

 <p><b>BRANDON UNIVERSITY</b> Founded 1899</p>	<p align="center"><b>Collective Bargaining Protocol</b></p>	<p><i>Approved by</i>      <i>Board of Governors</i></p> <p><i>Administered by</i>   <i>President and Vice-Chancellor</i></p>
<p align="center"><b>Board of Governors Policy</b></p>	<p><i>First Approved:</i> <i>December 13, 1990</i></p>	<p><i>Updated:</i></p>

This protocol shall guide Brandon University in the conduct of its collective bargaining with the University's four (4) certified employee bargaining units.

**Collective Bargaining Committee – Membership:**

The President determines the membership of the University's collective bargaining committees and so notifies the Board of Governors via the Board Executive Committee. The following reflects the anticipated composition of the committees.

Brandon University Faculty Association

- \* Vice-President, Academic & Research (Chair & Spokesperson)
- \* Vice-President, Administration & Finance
- \* Faculty Dean

Manitoba Government Employees Association, BUNASA Local 3

- \* Vice-President, Administration & Finance (Chair & Spokesperson)
- \* Director of Financial and Registration Services
- \* Director of Human Resources

International Union of Operating Engineers, Local 827-A

- \* Vice-President, Administration & Finance (Chair & Spokesperson)
- \* Director, Physical Plant
- \* Director of Human Resources

International Union of Operating Engineers, Local 827-B

- \* Vice-President, Administration & Finance (Chair & Spokesperson)
- \* Director, Ancillary Enterprises
- \* Director of Human Resources

**Collective Bargaining Committee – Terms of Reference:**

The collective bargaining committees represent the University within the provisions of the Labour Relations Act and the guidelines/parameters determined by the University. The committees are responsible through their chair and spokesperson to the President and through the President to the Board of Governors.

### **Collective Bargaining Committee – Terms of Reference:**

The President, in consultation with the Board Executive Committee, determines the collective bargaining guidelines/parameters for the committees. The guidelines/parameters so determined shall be presented to the Board of Governors for information and discussion, as appropriate. The committees shall develop collective bargaining positions within these guidelines and parameters, and shall not accede beyond the authorized guidelines and parameters without the approval of the President.

### **Consultation, Communication and Reporting:**

The collective bargaining committees keep the President informed on the progress of negotiations, consulting with him/her as necessary. In turn, the President keeps the Board Executive Committee informed on the progress of negotiations, consulting with it as necessary. The President also reports to the Board of Governors, from time to time, on the status of negotiations.

### **Collective Agreement Ratification:**

The proposed (negotiated) collective agreement is recommended by the committees to the Board of Governors, via the President and Board Executive Committee, for ratification. **NOTE: under Manitoba labour law, a proposed (negotiated) collective agreement becomes a binding agreement on the parties once it is accepted by the union members in a vote.**