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## Executive Committee for 2006/07

Here are the members of the Executive Committee of the McMaster University Faculty Association for 2006/07. Their terms of office began on May 16, 2006.

President	Vice-President	Past President
Ian Hambleton Mathematics & Statistics HH 320, Ext. 27302 hamblton@mcmaster.ca	Peter Sutherland Physics & Astronomy C 105B, Ext. 24656 pgs@mcmaster.ca	Betty Ann Levy Psychology PC 308, Ext. 23019 levy@mcmaster.ca


### Members at Large

<b>Ian Bruce</b> Elec & Comp Engineering	ITB A213, Ext. 26984	ibruce@mail.ece.mcmaster.ca
<b>Barbara Carpio</b> Nursing	HSC 3N25B, Ext. 22607	carpio@mcmaster.ca
Trevor Chamberlain Finance	MGD 304, Ext. 23980	chambert@mcmaster.ca
<b>Juanita                      DeBarros</b>	CNH 613,	debarr@mcmaster.ca

History	Ext. 24149	
<b>David Hitchcock</b>	UH 304, Ext. 23464	hitchckd@mcmaster.ca
Philosophy		
<b>Anju Joshi</b>	KTH 204, Ext. 23242	joshia@mcmaster.ca
Gerontological Studies		
<b>Jennifer McKinnell</b>	HSC 2B17, Ext. 24381	mckinn@mcmaster.ca
Health Science Library		
<b>Gianni Parise</b>	IWC AB119, Ext. 27353	pariseg@mcmaster.ca
Kinesiology		
<b>Herb Schellhorn</b>	LS 433, Ext. 27316	schell@mcmaster.ca
Biology		
<b>Colin Seymour</b>	NRB 231, Ext. 26289	seymouc@mcmaster.ca
Med Physics & Appl Radiation		
<b>Mary Silcox</b>	CNH 330, Ext. 27314	silcox@mcmaster.ca
English		

## President's Report

[delivered at the May 9, 2006 Annual General Meeting]

 Let me give you a brief update on the Association's activities since my last report to the membership at the January 5, 2006 General Meeting. First, you have received today the Committee Reports from our representatives on a wide array of University and provincial bodies. These representatives of the Faculty Association contribute their time and expertise to ensure that faculty and librarian views are heard and that our Executive remains in touch with important issues. We are very grateful to all of those who work for the Association in this way and encourage more of the membership to become involved with the Association's work.

### Remuneration

In a negotiating year the bulk of the second term's activities relate to coming to a satisfactory agreement. I am very grateful to members of the Remuneration Committee (Nancy Bouchier, Mike Boyle, Nora Gaskin, Wayne Lewchuk) for the many meetings and the excellent guidance offered to our three representatives on the Joint Committee (Mike Veall, Ian Hambleton and Betty Levy). The Remuneration Committee offers an accountability check for the representatives on the Joint Committee. They drew clear lines to guide our negotiations and we were grateful for their direction. Given the budget situation this year, reaching a negotiated settlement was not an easy task. We needed to face the pension problem that was draining the operating budget, and yet obtain a fair salary and

benefits settlement for our membership. The two-year agreement that was ratified by the membership met these goals. We are all indebted to Mike Veall, our Remuneration Chair, for his leadership in these negotiations. Without him, they would not have been successful. I am also grateful to Ian Hambleton, our Vice President, for his level-headed suggestions that put our discussions back on track on many occasions. We were well represented at the bargaining table and I thank everyone for their hard work.

Although we have completed the salary part of the negotiation, with some new benefits as well, the Joint Committee agreed to continue discussions on the possibility of moving to a drug formulary. Any savings that result from a switch to a formulary would be returned in the form of additional benefits. A committee has been formed to study this matter over the coming year. If an agreement is reached, it will be brought to the membership for ratification during the winter term. The Joint Committee also agreed to set up a small group to examine our Career/Progress Merit Scheme to determine whether modifications would improve its effectiveness. This year we modified the final break point so that no faculty member will receive less than ½ the value of the merit credited. This committee will report to the Joint Committee in the coming year.

The Librarians' remuneration negotiations have been successfully concluded and an agreement will be going to the MUFA librarians for ratification next week. We thank the MUFA representatives on that negotiating committee (Mike Veall, Nora Gaskin, and Barbara McDonald) for their work.

