

MEMORANDUM OF AGREEMENT

Between:

Brandon University

Employer

-and-

Brandon University Faculty Association

Union

RE: EDIDR Training Requirement

WHEREAS Article 5.6.2 of the 2023-2027 Collective Agreement requires that all Members and administrators participating in a recommendatory or decision-making process be required to complete the jointly developed EDIDR training described in Article 5.6.1 at least once every twenty-four (24) months; and

WHEREAS Appendix J.1.E set out a phased approach for the completion of the required training before an individual's participation in recommendatory or decision-making processes was affected; and

WHEREAS the Parties recognize the importance of ensuring new Members and administrators are afforded a reasonable period of time to complete the required training following their appointment;

The Parties agree to amend Article 5.6.2 as follows:

BUFA Members, Academic Administrators, Deans/Directors, the Associate Vice-President (Indigenous Initiatives), the Associate Vice-President (People and Talent), the Vice-President (Administration & Finance), and/or the President, if participating in a recommendatory or decision-making process relating to appointment, career progress, or University policy or procedures, shall be required to complete the training described in Article 5.6.1 at least once every twenty-four (24) months, **and within the first six (6) months following their appointment**, and before examining materials related to such functions.



On behalf of the BUFA
Print Name: Dr. Gautam Srivastava

Date: December 1, 2025



On behalf of BU
Print Name: Greg Gatién

Date: December 2, 2025