Appendix D

LETTER OF UNDERSTANDING
Re: The Long Term Disability Plan

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 University will convene a working group of representatives of each bargaining unit that have Members participating in the Long Term Disability Plan and that are willing to participate in the working group. The University will engage a benefits consultant acceptable to the working group. The working group will study the Plan, its provisions, benefit levels, funding models and any other matters related to the Plan, including implications of a separate plan for one or more of the bargaining units represented, that it deems pertinent. The representatives will provide recommendations arising out of this study to their respective units, no later than one year after the date of signing of this Collective Agreement.

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