

**Letter of Agreement Regarding the Establishment of a Unified Pension
Plan for
Saint Mary's University**

Whereas the Board of Governors and the Saint Mary's University Faculty Union have agreed to a shared governance structure for the Pension Plan, and

Whereas an identical formal governance structure has been approved for the Faculty and Administration Pension Plan and the Support Staff Pension Plan, and

Whereas it is agreed that the University will have an overseer role and the Pension Committee will have an administrator role, and

Whereas the Pension Plan documents, as unanimously approved by the Faculty and Administration Pension Committee and the Support Staff Pension Committee are essentially identical, including contribution rates, investment policy, and pension benefits, and

Whereas multiple pension plans create unnecessary duplication of work and expenses, and

Whereas the University has agreed to pay all reasonable expenses incurred to establish a unified Pension Plan for Saint Mary's University.

The Saint Mary's University Faculty Union (SMUFU) approves a pension governance structure in which a single pension plan would be formed from the two existing Saint Mary's pension plans. It is understood that the details of such a merger would be prepared and approved by both the Faculty and Administration Pension Committee and the Support Staff Pension Committee and require approval of the Nova Scotia Superintendent of Pensions. It is also understood that SMUFU will have the right and responsibility to appoint seven of the thirteen pension committee members as identified in the committee memo on Pension Plan Consolidation dated January 12, 2005, and any future change to the structure of the committee would require prior approval of SMUFU.