



**McMaster University Faculty Association**

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## **ANNUAL GENERAL MEETING**

**Tuesday, April 23<sup>rd</sup>, 2019, 3:00 p.m.**

**GREAT HALL OF THE UNIVERSITY CLUB**

### **AGENDA**

1. **Minutes** of the General Meeting held January 11<sup>th</sup>, 2019 (attached)
2. **Business Arising**
3. **Committee Reports**
  - a. Association Standing Committees (attached)
  - b. University Committees and Boards (attached)
4. **Returning Officer's Report: M. Grasselli**  
Election of the 2019/2020 Executive Committee
5. **Treasurer's Report: A. Sills for (K. Huang)**
  - a. Statement of Cash Receipts and Expenditures as of March 31, 2019 and Preliminary Budget for 2019/2020 (attached)
  - b. Appointment of Auditor for 2019/2020: Les Lucyk Professional Corporation
6. **President's Report: M. Grignon**
7. **Presentation of CAUT Dedicated Service Awards: M. Grignon**
8. **Other Business**
9. **Presentation of MUFA Service Award: M. Grignon**

**The meeting will be followed by a reception in honour of the  
MUFA Service Award winners:**

**Catherine Anderson**

Linguistics and Languages

**Ellen Amster**

Family Medicine and History



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## **MINUTES of the GENERAL MEETING**

**Friday, January 11<sup>th</sup>, 2019**

**1:30 p.m.**

**Council Chambers, Gilmour Hall 111**

**Present:** Approximately 30 members, Michel Grignon (Chair)

**1. MINUTES of the Annual General Meeting of April 25<sup>th</sup>, 2018**

**MOTION**

**That the minutes of the Annual General Meeting held on April 25<sup>th</sup>, 2018 be approved as circulated.**

**R. Kleiman/E. Hassini  
Carried Unanimously**

**2. BUSINESS ARISING**

There was no business arising from the minutes of the April 25<sup>th</sup>, 2018 Annual General Meeting.

**3. Remuneration Brief – E. Hassini**

E. Hassini described the negotiation process as set out in the Terms of Reference of the Joint Committee. He noted that the first day of negotiations began on January 8 and that an agreement must be tabled by March 15, otherwise both sides will need to submit their best and final offer to an arbitrator for a decision. He explained that, following a survey of MUFA members, the brief was prepared and endorsed by the Remuneration Committee and by the MUFA Executive. Briefs were exchanged with the Administration on December 17. He then summarized the contents of the MUFA brief, which was included with the agenda material.

General comments were made in acknowledgment of the agreement, in particular, it was mentioned how the tables in the MUFA brief clearly indicate that we are at a junction where there is a definite demand for faculty renewal and if perhaps ages were included that it would make the argument even more substantial. On a side note it was of interest that both the Administration and members in the TMG group have increased in numbers but not faculty.

There were general questions on the benefits that MUFA had placed in their brief and interest as to why these benefits were chosen above others. Overall, faculty present were supportive and expressed their appreciation for including mental health in this round of negotiations which many felt would benefit a number of people. E. Hassini explained that the benefits were chosen based on the results of the survey that went out to our members and what was indicated as their top priorities.

E. Hassini thanked everyone for their remarks and confirmed that the MUFA negotiating team will clearly concentrate on all of the points brought up today and will elaborate on them to ensure that the Administration clearly understands what is important to our members.

**MOTION:**

**That the proposed McMaster University Faculty Association Remuneration Brief for the Period of July 1, 2019 to June 30, 2021 be approved as distributed.**

**E. Hassini/R. Kleiman  
Carried Unanimously**

**4. President's Report – M. Grignon**

Welcome back to a new term and my best wishes to you all for 2019. Thank you very much Elkafi for your presentation of the MUFA brief going into negotiations and for answering questions. I will now briefly summarize what happened in 2018 and outline what we expect for 2019, apart from a new contract of course.

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).

1. 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.

