Appendix C

LETTER OF UNDERSTANDING
Re: Pension Plan Contributions

BETWEEN:

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

-and-

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

1. The University acknowledges that Article 7.1.1 of the UMFA collective agreement prevents the University from increasing UMFA Member pension contributions without UMFA's consent. The University will convene a working group of representatives of all bargaining units that have members that participate in the Pension Plan (1993). The working group will study the Plan and any actuarial valuations provided to the working group, and will provide recommendations to their respective units regarding plan provisions and contribution levels.

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