Appendix A

LETTER OF UNDERSTANDING
Re: Benefits

BETWEEN:

THE UNIVERSITY OF MANITOBA
(Hereinafter referred to as "the University")

- and -

THE UNIVERSITY OF MANITOBA FACULTY ASSOCIATION
(Hereinafter referred to as "UMFA")

The University and UMFA agree that:

1. Effective ~~November 1, 2007~~ April 1, 2010, the Health Care Spending Account annual maximum shall be $~~450~~550; effective April 1, ~~2008~~2011, the maximum shall be $~~500~~575; effective April 1, 2012, the maximum shall be $600.

2. This letter of understanding shall be attached to and form part of the Collective Agreement and shall remain in force for the duration of the Collective Agreement and the period in which s. 10(4) of the *Labour Relations Act* applies.

3. The terms of this letter of understanding are a term and condition of employment.

DATED at the City of Winnipeg)
) _____
) University of Manitoba
in the Province of Manitoba)
) _____
this____ day of _____ 2011) University of Manitoba Faculty Association