

Memorandum of Settlement

Between

**The University of Prince Edward Island
(the Employer)**

- and -

**The University of Prince Edward Island Faculty Association
(the Association)**

RE: HIRING PROCESS FOR EXTERNALLY FUNDED CHAIRS

The Parties mutually agree as follows:

The Parties agree and acknowledge that the process implemented by the Employer with respect to the hiring of the Novartis Research Chair in Fish Health was at variance with the provisions of Article B2.4 and Article B2.19 of the Collective Agreement.

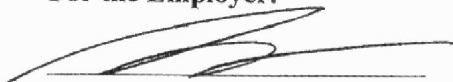
The Parties further agree and acknowledge that the Association did not consent to this variance.

The Parties agree that all future hiring of externally-funded Chairs under Article B2.19 and will be in strict accordance with Article B2.4, regardless of whether the appointment is considered by the Employer to be a Departmental position or a Faculty/College/University position, with the exception of Canada Research Chairs or equivalent programs as specified in Article B2.19.

The Parties agree that where either Party desires to follow the hiring process for Canada Research Chairs with respect to the appointment of an externally-funded chair, that desire, and the details of the position shall be fully disclosed to the other Party, and the process shall only be followed upon consultation with the other Party and mutual agreement of both Parties.

Going forward the external Chairs grievances are withdrawn and the selection of external Chairs shall be in accordance with this Memorandum of Settlement.

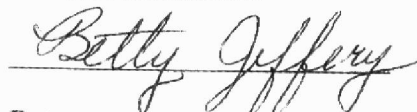
For the Employer:



Date:

August 24, 2011

For the Association:



Date:

Aug. 24/11