

## MEMORANDUM OF UNDERSTANDING

RE: COVID-19 Outbreak

WHEREAS the current outbreak of COVID-19 due to the novel coronavirus has necessitated the cancellation of face-to-face instruction for the remainder of Winter term, 2019-2020 and upcoming Spring/Summer session; and

WHEREAS Brandon University has suspended in-person course delivery and in-person examinations for the remainder of the Winter term 2019-2020 and upcoming Spring/Summer session; and

WHEREAS the Parties agree that all conditions of employment governed by the Collective Agreement remain in effect (e.g. Article 22) as a result of COVID-19 measures

The Parties agree THAT

- a) Members shall determine whether the content and pedagogical aims can be feasibly delivered online for each course they teach; when feasible, they will deliver their courses online for the remainder of the Winter 2019-2020 term. Otherwise, the provisions of Article 33.5 remain in effect and the Member may elect to utilize other alternate remote delivery methods;
- b) there shall be no adjustment to workloads as a result of the transfer of courses to online or other alternate delivery modes or cancellation of courses for the remainder of the Winter 2019-2020 term;
- c) at such time as Public Health Authorities and University Administration have deemed it safe to resume in-person teaching, courses that would normally have been offered face-to-face will revert to that delivery method unless otherwise approved through regular (Department, Faculty/School and Senate) channels.
- d) student feedback of instructors (Article 11) will be optional for courses offered in Winter term 2019-2020. Where a Member chooses to use a feedback survey, no statistical or summative data shall be provided to their Dean for the Winter 2019-2020 term;
- e) cancelled travel that was booked prior to March 13, 2020 for university business, research, and knowledge-dissemination activities shall be reimbursable from the Member's Professional Development Allowance, following the tri-agency council's policies and guidelines;
- f) any Member required to apply for Tenure by October 1, 2020 has the option to inform the Employer that they wish to receive a one-year extension. Deadline to request extension is September 1, 2020 and the Employer will respond no later than September 15, 2020;

- g) any Member holding a probationary continuing appointment (per 7.6 (c)) prior to April 31, 2021 has the option of requesting an extension of the probationary period. Requests for extensions of no more than twelve (12) months should be made no later than the twentieth (20th) month of the Member's initial probationary period.
- h) a Member scheduled to begin sabbatical on July 1, 2020 may request by May 1, 2020 to defer if the COVID-19 measures interfere with their ability to do their intended research; a Member scheduled to begin sabbatical on January 1, 2021 may request by September 15, 2020 to defer if the COVID-19 measures interfere with their ability to do their intended research. In either case, the Member will do so by notifying their Dean/Director;
- i) there will be consultation between the Parties as changing circumstances may make necessary; and
- j) should the current COVID-19 outbreak necessitate the continued cancellation of face-to-face instruction past Spring and Summer term, the Parties will meet by May 1, 2020 to review the COVID-19 measures in place.

  
On behalf of the BUFA

Print Name: **BRYAN HILL**

Date: **APRIL 9<sup>th</sup>, 2020**

  
On behalf of Brandon University

Print Name: Dr. Steven Robinson  
Vice-President (Academic & Provost)

Date: April 9, 2020