

MEMORANDUM OF AGREEMENT

Between:

Brandon University

Employer

-and-

Brandon University Faculty Association

Union

RE: Field Experience Exemption from Emergency Contracts

WHEREAS the Parties agree that Supervision of Field Experience in Education, Music, or PENT as noted in Articles 20.5.3.1 and 20.5.3.2 does not require preparation prior to the first day of work; and

WHEREAS Article 16.6 Emergency Contracts is directly related to a shortened period of time to prepare in advance of student contact;

The Parties agree to modify the language of 16.6.1 of the 2023-2027 Collective Agreement to exempt Field Experience from the Emergency Contract clause as below:

16.6.1 Definition

An emergency contract shall be any contract that is issued within a shortened period ahead of the beginning of the contract, either for unforeseeable reasons (e.g., to fill a vacancy made by the sudden leave of a Member) or for reasons beyond the control of the Department (e.g., the CAS hiring process is delayed by administrative processing). For course-based and EAP contracts, this period shall be the four (4) weeks prior to the beginning of the term. For professional services contracts, this period shall be the two (2) weeks prior to the start date of the contract. **Emergency Contracts do not apply to contracts for Supervision of Field Experience in Education, Music, or PENT.**

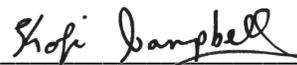
An emergency contract shall not be issued when the delay is as a result of the Department changing its timelines (e.g., a Department is delayed in its approval of draft postings, in its requests for CAS, or in its recommendations). Emergency contracts may not be issued when delays in contracts being issued are the result of the candidate withholding their acceptance of the contract.

CAS contracts issued to RFR holders of the course are not subject to emergency contract language.



On behalf of BUFA

Print Name: Dr. Gautam Srivastava



On behalf of Brandon University

Print Name: Dr. Kofi Campbell

Date: November 6, 2024

Date: November 4, 2024