

Memorandum of Settlement

Between

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

- and -

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

Re: The Use of Locums to Teach

The Parties mutually agree as follows:

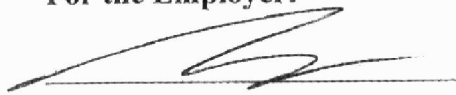
The Certification Order for Bargaining Unit #1 of the Association was breached in the fall of 2009 through the use of a locum to teach;

The Employer shall ensure that teaching shall be assigned in accordance with the provisions of the Collective Agreement and the Certification Order for BU #1. In the event a locum or other person's contribution to a degree course exceeds that of a limited, informal capacity incidental to their assigned duties and responsibilities, a sessional or term contract will be utilized by the Employer;

If the Employer is unable to obtain the services of a qualified locum in Canada, the Employer will advise the Association of its efforts to obtain such services in Canada and of the terms upon which the Employer wishes to obtain the services of qualified locums from outside of Canada. The Association will consent to all reasonable terms for such situations to obtain such qualified services as an exception to Schedule "A" of the Certification Order;

Grievance FA11-03A is withdrawn.

For the Employer:



Date:

August 26, 2011

For the Association:



Date:

Aug. 26/11