

Appendix E

**LETTER OF UNDERSTANDING
Re: Northern Allowance**

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 April 1, 2010, the Employer shall pay all Members in full-time appointments and normally resident north of the fifty-third (53rd) parallel a non-pensionable Northern Allowance as follows:

\$181.00 per semi-monthly period if the Member has a dependent or dependents.

\$110.00 per semi-monthly period if the Member has no dependents.

("Dependent" shall be defined in accordance with the *Federal Income Tax Act* and Regulations.)

The amounts above shall be increased effective April 1, 2012 by 2.9% to:

\$186.25 per semi-monthly period if the Member has a dependent or dependents.

\$113.19 per semi-monthly period if the Member has no dependents.

2. Members in receipt of a Northern Allowance shall continue to receive a Northern Allowance during any paid leave (including maternity and parental leave with top-up) subject to continued residency in accordance with #1. above.
3. 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.
4. 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