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- (b) Rafi Kleiman led a MUFA-SCA drafting committee to update and revise the faculty general grievance procedure 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-running the same analysis as was conducted in 2015, on data from 2016-17 shows that this pay raise has closed the gap. Note that this is a 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.
2. 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.
3. The coming year:
- (a) We will continue to push for faculty renewal: For the first time in many years, all Faculties were in a healthy financial situation (no deficit) at the beginning of the academic year (September 2018). This means they are able 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. Therefore, 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 redress 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.

- (b) 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 considered. 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.
- (c) 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-university pension plan)? What is the future of collective bargaining in the broad public sector in Ontario?
- (d) 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 keeps 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](mailto:mufa@mcmaster.ca) or [mufapres@mcmaster.ca](mailto:mufapres@mcmaster.ca).

**The following questions and comments were noted:**

The Provost promised that for Faculty Renewal there would be 40 new positions. Do you know if these positions are net or new? The reason being if faculty leave, retire and/or are just being replaced, that is not viewed as net. It was indicated that when D. Farrar spoke at Senate, he referred to these as net positions above replacements, however, it was suggested that clarification be sought to ensure this was the case.

Discussion then ensued around teaching evaluations and it was indicated that there are many different mechanisms that are available to students to express their opinions about their experience versus the current tool in place. Also, given Ryerson's decision and the impact on mental health and the bias re: gender, ethnicity, and so forth that the current tool shows, that MUFA should consider issuing a statement urging that this tool be suspended until further notice. It was noted that proceeding with such a recommendation would need to be brought forward to the Executive for discussion first and then approved before moving forward.

M. Grignon indicated that MUFA has put together an ad hoc committee that is currently researching alternative ways of getting assessments of the student experience. The committee is exploring without any preconceived notions and looking at best practices of what works and what doesn't from various other Universities. In the end, the recommendations that the committee comes up with will be brought forward for consideration and approval.

**7. Other Business**

There was no other business.

**Meeting adjourned at 2:31 p.m.**

**COMMITTEE REPORTS**  
**Faculty Association Standing Committees**

**MEMBERSHIP**

*Representative: Suleiman Igdoura*

I am pleased to report that as of April 1, 2019, MUFA had 933 dues-paying members. Since April 2018, we have added 43 members and lost 33 members. Of the 933 members, there are 14 voluntary members who are not on the CP/M scheme but have chosen to become members of MUFA.

**OCUFA**

*Director: Alison Sills*

OCUFA established three priorities for 2018/19: Good Jobs/Vibrant Universities, University Funding, and Capacity Building. Practically speaking, the election of a new government in June 2018 meant that this academic year was spent preparing for, and reacting to, changes proposed or enacted by the provincial government. In particular, OCUFA publicly commented on the effort by the government to tie university funding to free speech on campus (August); expressed concern about the cancellation of the proposed French-language university (November); and issued a strongly-worded critique of the changes to OSAP and student fees (January). Members of the OCUFA executive and staff also met with the Attorney-General to express their concern about her analysis of the OSAP changes introduced by the previous government, and submitted a statement to the Finance Committee for the April 2019 budget.

In January 2019, OCUFA hired a new Executive Director, Michael Conlon, to replace long-serving outgoing director Mark Rosenfeld. Michael has experience in the university sector in Ontario and BC, and provides an interesting and useful perspective to OCUFA and the member Faculty Associations.

An OCUFA working group published their report on “Student Questionnaires on Courses and Teaching” (available on the OCUFA website). They conclude that student questionnaires can provide useful formative information to individual instructors about the student experience in their courses. However, consistent with the ruling in the Ryerson case, the working group argues that student questionnaires should not be used in the context of tenure/promotion or other evaluation of instructors.

A second working group published their report on “Collegial Governance at Ontario Universities” (also available on the website). It is primarily a snapshot of the current situation at all Ontario universities and federated colleges, with interesting statistics about number of senior administrators, structures of Boards and Senates and how representative are selected, etc.

**PENSION**

*Representative: Claude Eilers*

On the pension front, there are a few developments that members will want to notice.

1. Pension rules changed last year in a number of important ways. (a) Under the solvency funding rules, special payments are only required if a pension plan is funded below 85% of its calculated liability, and such deficiencies are to be amortized over five years. (b) Under 'going-concern' funding rules, any deficiency must now be funded over 10 years. (c) A new requirement has been introduced to fund a 'provision for adverse deviation' (PfAD), which is meant to cushion the effects of the ebbs and flows of the plan's investments, with the size of the fund depending on several factors including a plan's asset mix and any deviation from the plan's going concern discount rate over a benchmark discount rate.

2. Our pension plans undergo an actuarial valuation at least every three years, and last year was a valuation year. Because of the new rules set out above, it was decided that a new evaluation is in order. The results of that valuation are moderately good. (a) On a solvency basis, the ratio of assets to liabilities for Plan 2000 (which governs all but three of us) is 91% (up from 85% last year) and sufficient to remove from the University the need to make special payments under this rubric. (b and c) On a going-concern basis, which includes the new provision for adverse deviation, there is deficit of \$134m, which will require monthly special payments of \$1.5m. (This is slightly lower than the special payments calculated under the previous rules.)

More details can be seen at [www.workingatmcmaster.ca/pensions/annual-report/](http://www.workingatmcmaster.ca/pensions/annual-report/)

3. The last few years has seen a provincial initiative to encourage the creation of a Jointly Sponsored Pension Plan (JSPP) out of Single-Employer Pension Plans (SEPPs). This would allow more broadly shared risks generally and more specifically, greater leniency with regards to solvency deficiencies. As part of this process, three universities--Guelph, Queens, and the University of Toronto--have agreed on the creation of a University Pension Plan (UPP). The UPP is being set up in a way that assumes other institutions might join and rules are now in place for other SEPPs to join. McMaster has thus far elected not to participate in the UPP and my understanding is that is unlikely to change in the immediate future. For those who wish to keep an eye on this, there is a webpage: <http://www.universitypension.ca/>

### **SPECIAL ENQUIRIES & GRIEVANCES**

*Representatives: C. Anderson and K. Culver*

To date during this academic year we have supported our members in 13 inquiries: two from each of Health Science, Science, and Humanities, one each from Social Science and Business, and five from Engineering. Furthermore, some former members of the Executive continue to support a member who is a respondent in a long-running case under the Discrimination, Harrassment and Sexual Harassment policy which has far exceeded the recommended timelines of the policy.

The number of cases is similar to those over the last three years, but is substantially lower than the number of cases handled by faculty associations at comparable universities. It is possible that relations between faculty and the administration are generally less adversarial at McMaster than at other institutions, but it is equally possible that members are not aware of the support MUFA can offer. Although we cannot represent our members in grievances and disputes because we are not a certified union, we can offer advice, interpret policies, and also simply be present at meetings to offer support, take notes, and observe procedures. Over the past year, we have accompanied members to meetings

with their Chairs, with investigators, and with T&P committees. We have also advised members on interactions with their Chairs and Deans.

The Grievance Committee can also recommend policy changes that arise from members' concerns. This year we achieved a modest change to the Tenure & Promotion Policy, such that if a member's department votes against their tenure, they may access the redacted documents such as external reviewers' letters before they decide whether to proceed with a request for reconsideration. We have also recommended changes to the Research Integrity Policy to include clear procedures for securing arms-length technical advisors.

A committee has been working for more than a year to revise the Faculty Grievance Procedure to take account of new policies that have come into effect since the effective date of the original grievance procedure. The committee anticipates that the revised procedure will be approved by the MUFA Executive and the Senate and Board within this academic year.

#### **TENURE/PERMANENCE**

*Representative: Gail Krantzberg*

On behalf of MUFA, I presented at two Tenure, Promotion and Permanence workshops for faculty in the fall of 2018. There were approximately 20 faculty members in attendance at each session.

### **University Committees and Boards**

#### **McMASTER CHILDREN'S CENTRE**

*Representative: Michelle Butt*

It is with pleasure I provide an update on the activities of McMaster Children's Centre in my role as the McMaster University Faculty Association's representative on the Centre's Board of Directors. This is my second year fulfilling the role, and it has continued to be an interesting and rewarding opportunity to engage with the dedicated individuals that comprise the Centre and its Board.

McMaster Children's Centre is a non-profit organization that currently provides childcare to 79 children (50 enrolled full-time; 29 enrolled part-time). The Centre provides an enriching, play-based environment to optimize the cognitive, physical, social, and emotional development of toddlers and preschool children. Currently, exceptional care is provided by the 12 full-time Registered Early Childhood Educators and 4 part-time supply staff, under the excellent leadership of an Assistant and an Executive Director.

The McMaster Children's Centre Board of Directors meets monthly to discuss issues relevant to the Centre's operation. The Board is also committed to being responsive to concerns raised by the Centre's Executive Director. The members of the Board are diverse in their background and skill set; they represent parents, University staff, faculty members, and local citizens, who each bring unique perspectives to the Board.

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One of the major endeavours of the Board this year has been planning for McMaster Children's Centre's move to a new location in the Peter George Centre for Living and Learning. With the move to a larger facility, the Centre will be able to expand the number of children it can enroll; the current capacity of 70 children placements will expand to 87. One new element incorporated within the expanded number of placements is the introduction of space to accommodate infants. The complement of spaces once the Centre expands will be: 9 for infants, 30 for toddlers, and 48 for preschoolers. To accommodate this expansion, the Centre will be hiring a 3-4 new staff members as well as part-time supply staff.

Priorities for the Board in planning for relocation of McMaster Children's Centre to its new location included: maintaining the current high standards of care; ensuring the economic viability of the Centre with different expenditures at the new location; and minimizing the impact on families with children currently at the Centre during the transition. Within the complexities of planning the physical move, there was also the challenge of ensuring the appropriate approvals and inspections would be completed in a timely manner to minimize the Centre's closure time. Under the excellent leadership of Ms. Angela Topolinsky, the Centre's Executive Director, the planning of all required approvals has been carefully mapped. To accommodate the move, the Centre will be closed on Friday, August 2nd and Tuesday, August 6th. It is envisioned that, if all goes as planned, McMaster Children's Centre will open in the Peter George Centre for Living and Learning on Wednesday, August 7, 2019. Having the McMaster Children's Centre on our main university grounds will definitely be a welcome addition to our already vibrant campus!

As the McMaster University Faculty Association representative on the Board of Directors of McMaster Children's Centre, I am happy to bring any questions, concerns, or ideas you may have to the Board. Please connect with me if you wish to do so (email: [buttml@mcmaster.ca](mailto:buttml@mcmaster.ca)).

**COPYRIGHT WORKING GROUP**

*Representative: Greg Flynn*

The Copyright Working Group committee has only met once this year.

The sum total of activity for the committee appears to be the updating of the university website in relation to copyright issues as well as participating in a copyright awareness campaign at the end of March.

All faculty members are encouraged to consider copyright issues in compiling their course outlines and to work with library staff to ensure there are no problems in this regard

**PRESIDENT'S ADVISORY COMMITTEE ON BUILDING AN INCLUSIVE COMMUNITY (PACBIC)**

*Representative: Tina Fetner*

I have been MUFA's representative on the President's Advisory Committee on Building an Inclusive Community (PACBIC) in the 2018-2019 academic year. This committee meets monthly to discuss Equity, Diversity and Inclusion in the McMaster community. PACBIC's co-chairs are Professor Ameil Joseph and VP (Equity) Arig Al-Shaibah.

The Committee has several working groups devoted to particular aspects of inclusive community. Executive functions are performed by the Planning and Priorities Group. Other working groups include:

- Race, Racialization and Racism (R3)
- First Nations, Métis & Inuit Priorities (FNMI)
- Accessibility, Disability & Ableism (ADA) and Madness/Distress, Eugenics, Discrimination & Saneism (MEDS)
- Interfaith Issues
- Gender and Sexualities (The LGBTQ+ working group and the Violence Against Women/Gender-Based Violence working group have merged into the new Gender and Sexualities working group)

One of the overarching concerns discussed at several meetings has been the increasing presence of messages that express hate for equity seeking groups on campus. This includes anti-Semitic graffiti, the disfigurement of the LGBTQ-supporting rainbow crosswalk at the front of the school, and flyers targeting various groups posted around campus. The focus on building an inclusive community must include standing with members of equity-seeking groups against these hateful messages.

We also discussed McMaster's approach to the Ministry of Training, Colleges, and Universities' new requirement that all universities have free-speech policies in place by January 1 of this year. The university's approach to build a website devoted to principles of academic freedom and freedom of speech (<https://president.mcmaster.ca/mcmasters-position>).

PACBIC members received a presentation on VP Arig Al-Shaibah's Equity, Diversity and Inclusion plan, as one of many groups Dr. Al-Shaibah engaged with as she moves forward with this plan.

McMaster is also engaged in numerous attempts to improve accessibility for people with disabilities on campus. This includes offering training for faculty members in developing classroom materials, including documents, presentations, and videos in formats that are accessible to a wider range of students. Interested faculty members should contact Kate Brown, McMaster's Equity and Inclusion Accessibility Project Coordinator ([access@mcmaster.ca](mailto:access@mcmaster.ca)).

## **PENSION TRUST**

*Representatives: Trevor Chamberlain, Sherman Cheung, and Marc-Andre Letendre*

This report will cover the 2018 pension performance, the actuarial report, and the asset/liability study.

### Pension Performance

After the past few years of good performance in global equity markets, most stock markets have experienced various degrees of corrections in 2018. Canadian stocks represented by the S&P/TSX registered a loss of 8.9 percent in 2018. The US S&P 500 gained 4.1 percent (in Cdn \$). The Non-North American markets represented by the MSCI EAFE Index (in Cdn \$) experienced a loss of 6.1 percent.

Bonds tend to provide stability in times of financial turbulence. The Canadian bonds represented by the FTSE TMX Universe Bond index gained 1.4 percent in 2018. As a result, the pension has delivered a performance of -4.2 percent in 2018 before fees. The benchmark return based on a proper mix of the asset classes and indices would result in a negative return of 3.4 percent in 2018. Our pension has underperformed the benchmark on a before fee basis by -0.8 percent in 2018 while still outperformed from a longer-term perspective of 5 or 10 years.

**Annual Returns as of December 31, 2018 (%)**

	<b>1 Year</b>	<b>2 Years</b>	<b>3 Years</b>	<b>4 Years</b>	<b>5 Years</b>	<b>10 Years</b>
Total Fund	-4.2	3.8	4.8	5.0	6.2	8.4
Benchmark	-3.4	3.6	4.9	4.8	6.1	8.2

Actuarial Report

The administration has completed an actuarial evaluation of our pension recently for the fiscal year ending July 1, 2018. This latest report shows an improvement in our funding shortfall on a solvency basis. The pension had 91 cents of assets for each dollar of liability as of July 1, 2018 comparing to just 85 cents the same time a year ago. The increase in assets resulting from the strong financial markets between the two valuation dates explains a significant part of the improvement. This may appear to contradict the negative results reported in the previous section. Note that the results in the previous section cover the period ending December 31, 2018, whereas the actuarial valuation at McMaster has always been for periods ending July 1. The global financial markets in 2018 have been fine until the fourth quarter. Our pension lost 7.9% in the fourth quarter alone. This adverse development in the fourth quarter explains the negative results in the previous section, while the positive financial performance in the first half of 2018 is reflected in the actuarial valuation.

**Solvency and Wind-up Financial Position (000's)**

	<b>07.01.2018</b>	<b>07.01.2017</b>
Net Assets	\$2,055,505	\$1,902,836
Total Wind-up liability	\$2,252,753	\$2,244,977
Solvency/Windup excess (shortfall)	(\$197,248)	(\$342,141)
Transfer Ratio	91%	85%

Defined benefit plans in Ontario like the McMaster Plan must pay annual fees to the Pension Benefits Guarantee Fund (PBGF), which provides protection to plan members in the event of plan sponsor

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insolvency. As a result of the improvement in the transfer ratio, the PBGF fees will be reduced to \$ 2 million per year from \$4 million per year for 2019 and 2020.

Asset/Liability Study

The pension Trust Committee has undertaken an asset/liability study in 2018. The major result of the study is to increase investments in real assets such as real estate and infrastructure. As of December 31, 2018, the fund's allocation to real estate was merely 1.1 percent. Our pension consultant recommended an increase in the allocation to real estate and infrastructure from about 1 percent to 25 percent over a 10-year period with a corresponding decline in equities. The recommendation was barely passed by a simple majority. A process is in place to implement the recommendation.

**RUDY HEINZL AWARD OF EXCELLENCE COMMITTEE**

*Representative: Peter Vilks*

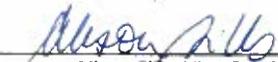
The Rudy Heinzl Award of Excellence Committee members selected a student winner on February 28, 2019.

**April 1, 2019 Statement of Cash Receipts and Expenditures for the year ended March 31, 2019**

	2017-2018 TOTAL	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	2018-2019 TOTAL
<b>CASH RECEIPTS</b>														
Membership Dues	\$666,091.66	\$55,446.07	\$55,646.91	\$82,711.97	\$57,204.46	\$57,715.88	\$57,636.55	\$57,777.87	\$86,572.77	\$57,644.37	\$58,262.99	\$57,451.68	\$274.41	\$684,345.93
Interest	\$6,804.88	\$793.95	\$61.84	\$58.70	\$2,593.33	\$72.20	\$68.61	\$88.07	\$2,322.44	\$418.51	\$101.42	\$423.36	\$969.97	\$7,972.40
Miscellaneous	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>TOTAL RECEIPTS</b>	<b>\$672,896.54</b>	<b>\$56,240.02</b>	<b>\$55,708.75</b>	<b>\$82,770.67</b>	<b>\$59,797.79</b>	<b>\$57,788.08</b>	<b>\$57,705.16</b>	<b>\$57,865.94</b>	<b>\$88,895.21</b>	<b>\$58,062.88</b>	<b>\$58,364.41</b>	<b>\$57,875.04</b>	<b>\$1,244.38</b>	<b>\$692,318.33</b>
<b>EXPENSES</b>														
Bank Charges	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
CAUT Fees	\$168,745.90	\$14,119.79	\$14,101.43	\$14,063.25	\$14,284.88	\$14,338.04	\$14,432.57	\$14,431.85	\$14,478.69	\$14,467.95	\$14,549.84	\$14,420.46	\$14,432.46	\$172,121.21
Contingency	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Donations	\$4,788.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,288.00	\$0.00	\$0.00	\$5,288.00
Employee Benefits	\$71,959.73	\$3,728.55	\$5,151.46	\$4,049.35	\$2,733.28	\$2,774.06	\$2,407.42	\$2,765.12	\$4,011.95	\$2,415.22	\$2,923.24	\$29,505.11	\$3,418.13	\$65,882.89
Employee Salaries	\$173,235.83	\$13,524.08	\$17,457.09	\$16,514.44	\$13,877.53	\$14,163.11	\$14,169.57	\$14,169.57	\$21,285.05	\$14,230.98	\$14,230.99	\$14,108.16	\$14,169.57	\$181,900.14
Equipment/Furniture	\$4,663.18	\$0.00	\$668.42	\$2,575.27	\$0.00	\$0.00	\$0.00	\$0.00	\$686.08	\$309.92	\$0.00	\$33.90	\$0.00	\$4,273.59
Insurance	\$3,965.76	\$2,160.00	\$0.00	\$0.00	\$1,872.72	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,032.72
Meetings/Events	\$7,525.64	\$121.69	\$2,015.73	\$58.65	\$6.62	\$599.45	\$101.29	\$64.83	\$5,937.72	-\$2,263.86	\$369.14	\$448.56	\$134.31	\$7,594.13
Miscellaneous	\$3,773.79	\$1,040.66	\$260.30	\$58.99	\$48.91	\$360.00	\$45.87	\$788.00	\$297.70	\$43.97	\$149.23	\$198.23	\$129.95	\$3,421.81
MUFA Awards/Gifts	\$1,656.77	\$1,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$200.00	\$0.00	\$0.00	\$50.00	\$0.00	\$0.00	\$0.00	\$1,750.00
Office Supplies	\$1,018.16	\$111.02	\$0.00	\$0.00	\$0.00	\$0.00	\$100.57	\$0.00	\$0.00	\$245.91	\$0.00	\$0.00	\$0.00	\$457.50
OCUFA Fees	\$167,653.97	\$14,051.04	\$14,032.77	\$13,994.88	\$14,425.04	\$14,478.57	\$14,571.78	\$14,570.24	\$14,617.50	\$14,606.16	\$14,688.27	\$14,557.33	\$14,569.27	\$173,162.85
Postage	\$220.36	\$0.00	\$2.63	\$0.84	\$2.91	\$1.68	\$393.96	\$16.80	\$0.84	-\$196.98	\$0.00	\$0.00	\$0.87	\$223.55
Printing	\$187.40	\$0.00	\$6.46	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$266.75	-\$145.74	\$0.00	\$0.00	\$0.00	\$127.47
Prof. Fees (Legal)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Prof. Fees (Other)	\$8,599.00	\$0.00	\$2,712.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$18,000.00	\$0.00	\$20,712.00
Telephone	\$3,995.84	\$138.40	\$251.40	\$432.32	\$68.52	\$138.40	\$442.79	\$67.80	\$254.93	\$139.08	\$897.64	\$67.80	\$387.80	\$3,286.88
Travel	\$2,132.33	\$0.00	\$1,072.36	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$412.72	\$0.00	\$537.18	\$0.00	\$0.00	\$2,022.26
<b>TOTAL EXPENSES</b>	<b>\$624,121.66</b>	<b>\$50,495.23</b>	<b>\$57,732.05</b>	<b>\$51,747.99</b>	<b>\$47,320.41</b>	<b>\$46,853.31</b>	<b>\$46,865.82</b>	<b>\$46,874.21</b>	<b>\$62,249.93</b>	<b>\$43,902.61</b>	<b>\$53,633.53</b>	<b>\$91,339.55</b>	<b>\$47,242.36</b>	<b>\$646,257.00</b>
<b>SURPLUS (DEFICIT)</b>	<b>\$48,774.88</b>	<b>\$5,744.79</b>	<b>-\$2,023.30</b>	<b>\$31,022.68</b>	<b>\$12,477.38</b>	<b>\$10,934.77</b>	<b>\$10,839.34</b>	<b>\$10,991.73</b>	<b>\$26,645.28</b>	<b>\$14,160.27</b>	<b>\$4,730.88</b>	<b>-\$33,464.51</b>	<b>-\$45,997.98</b>	<b>\$46,061.33</b>

MEMBERS EQUITY – MARCH 31, 2019

\$475,236.13

  
 Alison Sills, Vice-President

## Statement of Cash Receipts and Expenditures for fiscal period ending at March 31, 2019

	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/2020 PRELIMINARY
<b>CASH RECEIPTS:</b>								
Membership Dues	\$578,652	\$590,955	\$606,614	\$630,333	\$698,755	\$666,092	\$684,346	\$763,794 <sup>1</sup>
Interest Received	\$7,494	\$2,651	\$11,908	\$7,319	\$2,960	\$6,805	\$7,972	\$14,787 <sup>2</sup>
Miscellaneous	\$299	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL CASH RECEIPTS</b>	<b>\$586,444</b>	<b>\$593,606</b>	<b>\$618,522</b>	<b>\$637,651</b>	<b>\$701,715</b>	<b>\$672,897</b>	<b>\$692,318</b>	<b>\$778,581</b>
<b>EXPENSES:</b>								
Bank Charges	\$28	\$64	\$187	\$77	\$205	\$0	\$0	\$0
CAUT Fees	\$144,731	\$147,666	\$157,821	\$162,800	\$163,972	\$168,746	\$172,121	\$176,255
Contingency	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Donations	\$5,247	\$4,847	\$11,119	\$5,119	\$5,119	\$4,788	\$5,288	\$5,288
Employee Benefits	\$53,756	\$60,362	\$96,758	\$71,654	\$61,012	\$71,960	\$65,883	\$66,717 <sup>3</sup>
Employee Salaries	\$164,305	\$173,776	\$147,066	\$144,598	\$160,425	\$173,236	\$181,900	\$190,940
Equipment/Furniture	\$2,556	\$5,145	\$5,334	\$28,078	\$3,042	\$4,663	\$4,274	\$13,000
Insurance	\$2,160	\$2,160	\$2,160	\$3,807	\$3,903	\$3,966	\$4,033	\$4,500
Meetings/Events	\$6,025	\$7,932	\$7,076	\$7,346	\$8,165	\$7,526	\$7,594	\$10,000
Miscellaneous	\$816	\$793	\$7,720	\$8,044	\$2,032	\$3,774	\$3,422	\$6,000
MUFA Awards/Gifts	\$2,911	\$3,600	\$6,698	\$1,744	\$4,950	\$1,657	\$1,750	\$5,000
Office Supplies	\$1,084	\$1,100	\$1,668	\$2,119	\$657	\$1,018	\$458	\$2,000
OCUFA Fees	\$131,926	\$138,412	\$151,688	\$158,689	\$161,616	\$167,654	\$173,163	\$179,224
Postage	\$2,067	\$1,881	\$653	\$859	\$729	\$220	\$224	\$500
Printing	\$271	\$2,302	\$385	\$1,608	\$250	\$187	\$127	\$500
Professional Fees-Legal	\$0	\$0	\$0	\$3,258	\$1,708	\$0	\$0	\$30,000
Professional Fees-Other	\$13,302	\$12,187	\$12,215	\$8,458	\$22,712	\$8,599	\$20,712	\$40,000 <sup>4</sup>
Telephone	\$425	\$1,689	\$1,706	\$2,405	\$2,830	\$3,996	\$3,287	\$5,000
Travel	\$4,808	\$10,738	\$9,341	\$10,232	\$9,969	\$2,132	\$2,022	\$5,000
<b>TOTAL EXPENSES</b>	<b>\$536,418</b>	<b>\$574,654</b>	<b>\$619,595</b>	<b>\$620,895</b>	<b>\$613,295</b>	<b>\$624,122</b>	<b>\$646,257</b>	<b>\$739,923</b>
<b>SURPLUS (DEFICIT)</b>	<b>\$50,026</b>	<b>\$18,952</b>	<b>-\$1,073</b>	<b>\$16,756</b>	<b>\$88,420</b>	<b>\$48,775</b>	<b>\$46,061</b>	<b>\$38,657</b>

### Statement of Financial Position as of March 31, 2019

#### ASSETS

Cash in Bank	\$152,181
GiC and Bonds	\$475,236
	<u>\$627,417</u>

#### LIABILITIES

No outstanding cheques

#### EQUITY

Long-Term Reserves	\$475,236
Current Reserves (Cash in Bank)	\$152,181
	<u>\$627,417</u>

  
 Alison Sills, Vice-President

#### NOTES:

- Income is based on a 5.0 mill rate.
- Interest is automatically reinvested in our reserve savings. Approximately \$920 will be available for spending.
- Includes pension deficit payment for 2017-2018 (approximately \$26,100.08)
- Includes costs associated with release time (\$6,000) and auditor (\$3,000)