

MUFA Newsletter

February/March 2011 — Volume 37.4 — John Berlinsky, Editor

MUFA and the Administration Enter into Final Offer Selection

On March 15, 2011, we informed our members that the Joint Committee had agreed to enter into Final Offer Selection (FOS). Remuneration negotiations began with an exchange of briefs on December 15, 2010 and then continued at meetings from January to March 2011. While several items were agreed to at the table, including maintaining the current CP/M Plan at 120 par units per 100 faculty members, too many issues remained unresolved by the March 15 deadline. The **Joint Committee Terms of Reference** explains the Final Offer Selection process (see Phase 3).

On March 22, both the **Administration's Brief** and the **Association's Brief** were submitted to Kevin Burkett, who will serve as the Final Selector Officer in this matter. Mr. Burkett is required to select one of the positions within three weeks of the submissions.

Stay tuned!

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Project Status Report

(as of March 16, 2011)

Project Name	Estimated Completion Date	Approved or Anticipated Budget	Status
Project & Budget Approved			
Nuclear Reactor/NRB Renovations	May 2011	\$22,000,000	Interior finishes, mechanical and electrical work nearing substantial completion. Mechanical balancing to commence shortly and fire alarm system being tested for occupancy. Deficiencies are being identified. Commissioning to commence shortly.
IWC Centre for Spinal Cord Injury Education, Research & Rehab and Centre for Cancer Education, Research & Rehab	June 2011	\$20,000,000	Steel framing 90% complete with core slab installation completed to the 3 rd level. Masonry work has commenced. Elevator shaft completed. Interior mechanical and electrical work has commenced.
GH Data Centre Upgrades	February 2011	\$2,400,000	Emergency power work continuing.
McMaster Innovation Park: Centre for Primary Care	Summer 2012	\$40,000,000	Schematic design complete. Projected costs exceed the preliminary business plan. Options under consideration.
McMaster Front Entrance Improvements - Phase 2	Pending	\$4,900,000	Safety aspects under review
MUMC Biosafety Lab 3 (FHS)	Pending	\$2,500,000	Design work 98% complete.
McMaster Innovation Park: McMaster Automotive Resource Centre (MARC)	Late Fall 2011	\$9,500,000	Project approved by the Board of Governors, subject to satisfactory revised renderings and review of development plan for the west side of MIP by Planning & Building; and subject to a Memorandum of Understanding for the ownership structure being approved between McMaster and MIP by Planning & Building and Finance Committees.
GSA Refectory	Late Fall 2011	\$3,000,000	Project approved at Planning & Building, subject to a satisfactory financing plan from the GSA.
Other			
City of Hamilton Combined Sewer Overflow (CSO) Tank	Spring 2011	City of Hamilton Project	Restoration of parking lot still to be resolved with City.
For Future Consideration			
McMaster Innovation Park Life Sciences Building		\$45,000,000	MIP developing concept design
PanAm Games New Pool		\$25,600,000	On-going discussions with HostCo Board of the PanAm Games.

Tennis Courts		unfunded	No active discussion. Low priority.
Wilson Building for Studies in Humanities and Social Sciences (Liberal Arts Building) [inclusive of deferred maintenance for CNH/KTH/ TSH]	2014	\$95,000,000 (rev May/10) — \$50,000,000 to \$60,000,000	Revised submission to MTCU in June 2010. Functional Plan completed. Met with Ministry in late October to review.



37th Annual OCUFA Teaching & Academic Librarianship Awards

OCUFA is proud to celebrate outstanding achievement in teaching and academic librarianship at Ontario universities. Anyone within the university community can nominate a faculty member or librarian.

Award recipients are selected by an independent OCUFA committee made up of faculty, librarians, and student representatives.

Deadline for nominations for 2010/11 awards is **May 20, 2011**.

The original and five copies of the submission should be sent to:

OCUFA Teaching & Academic
Librarianship Awards Committee
83 Yonge Street, Suite 300
Toronto, Ontario M5C 1S8

Inquiries to: 416-979-2117 or www.ocufa.on.ca

Nomination materials are also available from the MUFA Office (HH 103A)



Working beyond Age 65

Planning on continuing to work past the age of 65? Here are some benefit and pension implications for you to keep in mind.

BENEFITS

■ **Extended Health and Dental Plans**

MUFA members will continue to be provided coverage under the active extended health and dental plans until their retirement regardless of age. Upon retirement, coverage will be transferred to the appropriate retiree health and dental plans.

