

# MUFA Newsletter

February/March 2010 — Volume 36.4 — Alexandre Sévigny, Editor

## McMaster Academic Librarians: What Happened?

February was a turbulent month for McMaster's academic librarians. It began with a general library staff meeting in which an external consultant, Arnold Hirshon, painted a grim picture of the Library's financial situation and asked for cooperation by library staff in an "organizational review."

Following the consultant's presentation, MUFA President, John Berlinsky, read a prepared statement, based on input from the librarians, which was critical of the frequency with which the Library had been reorganized over the past four years, noting that this review could lead to the 4<sup>th</sup> such reorganization and that Mr. Hirshon was at least the 6<sup>th</sup> external consultant engaged by the Library during that period. Furthermore the librarians had been shocked, less than a year ago, by the unprecedented firing of two academic librarians who were MUFA members. The issue of job security and lack of trust in the library management had since been uppermost in their minds. No immediate response was offered to these concerns, either by the consultant or the University Librarian. Later that week, the librarians met and voted to create a new association, the McMaster University Academic Librarians Association (MUALA) for the purpose of certifying as a labour union.

On Tuesday, February 9, there was another general meeting of library staff, this time called by the Provost. The Provost outlined the University's budgetary problems and the problem with the provincial funding cycle. She indicated that the work done by library staff was greatly appreciated and praised them for their significant accomplishments. The University Librarian spoke of a new strategic plan which had resulted from library staff contributions to the organizational review. He emphasized cutting functions rather than positions. However, neither the Provost nor the University Librarian addressed the job security issue. The next day MUALA filed a certification application with the Ontario Labour Relations Board (OLRB).

On February 17 in a memo to all McMaster librarians, the Provost discussed the excellent wages and benefits received by MUFA librarians, noting that, according to the 2008/09 annual salary survey from the Association of Research Libraries, the median salary at McMaster ranks 11th out of the 113 Research Libraries. Again no mention was made of job security or the feeling, shared by many librarians, that those excellent wages and benefits could disappear unexpectedly any Friday afternoon for seemingly arbitrary reasons. On February 18, 26 librarians voted — 18 for and 8 against certifying. As a result of the certification of MUALA, McMaster academic

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<http://www.mcmaster.ca/mufa>

## Academic Librarians *(continued from p. 1)*

librarians who are members of MUALA will no longer be members of MUFA. However, a small number of senior librarians, who are not eligible to belong to MUALA will remain MUFA members.

What does it mean when a small group of highly qualified, well-regarded, well-compensated professionals abruptly unionize? On the one hand in this case it means that MUFA was unable to provide adequate security to these members, in spite of significant efforts, because the Joint Committee, the collegial system for dealing with such problems, was ineffective. At the same time, this type of unionization represents a failure of management. The ill-conceived firing of two MUFA librarians last year poisoned relations with the librarians, and nothing of substance was done afterward to repair the damage. For these failures, the University Librarian, McMaster's Human Resources, and senior management must share responsibility.

MUFA wishes its colleagues in MUALA well in their upcoming contract negotiations with the Administration. At the same time we need to work harder to make the Joint Committee more effective in dealing with the difficult issues that the University faces.



Hank Jacek and Richard Stubbs recruit for the 2010/11 MUFA Executive.

Many thanks to **Lorraine Allan** (Psychology, Neuroscience & Behaviour) and **Katherine Cuff** (Economics) for agreeing to represent MUFA on the **Drafting Committee to Review the T & P Policy Supplementary Policy Statements**.

## PARTICIPANTS NEEDED FOR INHERITANCE STUDY

Researchers at McMaster University are looking for volunteers aged 60 years or older who have experience with one or more of the following family inheritance situations:

- family cottage/cabin,
- family disagreements,
- both biological and step-children in the family.

The purpose of this research study is to explore the experience and meaning of inheritance within families. The study will take place at McMaster University where participants will take part in a focus group to discuss their experiences. Parking expenses will be covered.



If you are interested in participating or if you have any questions please contact Dr. Lori Campbell in the departments of Sociology and Health, Aging and Society at 905-525-9140 Ext. 24943 or by email at [lcampbe@mcmaster.ca](mailto:lcampbe@mcmaster.ca).

We thank you for your interest.

*This study is funded by the SSHRCC.*



## 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 1<sup>st</sup> of the calendar year in which an individual who has not retired attains age 71. At that point, the Income Tax Act requires that the member begin collecting his/her pension, on top of whatever salary is being earned. On the other hand, to collect a pension benefit before age 71, it is necessary to retire and sever the employment relationship.

