



The Joint Administration/Faculty Association
Committee to consider University Financial Matters
and to discuss and negotiate matters related to Terms
and Conditions of Employment of Faculty

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REPORT OF THE JOINT ADMINISTRATION/FACULTY ASSOCIATION COMMITTEE

The Joint Committee is pleased to announce that the representatives of the McMaster University Faculty Association (MUFA) and the Administration have agreed to a remuneration settlement for the three-year period from July 1, 2008* to June 30, 2011, subject to ratification by MUFA members who participate in the Career Progress/Merit Scheme and MUFA Librarians. Negotiations were serious but collegial and followed the Principles established by the Joint Committee. MUFA and the Administration feel that the resulting agreement represents a reasonable balance of interests within the University while promoting the shared goals of fair remuneration for faculty and librarians along with the support of excellence in scholarship. The three-year term of the agreement facilitates planning by the University but also ensures a degree of income predictability for faculty and librarians during what may be a period of economic uncertainty.

The agreement includes across the board salary increases and adjustments to base salaries in each of the three years. The adjustments to base salaries for faculty and for librarians are designed to give maximum benefit to individuals who are in the earlier phases of their careers. Salary floors for faculty and librarians are increased in each year by 3.5%. These salary increases are comparable to those recently agreed to at other Ontario universities.

The central importance of the Career Progress/Merit (CP/M) system for rewarding the achievements in research, teaching and service is reaffirmed with 120 units per 100 faculty and with annual increases of 3.5% to the base par value.

There is a modest improvement to the parental leave benefit. In each year the Professional Development Allowance is increased by \$50 for both faculty and librarians. Other benefits remain unchanged.

The agreement includes a commitment to write the terms of reference for, and to strike, two *ad hoc* committees: one to examine the structure of McMaster's pension plan, including the possible creation of a supplementary pension plan, and the second to examine the many facets of faculty workload.

An information session will be held by the Joint Committee to discuss the agreement on Friday, April 4th, 2008 at 3:00 pm in IAHS 143.

For the McMaster Faculty Association

Peter Sutherland
Richard Stubbs
Herb Schellhorn

For the McMaster Administration

Ilene Busch-Vishniac
Karen Belaire
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March 14, 2008

* The start date for the Agreement's terms with respect to Librarians is June 16th.

Text of the Agreement For the Period July 1, 2008 to June 30, 2011

Term: Three years. July 1, 2008 to June 30, 2011

Across the Board Salary Increase:

Faculty — Effective on July 1 of each year

Year/Rank	2008/09	2009/10	2010/11
Assistant/Lecturer	3.0% + \$750	3.0% + \$750	3.25% + \$750
Associate	3.0% + \$600	3.0% + \$600	3.25% + \$600
Full	3.0% + \$275	3.0% + \$275	3.25% + \$275

Librarians — Effective on June 16 of each year

Level	2008/09	2009/10	2010/11
1 and 2	3.0% + \$500	3.0% + \$500	3.25% + \$500
3 and 4	3.0% + \$400	3.0% + \$400	3.25% + \$400
5	3.0% + \$300	3.0% + \$300	3.25% + \$300

Application of Percentage ATB plus flat dollar increase:

Example: Assistant Professor with a 2007 base salary of \$80,000:

July 1, 2008 +3.00% = \$82,400.00 + \$750 = \$83,150.00 (new base)

July 1, 2009 +3.00% = \$85,644.50 + \$750 = \$86,394.50 (new base)

July 1, 2010 +3.25% = \$89,202.32 + \$750 = \$89,952.32

In each year the faculty member's CP/M award will then be added to the base salary

Floors and (Librarian) Ceilings:

Salary Floors increased in each year by 3.5%. Librarian Ceilings increased in each year by 3.5%

Career/Progress Merit:

Maintain current system with 120 units per 100 faculty and par increments tied to the Assistant Professor Floor:

$$\text{Base par increment} = (\text{Assistant Floor Salary} \times .81) / 15$$

Salary Breakpoints are at 1.81 and 2.21 times the Assistant Professor Floor. Normal feathering applies. The Librarian Merit Pool will be calculated according to the process described in the policy on salary and benefit negotiations.

Professional Development Allowance:

For both Faculty and Librarians increase current allowances by \$50 in each year as follows:

Faculty — July 1, 2008 \$1700; July 1, 2009 \$1750; July 1, 2010 \$1800

Librarians — June 16, 2008 \$1250; June 16, 2009 \$1300; June 16, 2010 \$1350

Parental Leave Support:

Effective July 1, 2008 for faculty, and June 16, 2008 for Librarians, increase SUB from 85% to 90%. All other current elements unchanged.

Supplementary Pension / Pension Structure:

Write terms of reference for an *ad hoc* committee to examine these topics, on the understanding that any recommended change to the current pension provision would be cost-neutral.

Faculty Workload:

Strike a joint Faculty Association / Administration committee to study faculty workload issues. The committee will be provided with a budget, the amount to be agreed upon, for consulting services.