



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

1280 Main Street West  
Hamilton, Ontario  
L8S 4K1

## **Joint Administration/Faculty Association Committee Remuneration Agreement**

**For the period of July 1, 2019 to June 30, 2022**

### **1. Term**

Duration of agreement: Three years from July 1, 2019, to June 30, 2022.

### **2. Career Progress/Merit (CP/M)**

No change to the current CP/M (**maintain 120 par merit units per 100 faculty**) and librarian merit systems.

### **3. Across-the-Board (ATB) Salary Increase to all salaries as follows**

Effective July 1, 2019	ATB: 1.5% plus \$250.00 one-time adjustment to base salary
Effective July 1, 2020	ATB: 1.5% plus \$500.00 one-time adjustment to base salary
Effective July 1, 2021	ATB: 1.5% plus \$750.00 one-time adjustment to base salary

### **4. Salary Floors**

Salary floors and breakpoints in the CP/M scheme to be adjusted to reflect all increases on July 1 of each year of the contract.

### **5. Mental Health**

Maximum coverage of \$3,000 per person (including eligible dependents) per benefit year, in total for services received by registered psychologists, social workers and psychotherapists.

### **6. Medical Devices: Continuous Glucose Monitor (CGM)**

Continuous Glucose Monitor (CGM) receivers, transmitters or sensors for persons diagnosed with Type 1 diabetes up to a combined maximum of \$4,000 per person per benefit year. Sun Life must be provided with a doctor's note confirming the diagnosis.

### **7. Dental Claims**

The University will allow assignment of dental claims to the dental office, whenever such service is available. MUFA members will only need to pay the dental office for the difference between the total bill and the amount paid by the McMaster plan.

**8. Hearing Aid**

Coverage of 80% of the costs of hearing aids prescribed by an ear, nose and throat specialist, up to a maximum of \$1,500 per person per ear over a period of three benefit years. Repairs are included in this maximum.

**9. External Spouse and Dependents Tuition Bursary/Reimbursement Program for undergraduate and graduate programs where the student is enrolled at an accredited Postsecondary Institution within Canada other than McMaster:****a. Benefit**

- i. The total maximum external tuition bursary/Reimbursement pool available per year is capped at \$250,000, subject to a(ii), below.
- ii. The maximum allowable External Tuition Bursary/Reimbursement per eligible spouse and dependent per year will be capped.

**b. Implementation**

- i. The External Tuition Bursary/Reimbursement will become effective July 1, 2019, with the first Date of Payment in 2020.
- ii. Details on how this bursary/reimbursement program will be implemented and administered will be announced at a later date.

**10. Basic Life Insurance**

Increase basic life insurance to 175% of annual base salary to a maximum coverage of \$262,500 (where annual base salaries are limited to \$150,000 and if the salary is not an even thousand, it will be raised to the next higher \$1,000).

**11. Professional Development Allowance (PDA)****i. Regular PDA**

The Professional Development Allowance for faculty and librarians to be increased by \$100 in each year of the contract, effective July 1.

**ii. Enhanced PDA**

In addition to the increase to the regular PDA, for paid research leaves beyond the first awarded, MUFA members who take a full year leave will be provided with a PDA equal to 200% of the PDA in effect for that fiscal year. For leaves under 12 months, a supplement equal to 150% of the PDA in effect for that fiscal year will be provided. The PDA policy will be revised so that non-emergency health and dental premiums, paid for international travel while on university business, will be eligible.

## 12. Compassionate Care Leave

At McMaster, we recognize the importance of providing MUFA members with emergency or short-term compassionate leaves.

- A MUFA member shall be granted a leave when a death or major medical event occurs in their immediate family.
- A MUFA member shall provide the Chair/Director of the Department/Area with notification of the requirement for such a leave as soon as possible. Such leaves will be provided with no loss of salary or benefits for up to two weeks.
- Where a MUFA member requires a leave in excess of two-weeks duration, the expected duration and terms of the leave shall be discussed with the Dean (or designate) in consultation with the faculty member and Chair/Director.

In addition to the above, in Ontario there are a number of statutory leaves which provide unpaid job-protected leave for eligible employees so that they may attend to urgent matters, or to provide care or support to a family member during a period of illness or injury. Details on the leave provisions are available at: <http://www.ontario.ca/document/your-guide-employment-standards-act-0>. MUFA members may make arrangements for one of the statutory leaves with their Chair/Director, in consultation with the Dean.

## 13. Pregnancy and Parental Leave Policy

*SPS C4, Pregnancy/ Parental Leave Policy for Faculty and MUFA Librarians*, "supports the University's aims of fostering research and teaching excellence by supporting parents in combining their academic careers and family responsibilities without undergoing significant professional or financial setback."

