



Human Resources
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**University
of Victoria**

October 31, 2011

To all members of the Staff Pension Plan

We are pleased to announce that the University and CUPE, locals 917 and 951 have reached agreement to resolve all outstanding differences between us with respect to the Pension Plan. We are delighted to be able to achieve this agreement without recourse to a 3rd party process and we have fully ratified the settlement which, broadly, provides 3 key areas of comfort.

After considering a move to a jointly governed structure, we have agreed to maintain the plan's existing governance system. The University will carry responsibility for the administration of the plan, along with a commitment to continue productive consultation with plan members and the respective union locals that has occurred over recent years.

Second, the parties have agreed on a fair and reasonable funding arrangement that equally shares normal cost increases (or decreases) and surpluses flowing from actuarial valuations. Further, the parties have agreed that in the event there is sufficient surplus in the plan, and the University decides to take a contribution holiday, the parties will negotiate one-time benefit improvements and/or a contribution holiday for plan members.

Third, we have committed to working together in support of efforts to seek the same pension solvency requirements as other BC teaching universities, colleges and public service pension plans. If you have any questions about this new framework, please feel free to contact your local union representative or Human Resources.

Sincerely,

Kane Kilbey
Associate Vice-President
Human Resources

Rob Park
President
CUPE Local 917

Doug Sprenger
President
CUPE Local 951