Finally, I want to end this section by thanking the members of the Joint Committee who represented the Administration (Susan Denberg, Karen Belaire and Ken Norrie). The manner in which these negotiations were conducted was a testimonial to the University's commitment to collegiality with its faculty. We negotiated as equals and with mutual respect for the skills and knowledge each side brought to the bargaining table. McMaster is fortunate to have an Administration that values the relationship it has built with its Faculty Association over the years.

### **Long Term CLAs (Teaching Professors)**

The report for the establishment of these positions has passed Senate and Board levels. A Senate/Faculty Association committee has been established (F. L. Hall

and M. Parsons for the Administration; L. Allan and D. Shore for the Association). This committee is now drafting changes to the Tenure and Promotions document to establish procedures for the new positions.

### **Fair Employment Coalition**

A group of faculty, students and staff have formed to consider establishing a Fair Employment and Living Wage policy at McMaster. The Faculty Association is monitoring the progress of this Coalition and we thank Don Wells for representing our views to the Coalition and keeping the Executive informed on the Coalition's activities.

### **Bus Passes for Faculty & Librarians**

At the January General Meeting I was asked whether faculty and librarians might

be given special rates for bus passes, as a means of encouraging use of public transportation to campus. This issue was raised with the Administration. However, no steps will be taken at this time. It appears that there are too few buses and drivers available to meet the current need, so no further incentives can be undertaken until these problems are addressed.

## **Construction on Campus**

Some concern has been expressed on g-mufagab that faculty members are kept in the dark regarding construction plans. There are faculty members on the appropriate bodies at all stages of construction planning and approval. However, these representatives do not report back to the larger University community. There is a clear communication gap. To relieve this situation, I asked that the Association receive the reports from Physical Plant when they go to the University Planning Committee (UPC). These reports update the state of all projects from conception to completion. They will now appear in our newsletters on a regular basis. These reports should allow the membership to know about all construction plans prior to the soil being turned, thus enabling input from concerned citizens at an earlier stage.

## **My Thanks**

It has been a pleasure and a wonderful experience to act as President of the Faculty Association over the past year. I have learned so much about the operation of our great University. First, thanks to the membership for the opportunity to represent you and for the support you have provided. I have enjoyed and learned so much from our new faculty and librarians who came to lunch with me over the past year. You ensure a great future for McMaster. I am very grateful to all who participate and encourage you to stay connected to your Association. Second, thanks to Peter George and Ken Norrie for the many hours we spent discussing University affairs. I have greatly appreciated your openness, your requests for my input, and your commitment to the collegial governance of McMaster. It has been a pleasure to work with both of you. I feel confident that Ian Hambleton, our incoming President, will continue to foster the collaboration between the Administration and the Association that makes McMaster such a wonderful place at which to develop a career. Ian has been a wonderful Vice President. His suggestions have improved our efficiency and his leadership on the Joint Committee and at the Executive meetings have been sincerely appreciated. Thanks and good luck in your role as President, Ian.

I also acknowledge with thanks the members of the Executive. Their views on the many matters brought to our meetings have determined the directions we have taken. Thank you all for your sharing your expertise and a lot of your valuable time in the service of your faculty and librarian colleagues. Let me single out Rick Butler, Chair of Special Enquiries & Grievances, for special thanks. This job requires sensitivity, patience and wisdom; thank you for showing all of these in abundance. Also, I repeat again my gratitude to Mike Veall, Chair of Remuneration; for the past two years your brilliance has guided us to successful agreements and your comments during our Executive meetings have brought us to better decisions. McMaster and this Association have benefitted greatly from your contributions. Thank you. Every President relies on the wisdom of the man who came before her: Trevor Chamberlain, as Past President, has been a source of knowledge and advice for me over the past year. His great sense of humour has added the light touch needed to get through many a long meeting agenda.

Thanks Trevor.

Welcome to all of the new members who have agreed to serve on the Executive in the coming year. This is an opportunity to become more involved with the governance of McMaster. I thank you for your willingness to participate. I am particularly delighted to have Peter Sutherland as our incoming Vice President. Peter's knowledge of the administration of this University, and his experience on the Joint Committee, will be well used in his new position with the Association. Welcome aboard Peter.

