

Memorandum of Understanding

COVID-19 and Sabbatical Leaves

WHEREAS Brandon University faces potential budgetary and workforce reductions as a result of a directive from the Government of Manitoba; and

WHEREAS the parties agree that IF, and only IF, any salary reduction and/or unpaid days are negotiated between the Employer and BUFA due to said directive, the following options will be available to those scheduled for sabbatical during the period of July 1, 2020 and June 30, 2021;

The Parties agree that Members be given a choice of:

1. Deferring an approved Sabbatical.

If this is the choice of the Member:

- a) If the approved sabbatical is to begin July 1, 2020, the Member must inform their Department and Dean/Director of their intent to exercise this option prior to May 31, 2020, superseding Article 21.31 which normally requires eight (8) months' notice of deferral prior to the commencement of the leave. If the approved sabbatical is to begin January 1, 2021, the Member must inform their Department and Dean/Director of their intent to exercise this option prior to September 15, 2020;
- b) Approval of the President, in consultation with the Department and the Dean is required for deferral, but will not be unreasonably withheld;
- c) Consistent with Article 21.29, credit for future sabbatical will be accrued if deferring sabbatical for COVID-19 related reasons.

2. Proceeding with an approved Sabbatical.

If this is the choice of the Member, the Member's salary will be ensured or adjusted according to the three scenarios outlined below:

A. 6-Month sabbatical at 100% salary – negotiated salary reduction to apply

- a) take sabbatical as agreed; or
- b) take sabbatical as agreed with amended research plans which shall be discussed with the Dean by May 31, 2020 if the sabbatical is to begin July 1, 2020 or by September 15, 2020 if the sabbatical is to begin January 1, 2020; or
- c) take sabbatical over one year at 80% with no further reduction to salary unless reduction negotiated is greater than 20% (e.g., reduction negotiated at 25%, salary reduced by 5%, for total sabbatical salary at 75%)

- I. change date to one (1) full year, in consultation with the Department and the Dean by May 31, 2020 if the sabbatical is to begin July 1, 2020 or by September 15, 2020 if the sabbatical is to begin January 1, 2020; or
- II. change date to two separate six (6) month sabbaticals at 80%, in consultation with the Department and the Dean, in consultation with the Department and the Dean by May 31, 2020 if the sabbatical is to begin July 1, 2020 or by September 15, 2020 if the sabbatical is to begin January 1, 2020.

B. 6-Month sabbatical at 80% salary – no further reduction to salary unless reduction negotiated is greater than 20% (e.g. reduction negotiated at 25%, salary reduced by 5% for total sabbatical salary at 75%)

- a) take sabbatical as agreed; or
- b) take sabbatical as agreed with amended research plans which shall be discussed with the Dean by May 31, 2020 if the sabbatical is to begin July 1, 2020 or by September 15, 2020 if the sabbatical is to begin January 1, 2020.

C. 12-Month sabbatical at 80% salary – no further reduction to salary unless reduction negotiated is greater than 20% (e.g. reduction negotiated at 25%, salary reduced by 5% for total sabbatical salary at 75%)

- a) take sabbatical as agreed; or
- b) take sabbatical as agreed with amended research plans which shall be discussed with the Dean by May 31, 2020 if the sabbatical is to begin July 1, 2020 or by September 15, 2020 if the sabbatical is to begin January 1, 2020.



On behalf of the BUFA
University

Print Name: BRYAN HILL

Date: APRIL 30th, 2020



On behalf of Brandon

Print Name: Dr. Steven Robinson
Vice-President
(Academic & Provost)

Date: April 30, 2020