

MEMORANDUM OF AGREEMENT

between THE UNIVERSITY OF PRINCE EDWARD ISLAND (The Employer)

and

THE UPEI FACULTY ASSOCIATION BARGAINING UNIT #1 (The Association)

In the event of a work interruption, lockout or legal strike, the following table identifies the positions, presently in existence and agreed to by the Parties, to provide Essential Services, as described in Article H6, Strikes and Lockouts.

	Area	Designated
1.	Research and teaching animals	Director, Animal Resources Animal Laboratory Veterinarian Faculty/Principal Investigator
2.	Diagnostic Services	Morphologic Pathologist Fish Pathologist Clinical Pathologist Bacteriologist Wildlife pathologist Virologist Parasitologist
3.	Veterinary Teaching Hospital	Large Animal Surgeon Small Animal Surgeon Large Animal Medicine Small Animal Medicine Anaesthesiologist Radiologist or diagnostic imaging faculty

	<p>Theriogenologist</p> <p>Farm Services Veterinarian</p> <p>Cardiologist</p> <p>Zoo, Exotic, Wildlife Veterinarian</p> <p>Community Practice Veterinarian</p> <p>Ambulatory Equine Veterinarian</p> <p>Dermatologist</p> <p>Behaviourist</p>
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1. In the event that Article H6.4 and H6.5 come into effect, the applicable ongoing essential services schedules shall be forwarded by the Dean to the Vice-President, Academic and to the President, UPEIFA. Where schedules exist, only the persons scheduled, or their replacement if they are not available, shall provide the duties of the designated position.
2. Those clinicians on the essential services schedule for each of the service units shall provide:
 - a. all required care for teaching and research animals
 - b. all required care for animals admitted at the time of work stoppage until discharged
 - c. emergency care of animals under the primary care of the VTH
 - d. primary, secondary, tertiary, and quaternary care where applicable, for emergent and urgent (having health-related time-sensitivity) veterinary patients will be provided at the discretion of the essential clinician on duty
 - e. emergency and urgent diagnostic services.
3. When necessary, the essential clinician may request the assistance of another Faculty Member to provide care to a patient.
4. Essential services comprised of only one Faculty Member will provide primary and secondary care to animals at the Faculty Member's discretion.

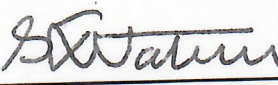
5. Service units that are comprised of Faculty Members in both BU1 and BU2 will determine the appropriate number and schedule of Faculty Members needed to provide essential services.

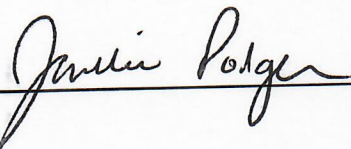
6. Services units that are contractually obligated to provide services (e.g. small animal primary emergency service) will provide these services during the contractually required hours.

7. Those persons brought to provide essential services shall be remunerated in accordance with Article D-3, Emergency Services, of the Collective Agreement.

Dated this 5 day of December, 2022.

For the Employer:





For the Association:



