



Joint Administration/Faculty Association Committee Remuneration Agreement For the period July 1, 2017 to June 30, 2019

1. Term

Duration of Agreement: Two years from July 1, 2017 to June 30, 2019.

2. Career Progress/ Merit (CP/M)

No change to the current CP/M (maintain 120 par merit units per 100 faculty) and librarian merit systems.

3. Across the Board Salary Increase (ATB) to all salaries as follows:

| | |
|------------------------|--|
| Effective July 1, 2017 | ATB: 1.7% |
| Effective July 1, 2018 | ATB: 1.7%, Pension Offset (to base): \$1,075 |

4. Salary Floors

Salary floors and breakpoints in the CP/M scheme to be adjusted to reflect all increases on July 1 in each year of the contract.

5. Child Care Allowance (Dependants under the age of 7)

a. The Benefit

- i. The total maximum Child Care Allowance pool available per year is capped at \$500,000, which amount will be spread equally among eligible dependants, subject to a(ii), below.
- ii. The maximum allowable Child Care Allowance per eligible dependant per year is capped at \$2,500 (less applicable taxes and deductions).

b. Eligibility

- i. The Benefit Period is defined as an academic year (July 1-June 30).
- ii. All faculty members who are employed on June 30 of a Benefit Period will be eligible to receive the full Child Care Allowance for each of their dependants under the age of 7, subject to b(iii-iv), below.
- iii. Faculty members and their dependants must be enrolled in the Extended Health and Dental plan to be eligible for the Child Care Allowance.
- iv. Eligibility for the Child Care Allowance will be determined based on:
 - the age of the dependant as at December 31 of the year during the Benefit Period, and
 - enrolment of the dependant in the Extended Health and Dental plan no later than 31 days following December 31 of the year during the Benefit Period.

The term 'faculty' is used throughout this Agreement to refer to faculty members who participate in the Career Progress/Merit Scheme and MUFA Librarians. The start date for the Agreement's terms with respect to MUFA Librarians is June 16 of each year.

c. Payment

- i. The Child Care Allowance for the Benefit Period will be paid on the first pay date in August, following the Benefit Period (the "Date of Payment").
- ii. The Child Care Allowance is considered employment income, reported as T4 income, and subject to applicable taxes and deductions.

d. Implementation

- i. The Child Care Allowance will become effective July 1, 2017, with the first Date of Payment in August, 2018.

6. Pregnancy/Parental Leave

SPS C4, *Pregnancy/ Parental Leave Policy for Faculty and MUFA Librarians*, "supports the University's aims of fostering research and teaching excellence by supporting parents in combining their academic careers and family responsibilities without undergoing significant professional or financial setback."

In keeping with this commitment, Section V (i) Financial Benefits of SPS C4 is to be revised to provide an increased level of financial support with the following wording, to become effective July 1, 2017:

A faculty member who takes a Pregnancy or Parental Leave pursuant to this Policy is entitled to the financial benefits set out in Option A or Option B below, at his or her election.

OPTION A – Maximum combined top up period of up to 30 weeks at 95% of salary

PREGNANCY AND PARENTAL LEAVE COMBINED

- The total period of eligibility for financial benefits through a combination of Pregnancy Leave and Parental Leave is 30 weeks (11 + 19). If a faculty member takes both Pregnancy Leave and Parental Leave for the same child, the period of eligibility will be combined and administered without interruption.

PREGNANCY LEAVE

- For each week of Pregnancy Leave up to the 11th week, inclusive, the University will pay 95% of regular salary less the maximum amount of weekly pay any employee is eligible to receive in accordance with the EIA (the "EI Max"), regardless of whether or not such amount is actually received by the faculty member. If the faculty member provides proof that his or her EIA entitlement is less than the EI Max, his or her weekly payment from the University will be 95% of regular salary less the amount of his or her EIA entitlement.

PARENTAL LEAVE

- For each week of Parental Leave up to the 19th week, inclusive, the University will pay 95% of regular salary less the maximum amount of weekly pay any employee is eligible to receive in accordance with the EIA (the "EI Max"), regardless of whether or not such amount is actually received by the faculty member. If the faculty member provides proof that his or her EIA entitlement is less than the EI Max, his or her weekly payment from the University will be 95% of regular salary less the amount of his or her EIA entitlement.

-OR-

OPTION B – Maximum top up period of up to 4 weeks at 100% of salary

- For the first four weeks of either Pregnancy or Parental leave (but not both), the University will pay 100% of regular salary.

7. Vision Care

- a. The vision care benefit for faculty members to be increased from the current \$250 to \$400 per person, including dependants, in any 24 month period, effective July 1, 2017.
- b. Eligible dependants will receive coverage for optometry visits, limited to one eye exam over 2 benefit years, up to a maximum \$100 per person, effective July 1, 2017.

8. Professional Development Allowance (PDA)

The Professional Development Allowance for faculty and librarians to be increased by \$100, effective July 1, 2017 and again by \$100, effective on July 1, 2018.

9. Increased Pension Contributions

Effective July 1, 2018, an increase in contributions to the McMaster Salaried Pension Plan from 7.0% to 8.0% up to YMPE and from 10.0% to 11.0% for pensionable earnings above YMPE.

10. Technical Adjustment to Pension Plan Text Language

MUFA agrees to the following technical adjustment to Section 7.04 of the Pension Plan text to reflect the proportional pension contributions that members will make in the event that total University contributions to the Plan fall below the 90% threshold for adjustment.

Update of Provisions of Section 7.04

| University Total Contributions | Special Adjustment to Member Contributions |
|--|--|
| Less than 90% but greater than or equal to 75% of the total Member contributions | 75% of scheduled rate |
| Less than 75% but greater than or equal to 50% of the total Member contributions | 50% of scheduled rate |
| Less than 50% but greater than or equal to 25% of the total Member contributions | 25% of scheduled rate |
| Less than 25% of the total Member contributions | 0% of scheduled rate |

For the McMaster Faculty Association



Martin Horn



Rafael Kleiman



Laura Parker

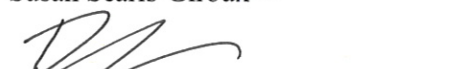
For the McMaster Administration



Roger Couldrey



Susan Searls-Giroux



David Wilkinson

March 13, 2017