

LETTER OF UNDERSTANDING VII

BY AND BETWEEN:

CANADIAN OFFICE AND PROFESSIONAL EMPLOYEE LOCAL 378
(The Union)

AND:

LU'MA NATIVE HOUSING SOCIETY
(The Employer)

The Parties agree to the following:

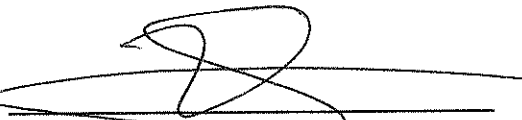
It is understood and agreed that the provisions of the revised Group Benefit Plan do not provide for the Employer to pay the Group Benefit Plan Premiums for employees who move from the 2 year own occupation period of LTD to the any occupation period of LTD. Should an employee on the any occupation period of LTD wish to continue coverage of their Group Benefit Plan they must pay the cost of their premiums. It is understood that any employee currently on the any occupation period of LTD shall be grand parented as of 16 November 2012.

This LOU forms part of the collective agreement as agreed to in bargaining for the 2012-2016 collective agreement and relates to Article 11 and Appendix D.

Signed at Vancouver, BC this 14 day of May 2013.

On behalf of Lu'Ma Native Housing Society

On Behalf of COPE 378


Marcel Swain, LLB
CEO for Lu'Ma Native Housing Society


Bonnie Merriman
COPE 378 Union Representative