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 April 1, 2004, the combined paramedical services annual maximum of $350 per Member and per eligible family member(s) shall be increased to $500 per Member and per eligible family member(s).~~

~~2. Effective April 1, 2004, the Health Care Spending Account annual maximum of $350 per Member shall be increased to $370 per Member.~~

1. Effective November 1, 2007, the Health Care Spending Account annual maximum shall be $450; effective April 1, 2008, the maximum shall be $500.

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 _____ 2009)

_____
University of Manitoba

_____
University of Manitoba Faculty Association