Finally, I will be forever grateful to Kelly McCaughey, our Administrative Assistant, and Phyllis DeRosa Koetting, our Executive Director, for their guidance of everything we've done over the past year. Kelly, thanks for your upbeat nature and the way you kept me scheduled and in the right place. You are a joy to work with. Phyllis, thank you for providing a balance to my PollyAnna personality. You made me consider all sides of a situation and your knowledge and wisdom have prevailed so often. I cannot thank you enough for your devotion and service to our Association. Our Association is blessed by these outstanding staff members.

Thank you all for coming today and now let us move on to the important matter: the special awards.

*Betty Ann Levy*



## MUFA Service Award

Following MUFA's Annual General Meeting, a special reception was held in honour of the recipients of the MUFA Faculty/Librarian Award for Outstanding Service. The awards were presented to Elise Hayton and Daphne Maurer in recognition of their outstanding contributions to the University. The selection committee, chaired by Past President Trevor Chamberlain, included student Abdul Basith, staff representative Paul Grunthal, librarian Linda Michtics, and faculty member John Weaver. Dr. Chamberlain read the following citations on behalf of the selection committee.



In choosing **ELISE HAYTON**, the Selection Committee is recognizing Elise's long and distinguished service to McMaster University and to the librarianship profession. Elise is retiring this year after thirty-three years in the McMaster library system. During her years at McMaster, Elise initiated and managed a number of major projects and, in doing so, gained an international reputation for her efficiency, effectiveness and innovation. Elise is also known as a supportive and inspiring colleague who, in the words of one of her nominators, "...is a

mentor and friend to many librarians — both here at McMaster and across the country".

Elise is not only respected as an outstanding colleague and for her professional skill in providing excellent service to McMaster library users. She has been a leader among her colleagues in embracing technology and leading other projects within the library system. She has also been a leader in the professional librarian organizations at the local, provincial and national levels. Over her career Elise served as both Vice-President and President of the McMaster University Professional Librarians' Association, and as Vice-President and President of the Ontario College and Universities Library Association (OCULA), as Editor of the OCULA Newsletter, and has also been active in the Ontario Library Association. At the national level Elise has served on a number of important committees of the Canadian Library Association. In 1994 Elise was honoured by her colleagues at the provincial level when she was awarded OCULA's Award of Recognition.



**DAPHNE MAURER** has been chosen by the Selection Committee to receive the Award in recognition of the breadth and depth of her contributions to university life at McMaster. Daphne is an internationally known researcher in the area of child visual development. Her book, "The World of the Newborn", has been published in six languages and won the 1988 Book Award of the American Psychological Association. She has also published widely in leading academic journals and has been described as "...one of the most highly regarded developmental psychobiologists working in the world...."

Daphne's contributions to scholarly life at McMaster include that of role model and mentor to many graduate students in the Department of Psychology,

Neuroscience and Behaviour. Her former students hold faculty positions throughout North America and a number have become academic leaders in their own right.

Daphne has also been a leader within the broader McMaster community, including terms as President and Vice-President of MUFA. She led the Faculty Association through the difficult period following the suspension of employer contributions to the University's pension plan. Daphne was the leader of the employee challenge of this decision, which ultimately led to litigation with the University.

Daphne has established her credentials as a community leader at McMaster in many other ways. She was instrumental in having the University embrace the principle that CP/M at McMaster should be regarded as reward for performance, and should not be used to mitigate across-the-board increases. This principle has since become a central part of academic collective bargaining across Ontario. Daphne has also been a leader in initiatives to ensure that female faculty are paid equivalently to men and to devise equitable rules for the determination of employee pension contributions at McMaster.



