

Newsletter

Volume 47.3
Editor: Elkafi Hassini

McMaster University Faculty Association - January 2021



SAVE THE DATES!

**MUFA Service Award
Nominations**
Due February 19, 2021

**MUFA Annual General
Meeting**
April 22, 2021
1:00 p.m.

President's Report

Delivered at the MUFA General Meeting December 10, 2020

Yesterday was the end of classes to a unique term in the history of not only our University, but the whole of humanity. Thank you to all our faculty members, students and staff for helping us get through this term despite the challenges brought by these unprecedented pandemic conditions.

I would like to start my address with some positive notes. The new appointments of the President, Provost and Vice-President Research have created a much-needed stability in the administration that is helping us in managing the changes and new uncertainties brought by the pandemic. The surprise bump in students' enrolment has also provided some financial stability that made it easier to invest in initiatives and resources to support remote learning. With about nine months of remote teaching, the University has demonstrated an impressive resilience and we proved that collectively we can sail safely through the COVID-19 storm. We are all looking forward to the post-COVID-19 era to continue to work with the Administration on the great initiatives around campus for teaching, research, and creating and serving a more inclusive community. Speaking of inclusive community, it is great to see progress on diversity and inclusion initiatives within our University, despite the immense disruptions that were created by the pandemic. These include the targeted hiring of up to 12 Black scholars across all six faculties and addressing systemic anti-Black racism within Athletics and Recreation.

Several measures have been put in place to accommodate faculty during the COVID-19 pandemic. Special considerations have been put in place for [Career and Progress/Merit assessment in 2020](#) that will recognize the impact of COVID-19 on teaching, research and service through modifications to Sections 1.5, 2.5 and 3.5 in the [Annual Activity Report](#). To dampen the impact of the pandemic, performance assessment will take into account historical performance (up to the last three years). The recent Virtual Learning Task (VLT)

(Continued on page 2)

IN THIS ISSUE

President's Report	p1	COVID-19 Updates	p8
Career Progress/Merit for 2020	p4	External Tuition Bursary Payment	p8
Timing of Academic Appointments	p5	OCUFA Board Meeting	p9
Assignment of Dental Claims	p5	Storm Emergency Policy	p10
MUFA Award for Outstanding Service	p6	2021-2022 MUFA Executive	p11
MUFA Statement on PNB Systemic Review	p7	Pension Portal	p12
Elections to the Senate and Board of Governors	p7	Welcome New Members	p13
		Passages	p13



force has recommended extending this measure to 2021. The Joint Committee will consider this recommendation during 2021 after the conclusion of the 2020 assessment cycle so that a revision will be informed by what we learn during that cycle. Another measure is the [automatic extension](#) (SPS B13) for renewal and tenure cycles by one year. This temporary measure is currently being reviewed to consider extending it to faculty that have been hired

after July 1, 2020. To cope with working from home expenses, the [pandemic working from home expenses' reimbursement](#) line is available for faculty. Speaking of reimbursement for working from home expenses, the Federal Government had recently announced that they will allow employees to claim a Home Office Deduction of up to \$400 in the 2020 tax year, without the need to track detailed expenses or the employee to provide a signed form (T2200). To improve your home working conditions you may request Human Resources to do a [virtual ergonomic assessments](#) for your home office. The way we are managing through these pandemic challenges are

indeed some bright achievements on which we can build our "Brighter World."

While the above measures helped address some concerns for faculty members, there are still several outstanding challenges, especially concerning emergency remote teaching. We have noticed an alarming trend of downloading responsibilities to faculty members. One

example in teaching is Student Accessibility Services (SAS) and the challenges around test/exam invigilation as well as providing support to students synchronously while the instructor is running a learning activity online. An example in research is the implementation of the thesis plagiarism checking policy through the software Erkund (later named Ouriginal) where supervisors are expected to run the plagiarism checking themselves as opposed to graduate students, as stated in the policy. Solutions and support initiatives for these issues and others are being developed in collaboration with all concerned parties. It is important that faculty members are involved in the solution process as they are dealing with the issues on the ground. A good example is the VLT ad hoc committee that involved many stakeholders from across Faculties and units on campus. Their report included several recommendations that will help address many of the concerns that we heard from instructors.

