

**MEMORANDUM OF UNDERSTANDING**

**Between:**

**Brandon University**

**Employer**

**-and-**

**Brandon University Faculty Association**

**Union**

RE: Overload Maximums in Health Studies and Education for the 2025-26 and 2026-27 academic years

Whereas Article 15.5.3 of the 2023-2027 Collective Agreement between the Employer and the Union establishes, in addition to their approved teaching assignment, an overload maximum of six (6) credit hours, in one (1) academic year for Members in the professorial ranks and an overload maximum of nine (9) credit hours in one (1) academic year for Members in the professional ranks; and

Whereas the overload maximums set out in the paragraph above represent a reduction from the overload maximum of twelve (12) credit hours for all Members previously set out in the 2019-2023 Collective Agreement between the Employer and the Union; and

Whereas the Faculties of Health Studies and Education have demonstrated that the reduction of the overload maximums is untenable with their course delivery requirements, current faculty complements, and the shortage of or difficulty recruiting qualified CAS Members;

The Parties agree to the following, on a without prejudice without precedent basis, for the 2025-26 and 2026-27 academic years:

1. The Faculties of Health Studies and Education will be permitted to offer Members overload to a maximum of twelve (12) credit hours in the 2025-26 and 2026-27 academic years.



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On behalf of BUFA

Print Name: Dr. Gautam Srivastava

Date: March 28, 2025



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On behalf of Brandon University

Print Name: Dr. Kofi Campbell

Date: April 3, 2025