## **MUFA Volunteers**

**Many thanks to all members who have actively participated on MUFA Committees or represented MUFA on University committees or boards. The Association has benefitted from your participation during 2005/06 and looks forward to working with many of you again in 2006/07.**

## **Another Thank You**

**What a coup masterminded by Betty Ann Levy and Lorraine Allan, aided and abetted by Shep Siegel! To receive the first ever Special MUFA Presidents' Award for Outstanding Service at the AGM was truly an honour and a surprise (an understatement, to be sure). Watching the Past Presidents parade into the Great Hall**

of the University Club — well, it left me speechless. And then they were joined by my very first President (albeit not at MUFA), Alvin Lee, who showed me by his example that McMaster University is a very special place and that we are fortunate to be working in such a stimulating environment. Since coming to the Faculty Association, I have had the good fortune to meet every year a new group of volunteers who bring intelligence, creativity and enthusiasm to the work of the Association. They make my job interesting and fresh — and fun. Of course, I'm not the only staff member at MUFA, just the noisiest. I can't imagine the Faculty Association without Kelly McCaughey. She's not just a smiling face. Her dedication, common sense, calm, warmth, humour, and friendship enrich my life. Thank you all for providing me with an occasion that I shall always remember and cherish.

*Phyllis  
DeRosa-  
Koetting,  
MUFA  
Executive  
Director*



## 2005 OCUFA Teaching and Academic Librarianship Awards



**Six Ontario university professors, two from McMaster, will receive their profession's top provincial honour — a prestigious award acknowledging their outstanding skills.**



**Congratulations to ANNA MORO, Assistant Professor of Linguistics & Languages, and DEBORAH COOK, Professor of Medicine, who will be honoured with the 2005 OCUFA Teaching Award at a special ceremony on June 9, 2006.**

**Established in 1973 and presented annually by the Ontario Confederation of University Faculty Associations (OCUFA), the OCUFA Teaching Awards acknowledge the immense contributions made to teaching by university professors. The OCUFA Academic Librarianship Award was established in 1990 and honours the work of an academic librarian in his or her area of expertise. In announcing the 2005 Award winners, OCUFA President, Michael Doucet, said, "These teaching awards represent a recognition of the major accomplishments of these six worthy recipients. There were a number of nominations received this year making the OCUFA Awards Committee's task in choosing the six best extremely difficult."**

## **Guidelines re Interaction with the Media **Revised****



Revisions to the Guidelines for Members of the McMaster Community regarding Interactions with the Media ([www.mcmaster.ca/mufa/handbook/letpress.htm](http://www.mcmaster.ca/mufa/handbook/letpress.htm)) have been a topic for discussion in the Joint Committee for several years. On December 5, 2005, agreement was reached on a document which was then

forwarded to the Senate and Board and subsequently approved by them.

The revision of the document involved removal of the statement: Further, a member shall not refer to McMaster University if the statement expresses a personal opinion, and that opinion is unrelated to the area of academic or professional expertise of that member.

With this statement removed from the Guidelines, the Joint Committee also undertook to remind the University community about the liability coverage by our insurers. For background information, please refer to section F52 of The Faculty Handbook, entitled Liability of Employees. Our caution relates to limits in our coverage for statements that might be legally deemed not to be 'related to employment duties'. In such a situation, our insurer could refuse liability coverage for a third party claim against an individual member. In making public statements to the media, we caution the McMaster community regarding possible limitations in their insurance coverage should legal suit arise.

*Members of the Joint Committee*

## **New Member**

<b>Russell</b>	
<b>Bishop</b>	
<b>Brian</b>	<b>Biochemistry &amp; Biomedical</b>
<b>Coombes</b>	<b>Science</b>
<b>Peter Graefe</b>	<b>Biochemistry &amp; Biomedical</b>
	<b>Science</b>
<b>Dave Novog</b>	<b>Political Science</b>
	<b>Engineering Physics</b>
<b>Wade</b>	<b>Mills Library</b>
<b>Wyckoff</b>	



### **Not Sure What to Do with Unwanted or Outdated Books?**

**The Library has an ongoing relationship with a local book dealer who sends books to Syria where they are used to develop library collections in new universities. These libraries are**

most interested in current science and technical materials, but would welcome academic materials in all subject areas. Our contact is willing to accept any books you no longer require and add them to shipments for Syria. He has a relationship with both the Syrian government and the Canadian embassy in Syria, so be assured this arrangement has been endorsed by all interested parties.

If you wish to send books to Syria, please forward them to the Shipping Department of Mills Library via campus mail or drop them off at the Mills Shipping dock (8 am to 4 pm, Monday to Friday). Please mark these packages "FOR SYRIA".

Please feel free to contact me directly if you have any questions.