■ **Out-of-Province Emergency Medical Insurance**

Active MUFA members will continue to be eligible for out-of-province emergency medical coverage until December 1st of the calendar year in which the faculty member attains age 69. Coverage is provided by Blue Cross at up to \$1 million emergency health insurance, in the event of emergency medical treatment while traveling out of the country. Effective December 1st of the calendar year in which the faculty members attains age 69, active employees will be eligible for the retiree out-of-country emergency travel benefit which is a \$10,000 lifetime benefit.

■ **Salary Continuance** (Short term disability)

MUFA members will continue to be eligible for McMaster's salary continuance (short term disability) benefit while actively employed. This provides up to six months salary continuance in the event of illness or disability.

■ **Long Term Disability**

Participation in this plan will end the June 30th following attainment of age 65, as it does now. This is consistent with other universities in provinces where there is no mandatory retirement. The Long Term Disability plan is an employee paid benefit insured by Sun Life Financial.

■ **Life Insurance**

MUFA members are eligible to continue to participate in McMaster's basic group life and optional life plans until December 1st of the calendar year in which they reach age 69. After which time, employees will be eligible for the retiree group life benefit which is a \$5,000 lump sum policy.

McMaster's basic life insurance plan provides a death benefit of up to 175% of salary (to a maximum of \$175,000) and is employer paid. The optional life plan is an employee paid plan, with an age banded rate structure.

PENSION

With the elimination of mandatory retirement many faculty members will choose to continue to work and will continue to contribute to the pension plan beyond age 65.

A MUFA member considering their own personal situation is eligible to retire if they meet one of the following criteria:

■ Reduced Pension (between ages 55 to 65 and has not reached Rule of 80/85)* or,

■ Unreduced Pension (attainment of Rule of 80/85 or at least age 65 — those hired after July 1, 2006 must have two years of Plan membership).

Note: For Pension Plan text purposes "Normal Retirement Date" will continue to be defined as age 65.

MUFA members choosing to continue their employment beyond age 65 must continue their contributions to the McMaster pension plan. Contributions will continue until retirement, or until December 1st of the calendar year in which an individual who has not retired attains age 71. At that point, the Income Tax Act requires that the member begin collecting his/her pension, on top of whatever salary is being earned. On the other hand, to collect a pension benefit before age 71, it is necessary to retire and sever the employment relationship.

For more information, see

<http://www.mcmaster.ca/mufa/MandatoryRetirement.html> and

<http://www.mcmaster.ca/mufa/MandRetirementQ&A.html>

* Rule of 80 transition to Rule of 85, as described in the [Joint Committee Agreement, dated March 3, 2006.](#)

Welcome New Members

Dale Askey Associate University Librarian
Rebecca Gewurtz Rehabilitation Science
Lauren Griffith CE&B
Jemila Hamid CE&B
Jocelyn Harris Rehabilitation Science
Sandra Moll Rehabilitation Science

Passages

Jen-Shih Chang, Engineering Physics,
February 27, 2011



Wanted House to Rent

MUFA librarian new to Mac seeks home for rent in Dundas, Westdale, or Hamilton west of Queen below the mountain. We're a family of four (two elementary-aged daughters), longtime homeowners, who know how to care for homes inside and out. Interested in longer term (2-3 years) and unfurnished. Please contact Dale Askey (askeyd@mcmaster.ca) if you have such a home on offer, or know of properties that fall into this description.

Faculty Association Dues

Don't forget, when you are preparing your tax returns, MUFA dues are tax deductible.

This Newsletter is published monthly between September and May by the Faculty Association at McMaster University. The Association's Executive for 2009/10 is composed of the following members:

President	Virginia Aksan
Vice-President	Peter Sutherland
Past-President	John Berlinsky
Academic Affairs	Nancy Bouchier
Human Rights	Michelle Dion
Membership	Marek Niewczas
OCUFA Director	Peter Sutherland
Pension	Khalid Nainar
Public Relations	John Berlinsky
Remuneration	Herb Schellhorn
Spec Enquiries & Grievances	Graeme Luke
	John Weaver
Tenure	Martin Dooley
Treasurer	Gladys Peachey
Without Portfolio	Mike Veall

Executive Director	PhyllisDeRosa Koetting
Administrative Assistant	Kelly McCaughey
Returning Officer	Matheus Grasselli

Opinions expressed in this Newsletter are those of the authors and do not represent the views of the Association or of its Executive unless so specified. Anyone wishing to contribute to the MUFA Newsletter is invited to send submissions to the Faculty Association Office (HH-103A, e-mail: mufa@mcmaster.ca, ext. 24682). Deadlines are the 15th of each month. All submissions will be published at the discretion of the Editor. Current and past issues of the MUFA Newsletter are posted on the MUFA website (www.mcmaster.ca/mufa.).

MUFA

Annual General Meeting

Thursday, April 28, 2011

3:00 pm

**Great Hall
of the University Club**