

## 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) 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;
- h) there will be consultation between the Parties as changing circumstances may make necessary; and
- i) 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