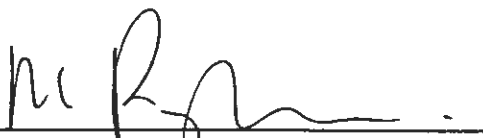


## LETTER OF UNDERSTANDING - Definition of "Spouse"

The Parties agree that wherever the word "spouse" is used in any article of the Collective Agreement (or in benefit plans referred to in the Collective Agreement) it will mean:

A person who either is married through an ecclesiastical or civil ceremony to an employee, or although not legally married to an employee, co-habits with the employee for at least twelve (12) months in a conjugal relationship. The term "conjugal relationship" shall be deemed to include a conjugal relationship between partners of the same sex.

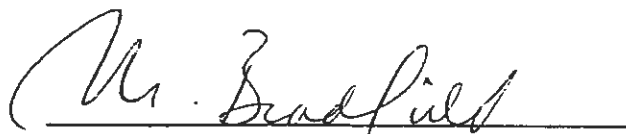
Dated this 4<sup>th</sup> Day of December, 2000.



Witness as to Dalhousie University

DALHOUSIE UNIVERSITY

Per: Tom Traves



Witness as to Dalhousie Faculty Association

DALHOUSIE FACULTY  
ASSOCIATION

Per: Tom Faudone