

MEMORANDUM OF AGREEMENT

Between:

Brandon University (BU)
Employer

-and-

Manitoba Government and General Employees' Union, Local 135 (MGEU)
Union

Re: Personal Time / Vacation Accruals

WHEREAS Article 17 in the 2024-2028 Collective Agreement sets out the personal time / vacation accrual rates for regular or term employees; and

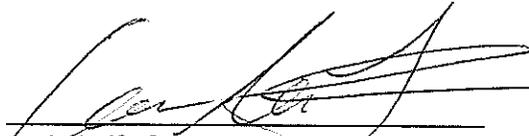
WHEREAS during the implementation of the new fifteen (15) year threshold set out in Article 17.02 (d), it was discovered that accumulation rates have been calculated such that the increase in personal time / vacation accrual coincides with the start of the applicable service year threshold as opposed to at the completion of the applicable service year threshold; and

WHEREAS during the implementation of the revised language in Article 17.02 it was determined that 17.02 (f) is contradictory to Article 17.01 which sets out the personal time / vacation entitlements for regular and term employees;

The Parties agree to the revised text as follows:

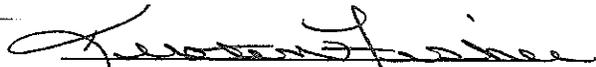
17:02 The annual vacation period shall be determined as follows:

- (a) An employee who has completed less than twelve (12) full calendar months accumulated service as of March 31 shall accrue vacation at a rate equal to fifteen (15) work days' vacation.
- (b) An employee who has completed twelve (12) months' accumulated service as of March 31 shall accrue vacation at a rate equal to twenty (20) work days' vacation.
- (c) An employee who has completed eight (8) years' accumulated service as of March 31 shall accrue vacation at a rate equal to twenty-five (25) work days' vacation.
- (d) An employee who has completed fifteen (15) years' accumulated service as of March 31 shall accrue vacation at a rate equal to thirty (30) work days' vacation.
- (f) A casual employee shall receive vacation pay on each bi-weekly pay on the equivalent percentage basis as above.


On behalf of MGEU

Print Name: Genevieve Maltais

Date: June 17/25


On behalf of BU

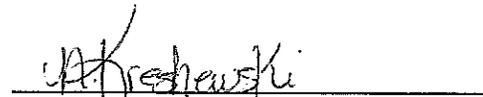
Print Name: Kristen Fisher

Date: June 17, 2025


On behalf of MGEU

Print Name: Laura Nelson

Date: June 17/25


On behalf of BU

Print Name: Nicky Kresheuski

Date: June 17, 2025