For more information, see  
<http://www.mcmaster.ca/mufa/MandatoryRetirement.html>  
and  
<http://www.mcmaster.ca/mufa/MandRetirementQ&A.html>

\* Rule of 80 transition to Rule of 85, as described in the **Joint Committee Agreement, dated March 3, 2006.**

# Project Status Report

(as of March 17, 2010)

Project Name	Estimated Completion Date	Approved or Anticipated Budget	Funding Source(s)	Status
<b>Project &amp; Budget Approved</b>				
McMaster Front Entrance Improvements - Phase 2	Pending	\$4,900,000	Internal Capital	Preliminary design work complete. First stage of landscaping to be implemented following the completion of the Engineering Technology Bldg.
MUMC Biosafety Lab 3 (FHS)	Pending	\$2,500,000		Working drawings are 90% complete.
MUMC Farncombe Family Digestive Health Research Inst.	Summer 2010	\$5,500,000 (rev Nov/09)	CFI \$1.5M Private Donor \$3M FHS \$1M	Steel stud framing work has commenced. Finishing work in Metagenomics has started with painting and ceiling work. Mechanical and electrical rough-in is on-going.
Ron Joyce Centre (Formerly Burlington Campus Centre for Advanced Management Studies [CAMS])	August 1, 2010	\$26,824,000	Private Donor \$10M City of Burlington \$5M Halton Region \$5M Internal Funds \$6.8M	External glazing complete. Interior mechanical and electrical 60% complete. Interior partitions 75% complete. Drywall and elevator installation has commenced.
Nuclear Reactor/NRB Renovations	March 2011	\$22,000,000	Federal & Provincial Governments	Working drawings 60% complete. Cost analysis on-going. Hoarding has been installed and site service work has commenced. Foundation package has been tendered.
IWC Centre for Spinal Cord Injury Education, Research & Rehab and Centre for Cancer Education, Research & Rehabilitation	March 2011	\$20,000,000	Federal & Provincial Governments	Working drawings 90% complete. Request for Expression of Interest for General Contractor has been called. IWC service work under review.
<b>Other</b>				
City of Hamilton Combined Sewer Overflow (CSO) Tank	Spring 2010	City of Hamilton Project	City of Hamilton	Construction approximately 95% complete. Parking Services aware of situation.
McMaster Innovation Park CanMet Building		MIP Board approval to proceed with sourcing of financing & finalization of lease	Non-recourse funding taken out by MIP	Interior work on-going. Exterior cladding work continuing. Structural steel roof nearing completion.
McMaster Innovation Park McMaster Centre for Primary Care	Summer 2012	\$40,000,000	To be confirmed	Project has been approved by Board of Governors. Planning work on siting the building has commenced and moving into schematic design stage.

For Future Consideration				
Wilson Building for Studies in Humanities and Social Sciences (Liberal Arts Building)		\$50,000,000 to \$60,000,000		Revised submission to MTCU expected in January 2010. Long Term Capital Planning Submission to MTCU (Aug 2008). Development of a Functional Plan is on-going
McMaster Innovation Park Life Sciences Building		\$45,000,000		MIP developing concept design
Above Ground Parking Structure				On hold pending campus wide parking review
New Pool				PanAm Games Bid – project under review.
Sports Arena				Offsite Location
Tennis Courts				



## 37<sup>th</sup> Annual OCUFA Teaching & Academic Librarianship Awards

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

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

Deadline for nominations for 2009/10 awards is **May 7, 2010**.

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

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

Inquiries to: 416-979-2117 or [www.ocufa.on.ca](http://www.ocufa.on.ca)

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

# Welcome New Members

**Gonzalo Hortelano** Pathology & Molecular Med



## Housing

### Condominium Rental

New (just built) executive condo townhome in prime Ancaster location. Perfect for professionals; smoke- and pet-free. Easy access to HWY 403 and Linc; **10 minute drive to McMaster**

**Main Campus; less to Innovation Park.** 3 bdrms, incl. large master with ensuite & walk-in closets, 2.5 baths, beautiful hardwood floors in LR&DR, central A/C, deck off dining room; walk-out patio from lower level

One year free cable pkg., including internet, TV, & telephone with free North America long distance Available April 1<sup>st</sup>, 2010. \$1800/month. Call (416) 529-9050 or e-mail: hongrui\_00@yahoo.com

**Summer Rental** Four-bedroom, fully furnished Victorian house in historic section of Dundas. Two miles from McMaster University, walking distance to shops. Parking on property, convenient public transport. Rent \$1,500 per month, includes utilities (left in homeowner's name during absence). Medium-sized lawn and plants to be kept trim (or via arrangement with local gardener). No smokers. Available mid- or late May to end of September 2010. Tel. 905-627-3720.

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

President	John Berlinsky
Vice-President	Virginia Aksan
Past-President	Richard Stubbs
Academic Affairs	Nancy Bouchier
Human Rights	Bonny Ibhawoh
Library	Rick Stapleton
Membership	Marek Niewczas
OCUFA Director	Richard Stubbs
Pension	Khalid Nainar
Public Relations	Alexandre Sévigny
Remuneration	Herb Schellhorn
Spec Enquiries & Grievances	Peter Sutherland
Tenure	Martin Dooley
Treasurer	Gladys Peachey
Without Portfolio	Michelle MacDonald

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](mailto: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](http://www.mcmaster.ca/mufa)).

*Listening to both  
sides of a story will  
convince you that  
there is more to a  
story than both sides.*

F. Tyger



# MUFA

**Annual General Meeting**

**Wednesday, April 28, 2010**

**3:00 pm**

**Great Hall  
of the University Club**