

**MEMORANDUM OF UNDERSTANDING**

Between:

**Brandon University**

**(Employer)**

**-and-**

**Brandon University Faculty Association**

**(Union)**

RE: Exception to Sabbatical Leave Replacements

Whereas Article 15.15 requires that all full-time appointments made to replace Members on sabbatical leave be for the duration of the leave; and

Whereas Article 25.10.4(d) requires that the Employer provide four (4) full-time or equivalent appointments in each academic year for the purpose of replacing Members on sabbatical leave; and

Whereas a total of eight (8) requests for sabbatical term replacements were advanced for consideration; and

Whereas the Employer is not financially equipped to exceed the required four (4) full-time or equivalent appointments in the upcoming academic year;

The Parties agree, on a one-time, without prejudice or precedent basis, that:

The Employer shall be permitted to provide a limited number of six-month term replacements in support of full-year sabbaticals, which is believed will provide greater coverage for more units and better academic programming and supports for students and faculty, so long as the total approved sabbatical term replacements is equivalent to four (4) full-time appointments.



On behalf of BUFA

Name: Gautam Srivastava

Date: December 1, 2025



On behalf of BU

Name: Greg Gatién

Date: December 2, 2025