

Memorandum of Agreement

Between

Brandon University

And

Brandon University Faculty Association

Based on the new provisions of the federal parental leave program, the parties agree on a without prejudice or precedent basis to the following wording change as follows:

Article 20.23

The purpose of parental leave is to provide time off for childcare that is necessitated by the birth or adoption of a child. There shall be one total period of parental leave, with or without allowance, per pregnancy or adoption such that the total period of parental leave is not greater than sixty-three (63) continuous weeks. When both parents are members, this period may be taken wholly by one or shared between the two eligible parents.

A member who takes Maternity Leave and Parental Leave shall take them in one continuous period unless the member and the Employer otherwise agree. A member's parental leave shall end no later than sixty-three (63) weeks after it began, assuming the parental leave is not being shared between the parents, and commence not later than the first anniversary of the date on which the child is born or adopted or comes into the care and custody of the member. However, a member may end her/his parental leave earlier by giving written notice to the Dean/Director at least two (2) weeks or one (1) pay period, whichever is longer, before the day the member wishes to end the leave.

Brandon University

Per: K. MacDonald
(Signature)

Date: Jul 18/18

Brandon University Faculty Association

per: Ben Hill
(Signature)

Date: July 18th, 2018