In keeping with this commitment Sections IV and V of SPS C4 are to be revised with the following wording, to become effective July 1, 2019:

### **SPS C4 Section IV(ii) third paragraph:**

Birth parents who take pregnancy leave are entitled to take up to 61 weeks of parental leave. All other new parents are entitled to take up to 63 weeks of parental leave. The Faculty Member is normally expected to give at least four weeks' notice of the date of return to work, should this date be different from the original scheduled return date. In any event, it is understood that a parental leave will end no later than the date the Faculty Member's employment at the University ends, whether by resignation, retirement, the expiry or non-renewal of a contractually limited appointment, or otherwise.

### **SPS C4 Section V(i) and V(ii):**

A Faculty Member who takes a pregnancy or parental leave pursuant to this Policy is entitled to the financial benefits set out below

### **PREGNANCY LEAVE**

\*For each week of Pregnancy Leave up to the 11th week, inclusive, the University will pay 95% of regular salary less the maximum amount of weekly pay any employee is eligible to receive in accordance with the EIA (the 'EI Max'), regardless of whether or not such amount is actually

received by the Faculty Member. If the Faculty Member provides proof that their EIA entitlement is less than the EI Max, their weekly payment from the University will be 95% of regular salary less the amount of their EIA entitlement.

#### **PARENTAL LEAVE**

\*For each week of Parental Leave up to the 19th week, inclusive, the University will pay 95% of regular salary less the maximum amount of weekly pay any employee is eligible to receive in accordance with standard parental benefits provisions of the EIA (the 'EI Max'), regardless of whether or not such amount is actually received by the Faculty Member. If the Faculty Member provides proof that their EIA entitlement is less than the EI Max, their weekly payment from the University will be 95% of regular salary less the amount of their EIA entitlement.

#### **PREGNANCY AND PARENTAL LEAVE COMBINED**

\*The total period of eligibility for financial benefits through a combination of pregnancy leave and parental leave is 30 weeks (11 + 19). Subject to section V(ii), below, if a Faculty Member takes both pregnancy leave and parental leave for the same child (or children, in the case of multiples), the Faculty Member will have the option to elect that the period of eligibility be combined and financial benefits be administered without interruption (i.e. to receive an advance of parental leave benefits).

#### **PARENTAL LEAVE COMBINED WITH ANY OTHER STATUTORY LEAVE**

•Subject to section V(ii), below, a Faculty Member taking any other statutory leave immediately preceding a parental leave will have the option elect that the period of eligibility be combined and any financial benefits be administered without interruption (i.e. to receive an "advance" of parental leave benefits).

#### **(ii) Administrative Details Regarding "Advance" of Parental Benefits**

- A Faculty Member who elects to receive an "advance" of their parental benefits while on another statutory leave of absence will not receive more than 95% of their base salary while in receipt of those benefits;
- If a Faculty Member who elects to receive an "advance" of their parental benefits does not ultimately take parental leave in a duration equivalent to the benefits so received, they will be required to repay any excess benefits;
- McMaster is not liable if a Faculty Member's choice to elect an "advance" negatively impacts their Employment Insurance benefits.

**14. Establishment of Working Groups to address outstanding matters**


**14.1 Given that the Canada Pension Plan (CPP) is transitioning to an improved benefit beginning in 2023, and that our current pension plan is integrated with the current CPP plan and not fully indexed to inflation, members of the Joint Committee agree to establish a working committee to review these pension matters.**

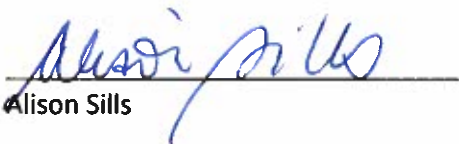
**14.2 Given the cost of retiree benefit plans to the university, and the administrative complexity of maintaining multiple plans, members of the Joint Committee agree to establish a working committee to review retiree benefits. The ideal outcome will help mitigate the costs and administrative complexity of our valuable post-retirement benefits and could include a plan to transition away from the practice of modifying retiree benefits plans with each series of Joint Committee discussions.**

**Improvements of extended health care, dental and life insurance benefits for faculty and academic librarians concluded through this 2019-22 agreement will be extended to MUFA members that retire on or after July 1, 2019.**

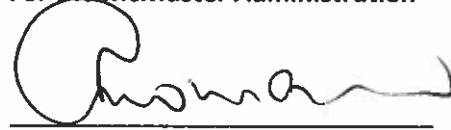
**For the McMaster Faculty Association**


  
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Michel Grignon

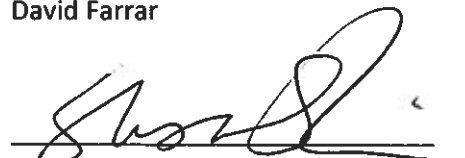
  
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Elkafi Hassini

  
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Alison Sills

**For the McMaster Administration**

  
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Roger Couldrey

  
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David Farrar

  
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Susan Searls-Giroux

Dated: March 13<sup>th</sup>, 2019