Appendix D

LETTER OF UNDERSTANDING
Re: Pension Plans

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. The Parties and their representatives on the Staff Benefits Committee will each support a recommendation at the Staff Benefits Committee to revise the pension plan contributions (employer and employee) by 0.5% effective January 1, 2011, by 0.5% effective January 1, 2012, and by 1.0% effective January 1, 2013, for a total of 2.0% increase by the employer and the employees. Such recommendation would provide that the increased contributions of the employer and the employee be directed to the Employee Contribution Account and University Contribution Account established for each Member of the University of Manitoba Pension Plan (1993).

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)
)
in the Province of Manitoba)
)
this____ day of _____ 2011)

_____
University of Manitoba

_____
University of Manitoba Faculty Association