

LETTER OF UNDERSTANDING

Between

WILFRID LAURIER UNIVERSITY

And the

WILFRID LAURIER UNIVERSITY FACULTY ASSOCIATION

Re: Articles 28 and 29 of the Collective Agreement between the University and WLUFA for the Full-time Faculty and Professional Librarians

The parties agree to the formation of a Multi-lateral Pension and Benefits Committee, comprised of members from each of the applicable employee groups and University Administration as follows:

- Vice-President: Finance and Administration or designate who shall chair the Committee
- 3 members from WLUFA
- 3 members from WLUSA
- 2 members from non-union employee groups
- 1 member from CUPE
- 1 member from IATSE
- 1 member from UFCW
- 2 members from University Administration.

In the event that one or more employee group chooses not to participate in the committee, the parties agree that the committee will proceed with the remaining members.

The committee mandate will be to review the existing pension and benefits plans at the University and solicit expertise and information from our external benefits and pension consultants to gain a better understanding of the costs and future liabilities associated with the University's health and dental and pension plans and to explore cost saving options. It is understood that this committee has no authority to make changes to the University's health and dental and pension plans or to amend the Collective Agreement.

The committee shall be constituted within 30 days of ratification of the Collective Agreement and shall provide its report and recommendations by December 31, 2009. Any changes to the University's health, dental, or pension plans shall be subject to the agreement of both parties.

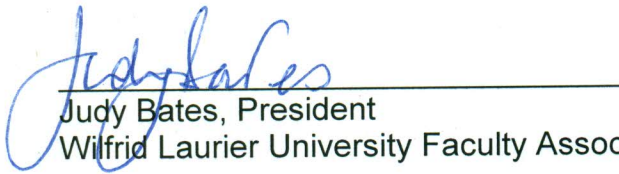
As a participant on this Multi-lateral Pension and Benefits Committee, the Association shall have the right to hire its own external benefit and pension

consultants. The University agrees to provide all reasonable information on the benefit plans and pension plan requested by the Association, including a copy of information provided to or relied upon by the external benefits and pension consultants retained by the University. For its part, the Association agrees to provide committee members with a copy of reports provided by its consultants.



Max Blouw, President
Wilfrid Laurier University

April 21, 2009
Date



Judy Bates, President
Wilfrid Laurier University Faculty Association

May 11, 2009
Date