

**AMENDMENT 2011-A**

**TO THE UNIVERSITY OF WINNIPEG TRUSTEED PENSION PLAN**

**WHEREAS** the University of Winnipeg (the "**University**") established a pension plan for its employees entitled "The University of Winnipeg Pension Plan" effective September 1, 1972, which pension plan has been amended and updated from time to time, was formally adopted by By-Law No. 3/97 passed and enacted by the Board of Regents of the University on October 27, 1997, and has subsequently been amended from time to time since being formally adopted by the University (the "**Plan**");

**AND WHEREAS** the University transferred responsibility for administration of the Plan to the Board of Trustees (the "**Board of Trustees**") of The University of Winnipeg Trusteered Pension Plan Trust (the "**Trust**") by agreement dated March 25, 2008 and effective on July 7, 2008, and the Plan was re-named "The University of Winnipeg Trusteered Pension Plan" effective on that date;

**AND WHEREAS** the Board of Trustees has the right under Article 14 of the Plan to supplement, modify or amend the Plan provided that no such supplementation, modification or amendment of the Plan shall permit any part of the assets of the trust fund established under the Plan to revert to or be recoverable by the University or used or diverted to purposes other than for the exclusive benefit of members, retired members or their beneficiaries and joint annuitants under the Plan, and provided further that the Board of Trustees must abide by the terms and conditions of the Amended and Restated Trust Agreement dated March 25, 2008, between the University, The University of Winnipeg Faculty Association, the Association of Employees Supporting Education Services, the International Union of Operating Engineers and The University of Winnipeg Retirement Association Inc. (collectively, the "**Stakeholders**") and the trustees of the Trust as identified therein, pursuant to which the Trust was continued and under which the Trust is governed (the "**Trust Agreement**");

**AND WHEREAS** the University has implemented a program to encourage short-term leaves of absence without pay by employees called the *Voluntary Days Without Pay Program* (as such program is in effect and made available by the University from time to time, whether in its current form or as amended or expanded by the University, the "**Program**");

**AND WHEREAS** the Board of Trustees, in accordance with a request of the University, wishes to amend the Plan in order to expand the provisions regarding leaves of absence in order to set out how contributions are to work for leaves of absence without pay taken under the Program;

**AND WHEREAS** the Stakeholders have unanimously confirmed their approval to the amendments to the Plan contemplated herein, pursuant to the Trust Agreement;

**NOW THEREFORE BE IT AND IT IS HEREBY RESOLVED THAT** the Plan shall be supplemented, modified and amended with effect as of and from April 1, 2010, as follows:

- (A) Paragraph 1.55.1 is added to Article 1 of the Plan:

"1.55.1 "Voluntary Days Program" means the *Voluntary Days Without Pay Program* established by the University to enable Employees eligible under the said program to take short-term leaves of absence without pay at the request of the University upon and subject to the terms and conditions of the said program,

as the said program is in effect and made available by the University from time to time, whether in its current form or as amended or expanded by the University;"

(B) Paragraph 16.3 is added to Article 16:

**"16.3 Leave Without Pay Taken under the Voluntary Days Program**


A Member who agrees to take a leave of absence without pay at the request of the University pursuant to the Voluntary Days Program shall be required to make contributions as required under Paragraph 3.1 based on such Member's Basic Salary immediately prior to the leave of absence, and the University shall make contributions in accordance with Paragraph 4.1, subject to the limitations outlined in paragraph 8507 of the Income Tax Regulations."

All other terms and conditions of the Plan are hereby affirmed.

WE HEREBY CERTIFY, as Chair and Secretary respectively of the Board of Trustees of The University of Winnipeg Trusteed Pension Plan Trust that the foregoing constitute amendments to The University of Winnipeg Trusteed Pension Plan which have been enacted pursuant to Article 14 of the said Pension Plan and approved by Extraordinary Resolution passed by the said Board of Trustees at a meeting duly held and constituted at Winnipeg, Manitoba, on the 1st day of June, 2010.



Karen Zoppa,  
Chair of the Board of Trustees,  
The University of Winnipeg  
Trusteed Pension Plan



Mary Anne Walls,  
Secretary of the Board of Trustees,  
The University of Winnipeg  
Trusteed Pension Plan