

MEMORANDUM OF AGREEMENT

Between:

Brandon University

Employer

-and-

Brandon University Faculty Association

Union

RE: Administrative Associate (AA) – Years in Position for Promotion

WHEREAS Article 14.10.3 of the 2023-2027 Collective Agreement sets out the qualifications by rank for Administrative Associates; and

WHEREAS promotion to the rank of AAIII requires at least ten (10) years in the rank of AAI; and

WHEREAS the Parties recognize that years in rank is substantively different from years in the position; and

WHEREAS the Parties recognize the value of requiring experience in the position for which a Member is seeking promotion so that they have the ability to demonstrate the use of professional expertise effectively;

The Parties agree to amend Article 14.10.3 (b) as follows:

Professional Experience: For initial appointment at this rank, at least fifteen (15) years in the discipline are required; for promotion to this rank, at least ten (10) years in the rank of AAI are required. **At least three (3) of the ten (10) years must be in the current position.**



On behalf of the BUFA

Print Name: Dr. Gautam Srivastava

September 2, 2025

Date:



On behalf of BU

Print Name: Greg Gatién

September 2, 2025

Date: