

Newsletter

Volume 45.3
Editor: Michel Grignon

McMaster University Faculty Association - January 2019



President's Report

Delivered at the General Meeting January 11, 2019

Welcome back to a new term and my best wishes to you all for 2019.

Last year has seen reasons to celebrate for MUFA, with a new agreement on teaching stream appointments, a new faculty grievance procedure almost completed, and the closing of the gender salary gap as a result of MUFA's action three years ago. Also reasons to worry on other equity concerns revealed by our member survey.

Beside negotiations, some of the issues on our agenda for this year include pushing for faculty renewal, issues around assessing student learning experience and how to use it in teaching evaluations, changes to hiring policies (SPS A1) and the yellow document more broadly, and monitoring the provincial front (pensions, SMAs, and differentiation).

Reasons to celebrate:

- a. Laura Parker, past President of MUFA, led discussions over the year 2018 on teaching stream appointments, and reached an agreement, detailed in our November 2018 newsletter. A drafting committee will work in 2019 on finalizing the agreement, which will have two main advantages: Deans will now have the ability to hire teaching-intensive faculty as long as they keep the proportion of such positions within a fixed limit (instead of absolute numbers), and CLAs are included in the calculations of these proportions, thus favouring permanent positions over precarious employment.
- b. Rafi Kleiman led a MUFA-SCA drafting committee to update and revise the faculty general grievance procedure so as to expand its scope, provide avenues for collegial resolution and mediation, and clarify processes. The revised draft is now ready for approval by MUFA and the SCA, and should go through governance in the spring.
- c. As a result of work led by Michelle Dion on behalf of MUFA in 2015, the university raised the salary of all women faculty members to close the gender pay equity. Re-

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SAVE THE DATES!

MUFA Award for Outstanding Service

Nominations Due
February 25, 2019

MUFA Annual General Meeting

April 23, 2019
3:00 p.m.
Great Hall,
University Club

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running the same analysis as was conducted in 2015, on data from 2016-17 shows that this pay raise has actually closed the gap. Note that this is pay gap within a rank, faculty, appointment stream and seniority. We will continue to monitor the gender pay gap following this well-established methodology. For this work, among many other accomplishments, Michelle was awarded the CAUT Sarah Shorten Award to recognize outstanding achievements in the promotion of the advancement of women in Canadian universities and colleges. Congratulations to Michelle.

Reason to worry:

This year we asked a revised question in our remuneration survey about the perception to be unfairly treated, the goal being to know the reason for being unfairly treated (gender, race/ethnicity, sexual orientation, or disability). What we found was of concern: 93 respondents said they have been sometimes or often unfairly treated because of their gender, and 162 respondents report being women, meaning that 57% of female faculty members state they have been sometimes or unfairly treated. 24 respondents said they have been sometimes or often unfairly treated because of being racialized, and 58 respondents report belonging to a racialized community, meaning that 41% of faculty members who report belonging to such community state they have been sometimes or unfairly treated. Sexual orientation: numbers are very small here (5 report being unfairly treated due to their sexual orientation and 19 report being LGBTQ+, or a rate of 26%). Last, the one on disability is concerning, albeit based on small numbers as well: 18 respondents state they have been unfairly treated because of a disability, and 23 respondents report a disability, meaning a rate of 78% of disabled faculty members perceiving being unfairly treated. One weakness of the question is that we don't know when the unfair treatment(s) took place (it can be way back), but MUFA is working with the Associate Vice-President Equity and Diversity on this issue.

The coming year:

We will continue to push for faculty renewal: For the first time in many years, all Faculties were in a healthy finan-

cial situation (no deficit) at the beginning of the academic year (September 2018). This means they are in a position to create new positions and hire new faculty members, not only to replace retirements or departures, but to actually add to the complement. This can certainly be attributed in part to the discipline brought about by the new budget model, but we should not forget the effort and hard work of all McMaster employees, staff and faculty: the high quality of what we deliver attracts revenues to the university. This is why it is important that the university uses those healthy budgets to improve the quality of what we deliver through hiring more faculty and restoring the student to faculty ratio to a reasonable level. In September, the Provost announced the net creation of 40 positions to be filled July 2019, which will allow us to partially address a deteriorating student to faculty ratio: according to the factbook 2018, there were 32.2 students (undergraduate and graduate, full time and part time) per faculty (all ranks and Faculties, not including sessional instructors) but the same ratio was 20.3 in 2007, or an increase of 60% in 10 years. Hiring 40 new positions will bring the ratio down to 30.0 (assuming stable enrollment), back to where we were in 2013. This ratio affects our level of stress but also the quality of the education we provide.

I am happy to report that the work on revising SPS A1, the policy that governs the recruitment and selection of faculty members has resumed and we should see a draft soon. The pause was needed to make sure the newly appointed AVP Equity and Inclusion's input was taken into account. The so-called yellow document will also likely go through some clarification and updating in the months to come and MUFA will be part of the process on your behalf.

We will continue to monitor developments on the provincial front and what the newly elected government plans to do for universities and the post-secondary university sector more broadly: what is the future of Strategic Mandate Agreements and differentiation of funding? What metrics does the government want to implement to monitor the value it gets from universities? What is the future of the Jointly Sponsored Pension Plan (today a three uni-

(Continued on page 3)

versity pension plan)? What is the future of collective bargaining in the broad public sector in Ontario?

I am also pleased to announce that MUFA struck an ad hoc committee to provide recommendations on how to assess student learning experience and how to use that assessment in evaluating the quality of teaching, for formative as well as summative purposes. It is a small committee of eight, with four faculty, two undergraduate students, one graduate student, and one representative from MacPherson. The MacPherson Institute will also provide research support. This comes as a result of rising levels of dissatisfaction among both faculty and students (and, perhaps, Chairs) with the tool we currently use to evaluate teaching (the student questionnaire) as well as the recent Ryerson arbitration that the infamous question on teacher's effectiveness could not be used in Tenure and Promotion decisions. We feel it is important we collect information about how students feel in our courses, that it can help us improve our teaching, but that it cannot be the way to assess our effectiveness as instructors.

These issues combined with lots of other things that come up throughout the year keep us busy. We are a volunteer organization with representatives from every Faculty. We meet every two weeks to gather broad input from across the campus which I take into one-on-one meetings with the university provost and president and MUFA brings to monthly joint committee meetings with the administration. If you have any concerns or questions you can contact us anytime at mufa@mcmaster.ca.

Michel Grignon
MUFA President

Passages

John Arapura
Religious Studies
 November 30, 2018

George Breckenridge
Political Science
 December 11, 2018

John Cameron
Physics and Astronomy
 September 26, 2018

Important Notice Regarding the Upcoming Ratification Vote

As approved at the January 11th, 2017 General Meeting, MUFA uses an electronic balloting system for all voting. This includes the upcoming ratification vote.

Your notifications for such votes will be sent to your McMaster email address unless we are notified otherwise, so please ensure that you monitor your account regularly.



Elections to the Senate and Board of Governors

The election process is underway and MUFA would like to encourage faculty members to get involved in either Senate or Board of Governors. This type of service is key to maintaining robust collegial governance at McMaster. Your voice matters!

Senate: Two Stage Process:

A call for nominations from the Faculty's nominating body is followed by a general call for additional nominations. If you are interested in participating on Senate, please be sure to let your Chair or Director know.

Board of Governors: One Step Process:

A general call is issued to all faculty.

DELSWORTH GODFREY HARNISH: UNREPENTANT ROMANTIC

By P.K. Rangachari



*Much Madness is divinest Sense/ To a discerning Eye/
Much Sense - the starkest Madness/-'Tis the Majority /
In this, as all, prevail*

Those wry words of that most whimsical of poets, Emily Dickinson, whispered quietly in my ear through all my dealings with Del over several decades. He practiced what Postman and Weingartner preached “Teaching as a Subversive Activity”. They described themselves, as “serious, dedicated, professional educators”, and “simple, romantic men who risk contributing to the mental-health problem by maintaining a belief in the improvability of the human condition through education” Like them, Del was an incurable, unrepentant romantic whose subversion was quiet and nuanced rather than vocal and strident. He not only fostered student-centered learning but lived it. Many who espouse that ideal, get queasy when students actually take control, just as many defenders of democracy get visibly upset at the real choices that people make. But Del was utterly consistent. The Bachelor of Health Sciences (Hons) Programme that he set up, gave students license to chart their own pathways. His tolerance for student foibles seemed to know no limits, utterly maddening to

the casual observer who felt that he often let students “get away” with so much. But he took the longer view and gave them time to learn and rectify their mistakes, which they often did.

Del’s office door was wide open. Students floated in and out, some with queries, others with problems, many just to chat. Not for him the ponderous “office hours” that professors keep - that would be, not only too bureaucratic and organised but run counter to his principles. The University to him was primarily a learning space for students to find themselves, not a factory where they were moulded by faculty in their own image. He was rather chaotic in a large class setting, meandering, free-associating and blissfully vague, but brilliant with smaller groups where his skills at drawing students out were exemplary.

Over the years, Del made many contributions to the University. He has received many accolades, including the 3M National Teaching Fellowship. He has been on many different committees and served them all diligently and well. The list is long, but that is a very thin description of his real worth. His signal contribution was to set up, nurture and maintain the BHSc (Hons) Programme. Sadly, his other ventures to frame and design more collaborative ventures have been cut short.

We live in an inflationary universe. We often worry about the inflated grades our students get and wonder what their true worth is. We should also concern ourselves with the “Great” inflation where we toss labels such as great or stars with gay abandon, much like confetti. Sometimes there appear to be enough human stars to rival the Milky Way. But greatness exists. Spender musing about the truly great wrote that “born of the sun, they travelled a short while towards the sun and left the vivid air signed with their honour”. There is a special greatness in self-effacing grace, humility, tolerance and the willingness to let others be what they choose to be – greatness of a Delsworthy sort.

Call for Nominations

The MUFA Award for Outstanding Service

PURPOSE

The purpose of the MUFA Award for Outstanding Service is to provide annual recognition¹ for faculty and professional librarians who have made an outstanding contribution to the mission of the University through the provision of exceptional service to faculty, librarians, staff and/or students.

THE AWARD

Each year there will be a maximum of three awards in the amount of \$1,500.

ELIGIBILITY

The Awards are open to all Full Members of the McMaster University Faculty Association (MUFA)².

PROCEDURES

1. The MUFA Executive will appoint a selection committee to be drawn from amongst the categories of faculty, librarians, staff and students (undergraduate and graduate).
 - a. The Committee shall be comprised of no less than four, and no more than seven members, including the Chair.
 - b. The MUFA Past President normally serves as Chair and is not counted as the faculty representative.
 - c. The Secretary to the Committee will be the MUFA Executive Director.
 - d. A quorum for a Committee meeting shall be four members in attendance, including the Chair.
2. Nominations
 - a. There will be a call for nominations through the University and MUFA electronic distribution lists, in the MUFA Newsletter, and on the MUFA webpage.
 - b. Nominations must be emailed to MUFA (Hamilton Hall, Room 103A or emailed (mufa@mcmaster.ca) no later than **FEBRUARY 25, 2019**
 - c. The nomination must include a summary of not more than 750 words highlighting the candidate's accomplishments.
 - d. Each nomination must be supported by a minimum of two and not more than four reference letters.

The reference letters must be e-mailed or mailed to MUFA, either through the nominator or directly from the reference. Reference letters should not exceed 500 words.

- e. The position and contact information for the nominator and all references must be clearly indicated.
3. The Committee will review the nominations and will make the final decision regarding the selection of the award recipients. Some of the factors considered by the Committee will include:
 - Enhancement of the reputation of McMaster University
 - Provision of excellent service
 - Demonstrated innovation
 - Breadth and depth of impact
 - The ability to establish and maintain effective and harmonious working relationships
 - Evident acceptance of diversity and inclusivity at McMaster
 - Strength and diversity of supporting references
 4. The faculty/librarians selected to receive the awards will be invited to attend a special reception normally held in conjunction with the MUFA Annual General Meeting and will be presented with their awards at that time. Pictures of the individual recipients and a brief summary of the rationale for their awards will be published in the MUFA Newsletter and on the MUFA webpage.
 5. Each eligible faculty/librarian who was nominated for an award will receive a letter of commendation from the MUFA President.

¹MUFA faculty/librarians are not eligible for the President's Awards for Outstanding Service, awarded by the President of McMaster University

²Those holding academic administrative appointments with the rank of Assistant Dean or higher in the current academic year are not eligible for the Award.

OCUFA sets good jobs, university funding, and capacity building as priorities at 156th Board Meeting

On Saturday, October 20 and Sunday, October 21, OCUFA held its first Board of Directors Meeting of the 2018-19 academic year. The weekend oriented new board members to OCUFA and allowed members to discuss the results of the 2018 provincial election and what it could mean for Ontario's universities. With that context, members reviewed OCUFA's priorities for the academic year: good jobs, university funding, and capacity building. On Saturday, during a special lunchtime reception, board members and colleagues celebrated the winners of the 2018 OCUFA Teaching and Academic Librarianship Awards.

PRIORITIES

The election of Doug Ford's Progressive Conservative (PC) government will mean new challenges in the years to come. With announcements requiring universities to draft [free speech policies](#) and [cancelling funding for expansion campuses](#) in the GTA, the Ford's government has shown they not only have different interests than the previous government, but do not believe in consulting with sector stakeholders or the public before making significant decisions. OCUFA's priorities for the 2018-2019 year have been strategically framed in ways most likely to gain traction with the new government, and particular attention has been paid to areas where the new government is most likely to be active.

Good jobs

Advocating for good jobs has been one of OCUFA's long-term goals and has taken on particular urgency in recent years as the nature of academic work has shifted dramatically. Research suggests the number of courses taught by contract faculty at Ontario universities has doubled since 2000 and at least 58 per cent of faculty are now working on contract. With full-time faculty hiring lagging behind student enrolment, workload and faculty complement have also emerged as key challenges. Delivering fairness

for contract faculty and committing to faculty renewal will create more good jobs on our campuses and ensure students have access to the quality learning experience they deserve. To this end, OCUFA intends to:

- continue to [advocate for decent work reforms](#) to employment and labour law (including a vacation pay increases, improved consolidation provisions, better leaves, and equal pay measures) and stand up to this government's regressive attack on workers' rights;
- continue working as part of the [Fight for \\$15 and Fairness](#) to speak up for workers, including faculty;
- [advocate for fairness for contract faculty](#), and work toward fostering solidarity between full-time and contract faculty;
- defend existing full-time faculty complement and respond to any cuts or freezes;
- continue working with opposition parties to [keep the need for faculty renewal on the agenda](#); and
- continue to pursue initiatives that support good pension plans and benefits that respond to the interests and concerns of faculty associations and their members.

University funding

Strong public funding for universities is necessary to support excellence in teaching and research, and accessible postsecondary education for Ontarians from diverse backgrounds. Yet, over the past few years, the Ontario Budget has not included any new public funding for universities. As a result, Ontario's universities continue to trail the rest of the country in per-student funding for the eighth consecutive year. Given the savings the current Progressive Conservative government claims are needed to balance the budget, proposals to cut postsecondary education might come sooner than later. Already, the government has announced the defunding of four univer-

sity campuses, the latest being the proposed new franco-phone university. Faculty at Ontario's universities are already trying to do more with less and further cuts will threaten the quality of education available to students. The new government has also indicated a strong interest in expanding outcomes-based funding and it is likely that the component of "at risk" funding tied to performance outcomes will increase. With that in mind, during the next year, OCUFA intends to:

- advocate for stable, consistent, and adequate base funding for Ontario universities;
- increase engagement with members and other sector stakeholders to push back against outcome-based funding;
- advocate for meaningful consultations at the provincial and local level as part of the Strategic Mandate Agreement (SMA) negotiation process; and
- support faculty associations in responding to the third round of SMA negotiations to ensure faculty voices are included in local consultations.

Capacity building

Ontario's university faculty face serious challenges in their workplaces, including too few faculty to do the work, and too many precarious jobs at underfunded universities. OCUFA continues to support member associations with capacity building strategies that can be leveraged to produce stronger unions and a university labour movement able to more effectively tackle these problems. This includes building committees and networks within faculty associations that bring together contract faculty and sessional members who are directly impacted by precarious work, and building solidarity between contract and full-time faculty members.

REFLECTING ON THE NEW POLITICAL REALITY IN ONTARIO

During a special presentation, Doug Nesbitt, founding editor of RankandFile.ca, detailed the resistance to the populist PC government of Mike Harris in the late 1990s.

Nesbitt, drawing on academic research he has done for his PhD, spoke about the lessons learned from the Harris years and how they could inform the political strategies employed by OCUFA. The presentation was followed by a session in which board members broke out into groups and engaged in substantive discussions about how they believe Ontario's faculty can most effectively influence the current Doug Ford government.

CELEBRATING EXCELLENCE IN TEACHING

Finally, a special luncheon gala celebrated the recipients of this year's Teaching and Academic Librarianship Awards. Since 1973, these awards have recognized the exceptional contributions made by professors and librarians to the quality of higher education in Ontario.

The 2017-2018 Teaching Award recipients are:

- [Michelle Craig](#), Associate Professor in the Department of Computer Science at the University of Toronto
- [Robert Fleisig](#), Associate Professor in the School of Engineering Practice and Technology at McMaster University
- [David Hutchison](#), Professor in the Department of Educational Studies and Director of the Centre for Digital Humanities at Brock University
- [Fiona Rawle](#), Associate Professor in the Department of Biology at the University of Toronto Mississauga
- [Frankie Stewart](#), Professor in the Department of Mechanical and Industrial Engineering at Ryerson University

The luncheon featured a keynote address from Nana aba Duncan, host of CBC's Fresh Air, who shared thoughtful and touching stories about her experiences in postsecondary education. Attendees were also shown the premiere of a new video profiling former Teaching Award winner Milena Head.

The next OCUFA Board of Directors Meeting will be held February 9-10, 2019.

Walter Craig 1953—2019

Walter Craig, one of Canada's most accomplished and distinguished mathematicians, passed away January 18th at the Juravinski Cancer Centre in Hamilton at 65 years of age.

Walter was recruited to Canada and McMaster University in 2000 as a Tier 1 Canada Research Chair in Mathematical Analysis and its Applications, the very first appointment through the CRC program in the country. He was named Fellow of the Royal Society of Canada in 2007, Fellow of the American Association for the Advancement of Science in 2008 and was one of the inaugural group of Fellows of the American Mathematical Society named in 2013. He was awarded a Killam Fellowship in 2009.



Photo credit: Deborah Craig

In 2013, Walter was appointed Director of the Fields Institute, one of the world's leading mathematics research institutes. He served in this capacity for two years, until he received the diagnosis of prostate cancer.

Walter created the Applied and Industrial Mathematics Lab at McMaster as a component of his Canada Research Chair, and organized three year-long thematic programs at the Fields Institute during his 18 years in Canada. He was the driving force behind innumerable conferences and workshops around the world. Walter's research enterprise included more than 100 articles published in top journals.

Walter was a valued colleague in McMaster's Department of Mathematics and Statistics, where he also served as an exceptional mentor to many undergraduate and graduate students, postdoctoral fellows and young mathematicians. As an academic supervisor, he shared his passion and expertise in the field of partial differential equations and the study of infinite-dimensional Hamiltonian systems and nonlinear partial differential equations. His contributions while at McMaster were recognized with conferral of the title Distinguished University Professor in 2016.

Above all else, Walter was a devoted and loving husband to Deirdre Haskell and a proud father to Zoe Haskell-Craig. Walter will be greatly missed by all who had the privilege of knowing him as a mathematician, colleague and dear friend.

Details of a celebration of Walter's remarkable life will be forthcoming.

Observers Needed

Required: members of the Faculty Association—yes, RETIREES also qualify—to serve as observers for appeal and grievance hearings. The role of the Observer is to report on the adequacy of the procedures, with a view to making recommendations to improve relevant policies, not to comment on the conduct or the judgement of the tribunal. Hearings usually take place over one or two days. For more information, send us an email at (mufa@mcmaster.ca), call us (905) 525-9140 ext. 24682/20297, or visit us in (HH 103A).

2019-2020 MUFA Executive

If you are interested in serving on the Faculty Association Executive or know of someone who would make an excellent candidate, please complete the form below and mail to the Nominating Committee, Faculty Association, Hamilton Hall 103A. If you prefer, give us a call (ext. 24682/20297) or drop us an e-mail note (mufa@mcmaster.ca).

Deadline: February 13, 2019

CANDIDATE _____

FACULTY _____

RANK _____

PORTFOLIO PREFERENCE _____

(E.G., academic affairs, budget advisory committee, human rights & equity, membership, OCUFA, pension, public relations, remuneration, special enquiries & grievances, tenure/permanence)

DEPARTMENT _____ CAMPUS ADDRESS _____

EXTENSION _____ E-MAIL _____



A voluntary organization such as MUFA can succeed in serving the interests of its membership only to the extent that the members participate in formulating and executing policy. At any given time, approximately two dozen individuals carry the burden for all of the members and after a few years most of them are exhausted by the tasks which they have voluntarily borne. Their valuable experience and wisdom is then lost to us. The best way to lessen this attrition of talent is for more of the membership to give some time and effort to the Association. If you are not interested in putting your name forward for the Executive Committee, please use the form below to let us know if you would like to participate in MUFA's efforts by serving on one of the following committees.

☐-----

Yes, I am interested in working more closely with the Faculty Association. My interests are:

- | | | | | | |
|---------------------------|--------------------------|------------------|--------------------------|-------------------------------|--------------------------|
| MUFA Council | <input type="checkbox"/> | Membership | <input type="checkbox"/> | Special Enquires & Grievances | <input type="checkbox"/> |
| Academic Affairs | <input type="checkbox"/> | Pension | <input type="checkbox"/> | Tenure/Permanence | <input type="checkbox"/> |
| Budget Advisory Committee | <input type="checkbox"/> | Public Relations | <input type="checkbox"/> | Ad Hoc Committees | <input type="checkbox"/> |
| Human Rights & Equity | <input type="checkbox"/> | Remunerations | <input type="checkbox"/> | Special Assignment | <input type="checkbox"/> |

Are there other areas where the Faculty Association might be useful to its members? _____

NAME _____ EXTENSION _____

DEPARTMENT _____ E-MAIL _____

Return form to McMaster University Faculty Association, HH 103A

Remembering Howard Petch

Howard, age 93, of Victoria, BC, died on Monday, November 26, 2018 at the Victoria General Hospital with his beloved wife of 42 years, Linda, their son, Jeremy, and granddaughter, Jennifer, by his side.



Born and raised in Scarborough, Ontario, Howard trained as a navigator-air bomber in the RCAF. He studied at McMaster University (BSc 1949, MSc 1950) and the University of British Columbia (PhD 1952) before joining the faculty at McMaster where he was Chair of the Department of Metallurgical Engineering (1957-1961), Director of Research (1961-1963) and Principal of Hamilton College (1963-1967). In 1967 he moved to the University of Waterloo where he served as Vice President Academic, Acting President and President.

From 1975-1990, Howard served as President and Vice-Chancellor of the University of Victoria. He led it on a program of growth and development, which laid the foundation for the university to become one of Canada's outstanding universities. He also played a wider provincial role by promoting greater access, particularly for rural young people, to postsecondary education; by advocating for science, engineering and the high tech industry; and by fostering better working relations among the Province's postsecondary institutions. Howard also served on the British Columbia Arts Council, Asia Pacific Foundation, Victoria Foundation, Premier's Summit on the Economy (BC), and Seniors Advisory Council of BC.

Despite his many personal and career achievements, it was Howard's family that brought him the greatest joy and pride: his first wife Rosalind Hulet (d.1975), and their children Stephen (Sue Fraser) and Tricia Cook; his second wife Linda Schlechte, and their son Jeremy (Suzanne Turner); and his grandchildren Michael (Vanessa Lamb), Jennifer (Michael van Hardenberg), Katherine (Christine Taylor), Clara and Henry. He is also survived by his three siblings: William Petch, Naureen Brodie and Donald Petch.

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Participants Needed

We are looking for men and women with and without type 1 diabetes (30 to 80 years-old) to participate in a research study regarding the health of their muscles. The information from this study will help us to better understand adult muscle health and will be extremely valuable when designing ways to prevent, slow, or even reverse muscle problems that are associated with aging and type 1 diabetes. If you are interested in participating, or want to know more about the study, please contact our research team! A compensation of \$150 will be provided.

Phone: 905-525-9140 ext. 21834

Email: type1musclehealthstudy@gmail.com

Human Resources Updates

Year End Tax Processing

Commencing in February 2019, [T4 slips](#) will all be available online and will no longer be mailed. [T4A](#) slips will also be available online, however, employees will have the option to receive their slip through postal service. Slips will be available online by logging into [Mosaic](#), launching Employee Self Service and selecting the View T4/T4A slips tile. For individuals requiring accommodation, please contact your [HR Advisor](#) or call our HR Service Centre at ext. 22247 for assistance.

Canada Pension Plan (CPP) Enhancement

In April 2017, the Government of Canada announced that changes to CPP are coming. These changes to enhance the CPP begin in January 2019 and will be phased in over a number of years. Beginning in January 2019, the payroll deduction for CPP will increase from 4.95% to 5.10% of salary. McMaster University will continue to match employees' full CPP contribution. For more information about the CPP enhancement, refer to the Government of Canada [website](#). Human Resources is planning further communications to employees on the CPP changes, which will begin in December and extend beyond this in line with the phased implementation of these changes.

Selection and Recruitment Training

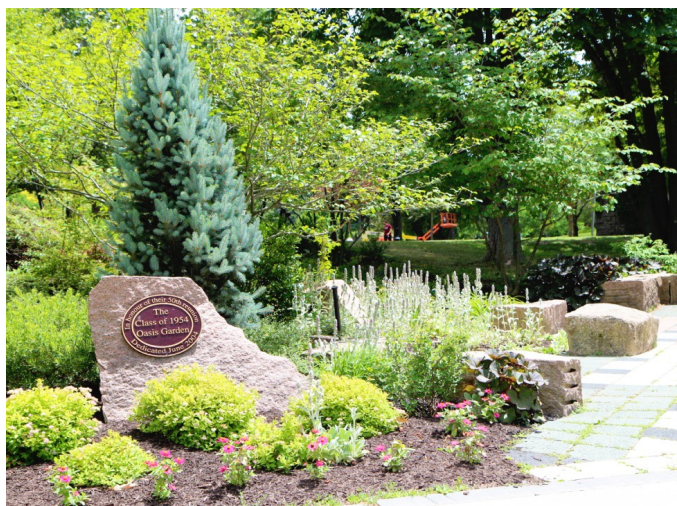
Training sessions are available for staff and faculty selection committees. Please contact [May-Marie Duwai-Sowa](#) or [Melanie Garaffa](#) for more information

Impacts of Bill 47

On October 23, 2018, the Ontario government introduced Bill 47, the *Making Ontario Open for Business Act, 2018*, "undoing" many of the key changes to workplace laws implemented by Bill 148, pertaining to: Employment Standards Act (ESA), Labour Relations Act (LRA), and Skilled Trades & Apprenticeships. On November 21, 2018, Bill 47 received Royal Assent. Changes to the LRA and Skilled Trades and Apprenticeships came into effect **immediately**. Changes to the ESA will come into effect on **January 1, 2019**. For more details, please visit the [Manager's Toolkit webpage](#).

President's Awards Nominations Now Open

Nominate McMaster staff members for a [President's Award for Outstanding Service](#) in 2018. There is a new award category for this year - The Rising Star Award. Help recognize McMaster staff who consistently go above and beyond their role by nominating them for an award. [Visit our webpage](#) to learn more about the awards criteria and the nomination process.



MCMASTER UNIVERSITY FACULTY ASSOCIATION

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