. In turn, the President keeps the Board Officers informed on the progress of negotiations, consulting with them as necessary. The President also reports to the Board of Governors, from time to time, on the status of negotiations.

Collective Agreement Ratification:

The proposed (tentative) collective agreement is recommended by the negotiating team to the Board of Governors, via the President and Board Officers, for ratification.

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