Appendix E

LETTER OF UNDERSTANDING
Re: Immigration and Relocation Expenses

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 of Manitoba Faculty Association raised a number of concerns during collective bargaining in 2007 related to providing financial assistance to new Members to assist them with the costs of immigration and relocation. The University and UMFA agree that:

1. The current University Policy on Moving Allowances will be revised and replaced by a Recruitment Relocation Allowance Policy and Procedure.

2. The new Policy and Procedure will address issues related to the costs of immigration and the costs of relocation for the purposes of employment with the University of Manitoba.

3. The University will consult with the Association on the contents of the new Policy and Procedure.

4. The new Policy and Procedure will be implemented effective no later than April 1, 2008.

5. This Letter of Understanding is without prejudice to the Association's right to raise relocation issues in the next round of collective bargaining should the Association believe that a contract clause is required rather than a University policy.

6. 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.

7. 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