

LETTER OF UNDERSTANDING

BETWEEN:

CARLETON UNIVERSITY

("University")

- and -

CARLETON UNIVERSITY ACADEMIC STAFF ASSOCIATION

("Association")

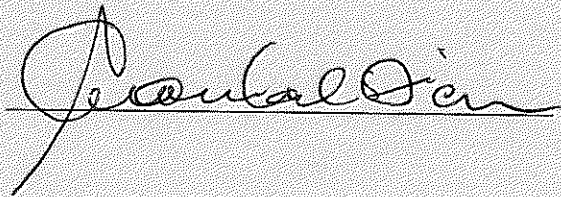
WHEREAS during bargaining the Association raised on behalf of its members serious concerns it wishes to discuss with the University regarding the pension plan.

AND WHEREAS the University wishes to address these concerns on a go forward basis and is committed to doing so in a full and frank manner recognizing the role of CUASA;

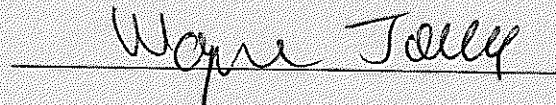
The parties agree as follows:

- 1) The parties agree to immediately commence facilitated discussions with a view to reaching an agreement on an LOU providing for effective and meaningful CUASA participation in the Joint Pension Review Committee. Michelle Flaherty will serve as facilitator and mediator/arbitrator in the event that the parties cannot agree on the content of the LOU.
- 2) The parties will continue their discussions with respect to amending Article 40.8 as expeditiously as possible. In the event the parties cannot agree on this matter within four months of ratification of this collective agreement, the matter will be referred to William Kaplan, who will act as an interest arbitrator, for final determination.
- 3) The Association has identified a number of concerns and the parties agree they will benefit from a facilitated discussion. The dates and times for the facilitated discussion will be agreed to at the next JCAA meeting. (JCAA meetings will resume as soon as possible after bargaining is concluded.) The Association may bring its actuary to any such facilitated discussion meetings. At the request of either party a facilitator may be engaged.
- 4) The University shall provide to the Association all relevant documentation including actuarial valuations on any proposed changes to contribution rates in advance of such changes being considered for a vote of approval by the pension committee.

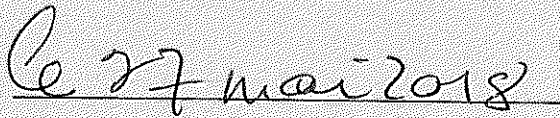
- 5) The Association Executive will be invited to the Pension Committee on a yearly basis for an update on the pension plan.
- 6) The University acknowledges that the Association has an independent interest in access to relevant information on an ongoing basis such as proposed increases and valuation dates. The Association may also request a meeting with the Pension Committee.
- 7) The Association withdraws its grievance dated March 21, 2018, Grievance # 18-P-00021.



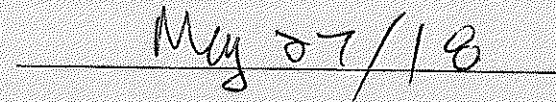
Chantal M Dion-Chief Negotiator CUASA



Wayne Jones-Chief Negotiator Carleton University



Date



Date