

MEMORANDUM OF UNDERSTANDING

Between:

Brandon University

Employer

-and-

Brandon University Faculty Association

Union

RE: Reference Checks – Mode

WHEREAS Article 15.4.5 (e) of the Collective Agreement requires that reference checks be conducted by telephone or video conference by the Dean/Director for the interviewed applicants; and

WHEREAS Deans/Directors have requested that the modes of conducting reference checks be further expanded to better facilitate their ongoing work and support greater efficiency in a heavily administrative and time-sensitive period of the selection process;

The Parties agree to the following:

1. In addition to telephone or video conference, acceptable modes for reference checks conducted by the Dean/Director may include e-mail, using verified e-mail addresses of referees.
2. Should a majority of the Selection Committee request, reference checks will be conducted by telephone or video conference.
3. Should the Selection Committee make no such request, the Dean/Director shall offer the alternative modes to each referee and shall conduct the reference check in the mode preferred by each referee.
4. All other aspects of 15.4.5 (e) remain as presented in the Collective Agreement, including the requirement that the Selection Committee develop a list of relevant questions that it would like the referees to address, regardless of the mode of the reference check.



On behalf of BUFA

Print Name: Gautam Srivastava

Date: May 5, 2026



On behalf of Brandon University

Print Name: Greg Gatién

Date: May 1, 2026