



## Animal Care Committee

Policy Name	Animal Research during Labour Action
Policy Number	ACC.SOP.011
Origin	Research Office   Committee on Animal Use and Welfare (CAUW)
Authority	Associate Vice-President Research
Effective Date	August 2023
Review/Retirement Date	2026
Responsibility for Revision	Research Ethics Coordinator
Responsibility for Implementation	Associate Vice-President Research

### 1. Purpose

This standard operating procedure (SOP) describes the processes for animal care and animal research in the event of a labour action. This document is designed with the regulatory requirements under the auspices of the Canadian Council on Animal Care (CCAC), the Canadian governing body for animal care in teaching and research.

### 2. Scope

This SOP pertains to the Organization and all researchers that involve animal/laboratory research, in compliance with applicable policies and guidelines.

### 3. Responsibilities

All Organizational Official(s) and Researchers are responsible for ensuring that the requirements of this SOP are met. Researchers must have within their crisis management documentation a plan for animal care and welfare with regards to labour action. This document will accompany any request for special consideration (see Section 5 and 6 below).

### 4. Principles and Guidelines

At this time, only the Aquatics Laboratory would be impacted. The only personnel that are involved with animal care or animal research that would be impacted by labour action is the Principal Investigator as a member of the MSVU Faculty Association. No other animal care user/provider is a member of a bargaining unit.

Decisions regarding animal care and animal research activities will be guided by the following considerations:

- Campus and Lab access may be issued to prevent irreparable damage to their research involving animals, and to provide proper care to all live research animals. Special considerations and requests will be reviewed and approved by the university.
- The tenets of proper animal care and welfare for the aquatics laboratory shall continue to be followed during the labour action.

- All research that can be suspended without undue harm to the animals involved will cease as soon as is reasonably possible. This includes research conducted by students and other lab personnel.
- Faculty are not normally be permitted on campus or in laboratories during labour action as per the faculty collective agreement and the university. MSVU will commit to working with the principal investigator to ensure that the welfare of animals in the laboratory will be maintained throughout the labour action. This will be done as follows:
  - Special consideration for the faculty member to continue to maintain animal care and welfare, permitting on-campus access.
  - The PI will ensure alternate arrangements for care and welfare remain in place (e.g., research assistants, etc.). Payment for services in this respect by lab personnel will be permitted.
  - Grant or alternate funding in place for the principal investigator's research will be accessible only for the purpose of maintaining animal care and welfare, as well as for payments to any lab personnel required to be on campus for the purposes of animal care and welfare.
- No new procurement of animals will be permitted during labour action.

## 5. Crisis Management Plan

Researchers must be prepared with a plan to handle possible labour action as well as a plan to cease research within a 24-hour period should conditions require.

## 6. Process for Special Consideration Requests

All faculty researchers proposing a request to access the animal laboratories and/or conduct research are required to submit a written request to the Associate Vice-President Research. Researchers are asked to consider those tasks associated with the research is ethically required (for example, research initiatives that involve time-sensitive requirements, lab maintenance, animal care, etc.) or is time sensitive and does not exert pressure on the University (for example, an experiment required to keep your personal research project viable). Researchers are asked to use their best judgement to determine whether they should proceed with their work. Faculty are encouraged to speak with their faculty association.

Applications will be reviewed by the MSVU Lab Access Committee, which is comprised of: Associate Vice President Research; Dean of Arts & Science; Director, Facilities Management; Safety Officer; and the Research Ethics Coordinator. Additional members may be added as required (e.g., OHS, Human Resources, Risk Manager, University Research Ethics Board).

This committee will make recommendations to the Vice-President Academic and Provost who will make the final decision in writing to the applicant with a copy of the decision to the members of the Lab Access Committee and to the Joint MSVU/SMU Animal Care Committee.

The university will ensure that proper animal care and welfare for the aquatics laboratory continue during the labour action.

## 7. SOP History

SOP Number	Key Changes	Effective Date
ACC.SOP.011	Original Version	August 2023

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