

MUFA Newsletter

February/March 2012 — Volume 38.4 — Catherine Connelly, Editor

McMaster University Faculty Association

Annual General Meeting
Wednesday, May 2, 2012
3:00 pm

Great Hall
of the University Club

BTW: McMaster University Library Review

Open Sessions

Monday, March 26, 4:30 pm, Convocation Hall

Tuesday, March 27, 12 noon, MUSC 313

for more information, see <http://www.mcmaster.ca/vpacademic/priorities.html>

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Ontario Confederation of University Faculty Associations
Union des Associations des Professeurs des Universités de l'Ontario

39th Annual OCUFA Teaching & Academic Librarianship Awards for 2011/12

PROGRAM

Each year OCUFA recognizes outstanding teachers and academic librarians in Ontario universities through its Teaching and Academic Librarianship Awards. Since 1973 OCUFA has presented 369 awards. The recipients are selected by the OCUFA Teaching and Academic Librarianship Awards Committee. Approximately 7 awards are presented.

CATEGORIES

Teaching, in the context of the OCUFA awards, embraces virtually all levels of instruction — graduate and undergraduate teaching, continuing education and faculty development. Similarly, proficiency in teaching may extend well beyond the classroom, the laboratory or the faculty member's office. Activities such as course design, curriculum development, organization of teaching programs and other significant forms of leadership are often important contributions to the instructional process. Those who excel in any of these are eligible for the OCUFA Teaching Awards.

Academic librarianship, in the context of the OCUFA Awards, embraces all aspects of librarianship that contribute to the scholarly achievement of all members of the university community. Activities such as development and delivery of services, provision of educational materials, collection development and management and other contributions to academic librarianship are important to the intellectual functioning of the university. Those who excel in any of these are eligible for an OCUFA Academic Librarianship Award.

NOMINATIONS

Nominations are invited from individuals, informal groups of faculty or students, or both, and such organizations as local faculty associations, faculty or college councils, university committees concerned with teaching and learning, librarians, local student councils, departments, alumni, etc.

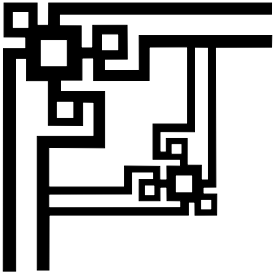
Guidelines to assist in organizing a nomination should be consulted by prospective nominators and are available on request from your Faculty Association Office, the Provincial Office of OCUFA, or the OCUFA website (www.ocufa.on.ca).

Nominations should include a covering nomination form (appended to Guidelines for OCUFA Teaching Award Nominations and Guidelines for OCUFA Academic Librarianship Award Nominations), a nominator's brief, and sufficient evidence, from as many sources as possible, to make it clear that outstanding work deserving of recognition has been done.

PROCEDURE

Deadline for receipt of nominations: May 21, 2012.
Inquiries to: 416-979-2117. The original and five copies of the submission should be sent to:

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



Working beyond Age 65

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

BENEFITS

■ Extended Health and Dental Plans

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

■ Out-of-Province Emergency Medical Insurance

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

■ Salary Continuance (Short term disability)

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

■ Long Term Disability

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

■ Life Insurance

MUFA members are eligible to continue to participate in McMaster's basic group life and optional life plans until December 1st of the calendar year in which they

reach age 69. After which time, employees will be eligible for the retiree group life benefit which is a \$5,000 lump sum policy. McMaster's basic life insurance plan provides a death benefit of up to 175% of salary (to a maximum of \$175,000) and is employer paid. The optional life plan is an employee paid plan, with an age banded rate structure.

PENSION

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

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

- Reduced Pension (between ages 55 to 65 and has not reached Rule of 80/85)* or,
- Unreduced Pension (attainment of Rule of 80/85 or at least age 65 — those hired after July 1, 2006 must have two years of Plan membership).

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

MUFA members choosing to continue their employment beyond age 65 must continue their contributions to the McMaster pension plan. Contributions will continue until retirement, or until December 1st of the calendar year in which an individual who has not retired attains age 71. At that point, the Income Tax Act requires that the member begin collecting his/her pension, on top of whatever salary is being earned. As of 2012, if contributors are receiving CPP retirement pensions and they choose to work, they can continue to make CPP contributions that will increase their payments through the Post-Retirement Benefit (PRB). If they are age 65 to 70, contributions are voluntary (their employers will have to contribute if they do).

For more information, see

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

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

Welcome New Members

Lotfi Belkhir	Mechanical Engineering
Allan MacKenzie	B-Tech Program
Paola Muti	Oncology
Jonathan Schertzer	Biochem & Biostatistics
Deborah Sloboda	Biochem & Biostatistics
Ayse Turak	Engineering Physics

Passages

Richard Bader, Chemistry, January 15, 2012
Brian John, English & Cultural Stds, January 23, 2012



Many thanks to **Trevor Chamberlain** (Finance & Business Economics) for agreeing to represent MUFA on the OCUFA *Ad Hoc* Committee on University Finance.

Faculty Association Dues Holiday

Just a reminder that a dues holiday is in effect for the following pay periods:

For MUFA Librarians

February 24, March 9, and March 23, 2012

For Faculty

March 2, March 16, and March 30, 2012

A surplus of income over expenditures for this fiscal year is projected in the Nine-Month Budget review for 2011/12. In addition, MUFA reserves continue to be in a healthy state.

The mill rate will return to 5.0 in April 2012.

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

This Newsletter is published monthly between September and May by the Faculty Association at McMaster University. The Association's Executive for 2011/12 is composed of the following members:

President	Peter Sutherland
Vice-President	Martin Dooley
Past-President	Virginia Aksan
Academic Affairs	Nancy Bouchier
Human Rights	Michelle Dion
Membership	Michelle MacDonald
OCUFA Director	Martin Dooley
Pension	Nancy Carter
Public Relations	Catherine Connelly
Remuneration	—
Spec Enquiries & Grievances	Graeme Luke
Tenure	Virginia Aksan & Martin Horn
Treasurer	Rafael Kleiman
Without Portfolio	Mike Veall
Executive Director	PhyllisDeRosa Koetting
Administrative Assistant	Kelly McCaughey
Returning Officer	Matheus Grasselli

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

March 19, 2012

I have counted the ballots which were distributed electronically to active MUFA members on March 12, 2012 requesting a YES or NO response to the following questions:

I endorse the Amendments to the MUFA Constitution.

RESPONSES

**YES 231 NO 20 SPOILED 0
Total Ballots Cast 251**

M. Grasselli, Returning Officer