*Anne Pottier  
Associate University Librarian,  
Collection Resources  
pottier@mcmaster.ca, Extension 22410*

## Inheritance Study Needs Volunteers

Participants who are 59 years old or more are needed for a family inheritance study. Must have received inheritance from parents and have two or more children or step-children. One hour, taped interviews conducted in location of participants' choice. Please contact Dr. Lori Campbell, 519-473-0741 (lcampbe@mcmaster.ca)



## Project Status Reports



Several of our members have expressed concerns about the continuous construction that

disturbs our campus. Although there is faculty representation on the many committees that consider a project as it moves through the stages of development that may extend over years, there are few mechanisms to report back to the MUFA membership. Consequently, many feel uninformed until they come across a new site where spades are turning over mounds of ground. Then there is dissatisfaction but it is too late to affect project development. In the hope of an earlier 'awakening' to upcoming construction, MUFA has been given the opportunity to publish in our Newsletter the project status reports that are received by the University Planning Committee. These status reports will ensure that the MUFA community has access to project plans from their infancy to their completion. We hope that this will allow the membership to indulge in debate and discussion before it is too late to be part of the planning process. Below is the first report which we received, with thanks, from the University Secretariat.

(as of 2006-05-23)

Project Name	Original Estimated Completion Date	Approved or Anticipated Budget	Status
<b>Project &amp; Budget Approved</b>			
Energy Management Program (Ameresco)	Fall 06	\$28,493,533	Phase 3 work nearing completion. Project finalization will occur shortly.
Burke Science Bldg - Phase 2	Spring 06	\$8,000,000	Work is ongoing and proceeding well. Architect and CM working to implement schedule.
Burke Science Bldg - Phase 3	Spring 07	\$7,000,000	Phase 3 work is currently in design. Some prep work has commenced.
Multi-Sport Complex	Fall 06	\$30,000,000	Mechanical & Electrical work 60% complete. Masonry work well underway. Interior finishings in areas has commenced.
Life Safety Systems (MUMC)	Fall 07	\$6,200,000	(Mac Share) Detailed engineering plans approved as work develops. Work is continuing throughout.
McMaster Front Entrance Improvements - Phase 2	Summer 07	\$5,000,000	Front entrance Landscape/Gateway competition will be Spring 2006. Landscape/Gateway implementation to be completed Summer 2007 due to T-13 demolition.
Canada Foundation for Innovation (CFI)	Spring 06	\$7,500,000	Ultrahigh-Resolution Electron Microscopy Project - Excavation, foundations and backfilling complete. Interior construction work ongoing. Finalization of microscope purchase is nearing completion.
New Residence	August 06	\$20,000,000	Concrete structure complete. Interior mechanical and electrical work 50% complete. Interior partition walls being installed. Window installation 75% complete. Roofing complete.
Faculty of Health Science Library	Summer 06	\$7,300,000	Foundation work complete. Steel structure complete. Renovation work in interior 40% complete.
MIP Demolition	January 06	\$1,383,000	Demolition of buildings complete. Crushing of concrete to continue until the end of May.
Knowledge Commons		\$1,800,000	Project split into 2 phases. \$900,000 Phase 1 approved. Final design complete. Construction has commenced.
School of Engineering Practice & Bioengineering	Pending Funding	\$8,000,000	This project is tentatively grouped with graduate studies and projected growth in Faculty of Health Sciences and Faculty of Science. Project value may approach \$25,000,000. Recommendation for Architect and Construction Manager complete. Functional Program work 80% complete.
Stadium/Underground Parking Garage	September 07	\$23,500,000	BOG approved Dec 15, 2005. Architect has been selected. Construction Manager has been selected. Design meetings have commenced with conceptual drawings being developed.
Faculty of Health Science Stonechurch Clinic	June 06	\$970,183	Functional programming complete. Project awarded to an architect. Design complete. Initial tendering complete. Construction has commenced.
Faculty of Health Science Biosafety Lab 3 (BSL 3)		\$2,500,000	Consultant has been retained. Design work has commenced.
<b>Project</b>			

<b>Approved, Budget Pending</b>			
<b>Project &amp; Budget Pending</b>			
Above Ground Parking Structure			On hold pending a campus-wide parking review in Spring 2006
<b>Under Consideration</b>			
Liberal Arts Building			A space audit of existing space within the Faculties of Social Science and Humanities is in progress to determine future space needs.
Graduate Expansion			
<b>For Future Consideration</b>			
Welcome Centre			
New Tennis Courts			
Sports Arena			Would be looked at offsite

*Below is a letter that was read at a memorial service held on March 6, 2006.*

Dear Neil and Ewan,

I want to express my sympathy to you and your families for the loss of your mother, and to say a few things, however inadequate, about my work and friendship with Barbara.

