

**Letter of Understanding**

**Between**

**Wilfrid Laurier University**

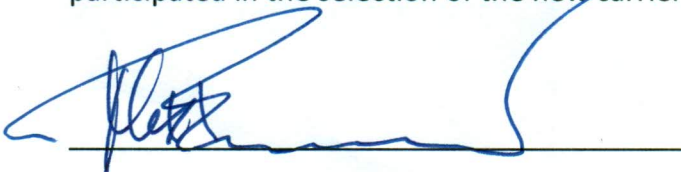
**And**

**Wilfrid Laurier University Faculty Association**

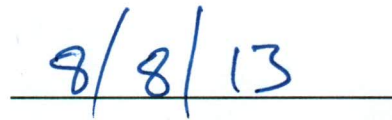
Further to a market request for proposal, as required by the Broader Public Sector Procurement Directive, the university and the Faculty Association agree to a change in benefits provider for Long Term Disability, Life Insurance and AD&D, effective October 1<sup>st</sup>, 2013.

It is understood that the decision to move these benefits from RBC to Great West Life is based on improved service and administration, as well as rate guarantees that would reduce life insurance premiums and limit the increase in LTD premiums.

As per Article 28.6.1 of the Full-Time Faculty agreement, Judy Bates, past president for WLUFA, participated in the selection of the new carrier.



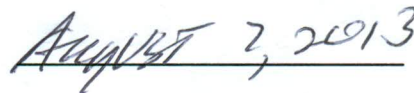
Max Blouw, President, WLU



Date



Bill Salatka, President, WLUFA



Date