

Memorandum of Agreement

Brandon University

Employer

And

Manitoba Government and General Employees Union (MGEU)

Union

RE: Article 7 Sick Leave

Whereas the Collective Agreement (the CA) between Brandon University and MGEU Local 135 establishes sick leave provisions within Article 7 *Sick Leave*, and

Whereas Article 7.08 indicates that if an Employee is absent from work due to illness longer than three (3) working days, the Employer may require a medical certificate (sick note) be submitted to Human Resources, and

Whereas changes to Employment Standards in Manitoba effective October 1, 2026, limit the requirement for an Employee to provide a sick note for absences unless they are:

- More than seven (7) consecutive days (five (5) working days), or
- More than ten (10) scheduled workdays in the calendar year, and

Whereas Employment Standards provides for an absence of any part of a day to be counted by the Employer as one (1) day of absence, and

Whereas Employment Standards does not limit the ability of the Employer to continue to require sick notes in the following instances:

- Absences that exceed the new legislated parameters
- For the purposes of supporting other legislated leaves of absence, such as maternity leave
- When needing to verify that the Employee is fit to return to work following an absence

Therefore, the Parties agree to amend Article 7:08 as follows:

An employee who suffers an illness which causes them to be absent from work longer than three (3) working days, may be required to submit a medical certificate to the Associate Vice-President, People & Talent Human Resources. The Employer may request a medical certificate for absences due to illness or injury in the following circumstances:

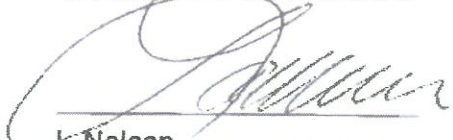
- (a) The absence extends beyond seven (7) consecutive days (five (5) working days); or
- (b) The employee has been absent for more than ten (10) scheduled workdays, in whole or in part, due to illness or injury within the calendar year.

Should the Employer request a medical certificate, the Employer shall reimburse the employee for the cost of the medical certificate. The employee shall request reimbursement for the medical certificate, with a copy of the receipt and proof of payment provided to Human Resources, within thirty (30) days from the date of the receipt. The Employer shall reimburse the employee the cost within thirty (30) days from receiving the request for reimbursement.

This Memorandum of Agreement shall be in force effective October 1, 2026.

Signed this 19th day of October, 2026.

ON BEHALF OF THE UNION:

A stylized, cursive signature in blue ink, likely belonging to L. Nelson.

L. Nelson

A stylized, cursive signature in blue ink, likely belonging to G. Maltais Lapointe.

G. Maltais Lapointe

ON BEHALF OF THE UNIVERSITY:

A stylized, cursive signature in blue ink, likely belonging to K. Fisher.

K. Fisher

A stylized, cursive signature in blue ink, likely belonging to N. Kreshewski.

N. Kreshewski