As you may know, I was the first Director of the Arts and Science Program. On the advice of Dennis McCalla, then VP of Health Sciences, I asked Barbara to help us teach the first Inquiry seminar. That was back in 1982. All the first-year students were required to take this course. I thought then and still do that the successful conduct of this course, which explored Third World development, was critical to the well-being of the Program.

As we all quickly recognized, she proved to be a fine teacher of Inquiry and I asked her to lead the team of three faculty members, of which I continued to be one. She led that effort throughout my Directorship and her own.

I think there was a natural fit between what is required to teach inquiry well and Barbara's way of thinking, and of working with students and colleagues. She was a model for the students, and for all of us, of a probing, rational, critical, open, and caring mind trying to understand, and help others to understand, a complex, serious, human problem. I tried to emulate her comments on student papers which were consistently fair, wise and helpful. And, of course, we



**Barbara  
Ferrier**

Professor Emeritus  
Biochemistry &  
Biomedical Science

Former Director, Arts  
& Science Programme

January 3, 2006

benefited from her discipline. She insisted, for example, that we plan the following year's course at the close of this year's course while our thoughts about what was needed were still fresh — in the spring, not in the fall when the bell was about to ring. Planning didn't mean just philosophizing about our goals, etc., it also meant getting down to cases on what was going to happen on every meeting of the course. But more than that, she was a fine teacher because she was able to listen to students, sympathize with their struggles, and to be fair and even handed in all her dealings, while insisting on scholarship.

Barbara also had the courage to speak truth to people in power. That was critical at times in the life of the Program. I recall the move during her Directorship on the part of the Dean's of three Faculties to absorb the Program into their administrative bailiwick. Since they saw the Program as competing for resources with their own Programs, that would have pretty well sunk our effort. Barbara said that was not acceptable, told them why, and managed to keep us independent of any Faculty and reporting directly to the Provost.

Barbara and I, along with our colleague Michael Ross, spent more than three years writing and editing the book on the Arts and Science Program. There were frustrations and setbacks along the way. Her steadiness, forthright dealings with the contributors, and her insights about the shape of the book were absolutely essential to whatever we have achieved by its completion. On the latter question, Barbara was, characteristically, modest. She was never much for self promotion.

While I have spoken most about my work with Barbara, I would like you to know that I not only admired her greatly, I thoroughly enjoyed her company. I was looking forward to more of that when I return from Florida in the spring. I count myself fortunate to have known her, and honoured by her friendship. I am deeply saddened by her passing. I know that feeling is shared by the many Arts and Science students who came to know her.

*With my sympathy, Herb Jenkins  
[Professor Emeritus, Psychology and  
Former Arts & Science Director]*

## Passings

**Leonard E. Levine, Professor Emeritus,  
Psychiatry,**

**March 1, 2006**

**Nhum Spinner, Associate Professor,**

**Psychiatry,**



**February 20, 2006**

# Things to know if You Are **RETIRING**

**Electronic Mail Accounts:** It is agreed that provision of e-mail computer accounts for retired faculty members is to be treated similarly to the provision of mail boxes or library cards. All retired faculty should have access to an e-mail account on the same terms as active faculty. Like the mail box or library card, the e-mail account is to be used for University or academic business. The account may be accessed from University computers or by modem. In the latter case, if the retired faculty member wishes a fee modem account, this is also available and can be arranged (for example, through the purchase of vouchers at the Bookstore or by provision of a research account number).

Given past experience with illegitimate use of computer accounts by "hackers", it is recognized that for management purposes it might be necessary to require retired faculty to renew the e-mail computer account from time to time, or for CIS to remove accounts that are inactive over a long period of time.

This policy shall be reviewed no later than five years after its implementation.

*Re-endorsed by Joint Committee  
May 29, 2001*

**Termination Option:** During the fall of 1996, the Joint Committee recommended and the President agreed that those faculty who at the time of retirement elect the Pension Plan's Termination Option, should continue to qualify for the normal retirement benefits.

**Major Medical & Dental Benefits:** Continuation of benefits which were in effect prior to retirement (some exceptions apply), for retiree, spouse and eligible children. Out-of-Province/Out-of-Country-Coverage is reduced to \$10,000/ lifetime. It is recommended that you obtain extra travel insurance every time you travel out of Ontario or Canada. You will be receiving a booklet from Human Resources which explains the benefits which are supplied by Sun Life. The booklet is also available on the web (from the McMaster Home Page: click on "Working at McMaster A-Z"; click on "R"; click on "Retirement Support Services"; click on "McMaster Retirees & Retiree Benefit Plans"; click on "Retiree Benefit Plans" and voilà).

**Life Insurance:** At normal retirement age (65 years) you will be provided with a paid up policy of \$5,000. If you wish to convert your insurance to a private insurance plan, you must apply within one month of your retirement date. Please contact Human Resources for more information.

If you take early retirement, you are able to keep your current coverage (Grandfathered Plan) or the basic plan of 175% of salary (maximum salary \$100,000) by paying the full premium

which is based on age factors, gender and smoking vs non-smoking. At age 65, however, the policy will be reduced to the Paid Up policy of \$5,000.

#### **Parking:**

1. Faculty and Staff who have retired but have a post-retirement appointment for which they receive remuneration from the University shall pay for parking (effective July 1, 1992).
2. Faculty and staff who have retired on or before June 30, 1992 shall continue to receive free parking; in the case of those who are under 65 the free parking shall be provided on West Campus. Any who have already reached 65 and are parking on West Campus should receive a Central Campus sticker immediately.
3. Faculty and staff who retire after June 30, 1992 may obtain a permit which allows (i) free parking on West Campus at all times and (ii) free parking on Central Campus for the period May to August and after 12:30 p.m. on days when classes are held between September and April; alternatively such individuals may purchase, at the Central Campus rate for eight months, a permit for Central Campus.

*Approved by Joint Committee  
December 3, 1991*

#### **Notice: to Retirees with Restricted Retiree Parking Permits**

##### **(1) HOURLY PARKING**

We are pleased to inform you that the automation of the kiosks has given us an opportunity to set up 1, 2 and 3 hour blocks of parking for retirees holding restricted retiree permits that become valid at 12:30 p.m. Retirees who wish to park on central campus prior to 12:30 p.m. may purchase parking for the duration of time prior to 12:30 p.m. only. The above issued permits must be displayed with a restricted retiree permit, which takes effect at 12:30 pm.

##### **(2) CENTRAL CAMPUS PARKING**

Eight month central campus parking permits are available for purchase at the Parking Office at the regular permit fee.

Retiree permits are for the sole use of the retiree and are not transferrable to family members.

Please contact the Parking & Transit Services office, CUC 102, at 24921 or e-mail: parking@mcmaster.ca. For up-to-date information and rates, visit their web site at <http://parking.mcmaster.ca>.

**Recreational Facilities:** Anyone who retired prior to 1999 will continue to receive free membership at the Ivor Wynne Centre. Those who retired in 1999 may apply for membership at one-half price. All retirees after 1999 are eligible for membership in the Ivor Wynne Centre at a rate that will be prescribed annually and approved by the Board of Governors.

Approved by Joint Committee  
June 21, 1999

**CAUT Services:** Individuals who were eligible for membership in CAUT through MUFA before retirement, are eligible for membership as CAUT retirees. Individual retired members may join CAUT as Retired Associate Members for an annual fee of \$30. For this fee they



receive a subscription to the CAUT Bulletin, and may join a number of group plans offered for Life Insurance, Personal Accident Insurance, Family Life Insurance, Professional Property Insurance, Group Home Insurance, Travel Insurance, and other financial services. Retired members can also hold office and serve on CAUT committees. For more information, contact the MUFA Office (mufa@mcmaster.ca; Ext. 24682).

## Faculty Salary Statistics 2005/06



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June 5, 2006

pdk