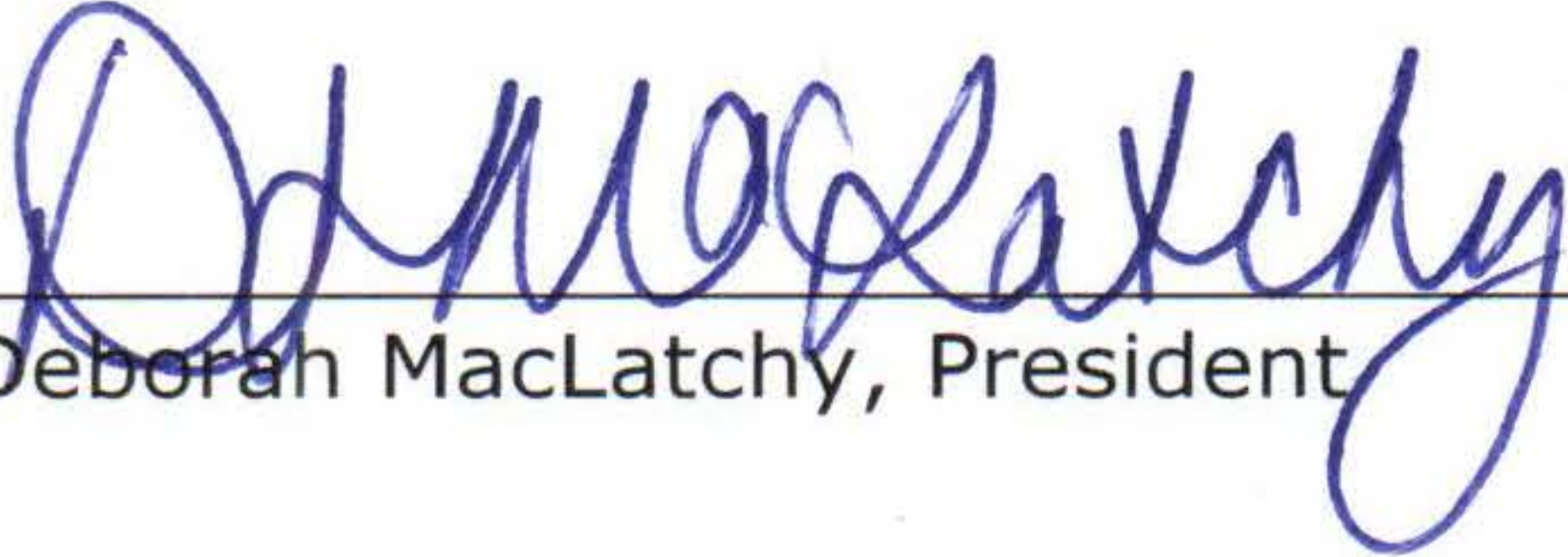


3. Members who become eligible for the first time under the 2019-2022 Collective Agreement will be notified in August and if they choose to join the new benefits plan(s), they will be required to enrol in the new plan(s) in December.

On behalf of Wilfrid Laurier University

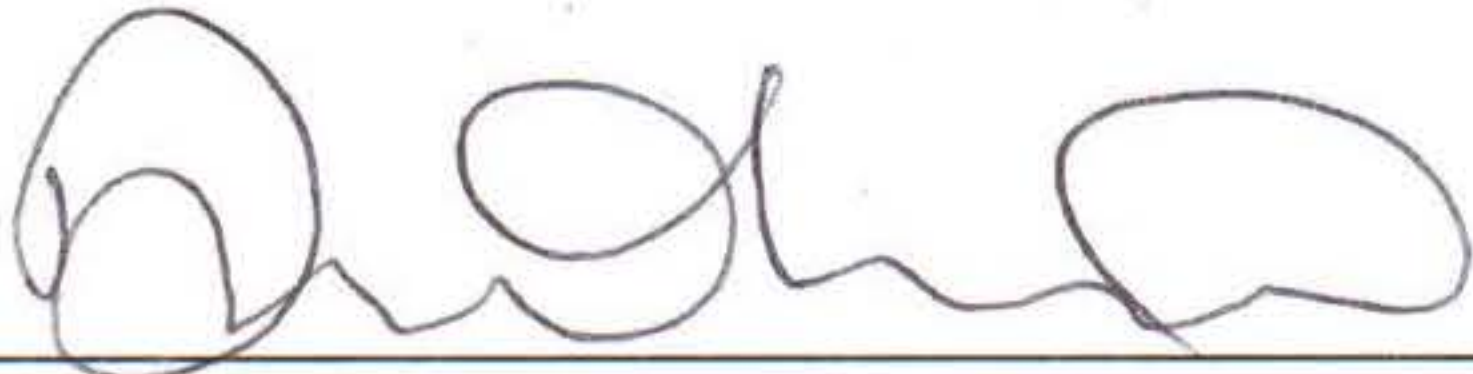


Deborah MacLatchy, President

OCT 07 2019

Date

On behalf of WLU Faculty Association



David Monod, President, WLUFA

10/10/2019