

**AMENDING AGREEMENT NO. 1**  
**TO**  
**AN AGREEMENT AND DECLARATION OF TRUST MADE AS OF**  
**THE 1<sup>ST</sup> DAY OF JANUARY 1998 WITH RESPECT TO THE**  
**CUPE PENSION PLAN TRUST FUND**

**WHEREAS** the CUPE Pension Plan Trust Fund was continued pursuant to an Agreement and Declaration of Trust made as of the 1<sup>st</sup> day of January 1998 (the "Trust Agreement") between the Canadian Union of Public Employees ("CUPE"), (of the First Part), Canadian Staff Union ("CSU"), Administrative and Technical Staff Union ("ATSU"), Office and Professional Employees International Union Local 491 ("OPEIU") (collectively, the "Unions"), (of the Second Part) and the Trustees of the CUPE Pension Plan Trust Fund (the "Trustees"), (of the Third Part);

**AND WHEREAS** pursuant to section 6.14 of the Trust Agreement, the Trustees have the unfettered discretion to constitute and mandate standing or ad hoc committees of the Board;

**AND WHEREAS** CUPE and the Unions wish to remove any fetters upon the Board in regard to the composition or mandate of such committees;

**AND WHEREAS** CUPE and the Unions have the authority to amend the Trust Agreement in accordance with Article 10 thereof;

**NOW, THEREFORE,** CUPE and the Unions hereby agree as follows:

1. Section 6.15 of the Trust Agreement is hereby amended as follows:

"6.15 Committees of the Trustees shall consist of at least one (1) Union Trustee, and may include observers and such expert resource persons as the Trustees may deem advisable. The Committees shall make recommendations to the Board."

2. This Amending Agreement is effective as of the 1<sup>st</sup> day of January 1998.

April This Amending Agreement made this 2<sup>nd</sup> day of 2001.

**CANADIAN UNION OF PUBLIC EMPLOYEES**

Per: \_\_\_\_\_

**CANADIAN STAFF UNION**

Per: \_\_\_\_\_

**ADMINISTRATIVE AND TECHNICAL STAFF UNION**

Per: \_\_\_\_\_

**OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 491**

Per: \_\_\_\_\_

"6.15 Committees of the Trustees shall consist of at least one (1) Union Trustee, and may include observers and such expert resource persons as the Trustees may deem advisable. The Committees shall make recommendations to the Board."

2. This Amending Agreement is effective as of the 1<sup>st</sup> day of January 1998.

This Amending Agreement made this 10 day of September, 2001.

**CANADIAN UNION OF PUBLIC EMPLOYEES**

Per: \_\_\_\_\_

**CANADIAN STAFF UNION**

Per:  \_\_\_\_\_

**ADMINISTRATIVE AND TECHNICAL STAFF UNION**

Per: \_\_\_\_\_

**OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 491**

Per: \_\_\_\_\_

"6.15 Committees of the Trustees shall consist of at least one (1) Union Trustee, and may include observers and such expert resource persons as the Trustees may deem advisable. The Committees shall make recommendations to the Board."

2. This Amending Agreement is effective as of the 1<sup>st</sup> day of January 1998.

March This Amending Agreement made this 23 day of 2001.

**CANADIAN UNION OF PUBLIC EMPLOYEES**

Per: \_\_\_\_\_

**CANADIAN STAFF UNION**

Per: \_\_\_\_\_

**ADMINISTRATIVE AND TECHNICAL STAFF UNION**

Per: *M. Marshall*

**OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 491**

Per: \_\_\_\_\_

"6.15 Committees of the Trustees shall consist of at least one (1) Union Trustee, and may include observers and such expert resource persons as the Trustees may deem advisable. The Committees shall make recommendations to the Board."

2. This Amending Agreement is effective as of the 1<sup>st</sup> day of January 1998.

April This Amending Agreement made this 12 day of 2001.

**CANADIAN UNION OF PUBLIC EMPLOYEES**

Per: \_\_\_\_\_

**CANADIAN STAFF UNION**

Per: \_\_\_\_\_

**ADMINISTRATIVE AND TECHNICAL STAFF UNION**

Per: \_\_\_\_\_

**OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 491**

Per: [Signature]