During this term, the MUFA executive has also been busy looking at revisions to several policies. The Faculty General Grievance Procedure is in its final drafting stages with the University Secretariat. We are also considering a revision to Policy on Joint Appointments and Associate Membership (SPS A5). The University has put interdisciplinary programs as one of our institutional strength/focus in [SMA3](#). While we pioneered many innovative interdisciplinary programs, more can be done when it comes to supporting faculty members who have positions that require teaching, research and service activities within cross-faculty programs. There is a need for a clear framework for assessment and expectations for such positions. Another policy that is being considered for revision is SPS C6 (Faculty Reduced Workload Policy—Phase-in to Retirement). The average age of faculty members at McMaster is 51.8 years in 2020. The average age of Faculty at

(Continued on page 3)

"...the Federal Government had recently announced that they will allow employees to claim a Home Office Deduction of up to \$400 in the 2020 tax year, without the need to track detailed expenses or the employee to provide a signed form (T2200)."

the full professor rank ranges from 56.6 (Engineering) to 62.3 (Business). Based on 2018 Statistics Canada data, it is estimated that at least 36% of faculty are above 55 years old. The prohibition of mandatory retirement and the aging of faculty have introduced uncertainties that made faculty renewal planning challenging at the Faculty level. We are considering revisions to SPS C6 to provide more visibility for planning for faculty renewal and to make the process more transparent and equitable to all faculty members.

The Executive is also looking at reviewing MUFA's legal support policies. Our old policies were linked to CAUT legal support which no longer applies. We have therefore revoked those policies and are working on a new policy. We are consulting with CAUT and other Associations to find the best way to offer legal support to our members. We are considering both in-house and retain-er legal counsel services options.

Beyond the campus, MUFA works with OCUFA and CAUT to improve the quality and accessibility of post-secondary education at the province and federal levels. The provincial government has released [SMA3 agreements for all Ontario institutions](#). The province has delayed the activation of the performance-based funding for two years. However, Universities will still collect data on metrics during these two years. OCUFA is participating in an Ontario Federation of Labour (OFL) coordinated constitutional challenge to Bill 124 – which limits compensation increases to one percent per year for three years, among other things. The court case is currently at the stage of collecting affidavits and materials in support of the challenge. At the federal level, the government made some commitments to address the disproportionate impact of the economic fall out from the pandemic with investments in programs to support labour market access for students and youth, persons with disabilities, Indigenous people, newcomers, racialized, and women workers. They have waived interest payments on Canada Student or Apprenticeship Loans. The Canada Revenue Agency is allowing employees working from home to claim a Home Office Expense Deduction of up to \$400 in the 2020 tax year, without the need to track detailed expenses or the need for their employer to provide a signed form (T2200).

The initiatives that I talked about today were led by the MUFA executive committee, a team of volunteers representing all Faculties and are informed from feedback from the MUFA Council, which has representatives from all departments, as well as our members at large. The Executive meets every two weeks to discuss concerns of faculty members from across Faculties that are then brought forward to the Joint Committee in its bi-weekly meetings as well as my meetings with the President and Provost. I invite you to consider getting involved in MUFA through its executive committee or Council. If you have any comments about what I mentioned today or any other concerns or questions, or would like to serve with MUFA next year, please do not hesitate to contact us at mufa@mcmaster.ca or mufapres@mcmaster.ca.

I would like to take this opportunity to thank all the MUFA executive and Council members for their hard work and excellent support during these challenging times. I would like to give a shout-out to our immediate past president Alison Sills. I have been fortunate to work with Alison through our last negotiation, her time as president and now as past president. To describe her performance during these last three years as unmatched, selfless and beyond duty is an understatement. A big thank you to Alison. I would also like to thank Mara Giannotti and Jessica Weyman for their excellent support and impressive knowledge of MUFA and the University.

I think we all welcome the end of 2020 and look forward to a happy and healthy 2021. I know that most of us are still busy with exams and will soon start preparing for remote teaching for Winter 2021, but I hope you will manage to get some rest and renew your energy.

Elkafi Hassini
MUFA President

Revisions to the following policies have been approved, effective December 17, 2020:

- [SPS B7 – Policy for Referees – Tenure Stream Faculty](#)
- [SPS B11 - Curriculum Vitae Requirements](#)

Career Progress & Merit (CP/M) for the calendar year 2020

As one component of the University's strategy to support our community during the COVID19 pandemic, we are implementing a modification to the calculation of CP/M to be applied to the 2020 calendar year. We acknowledge that the impacts of this crisis may be felt further into the future, and we undertake to monitor the situation and perhaps make future modifications, but this statement applies to CP/M for the calendar year 2020 only.

1. The Record of Activities Form will be modified to encourage faculty members to provide as much detail as they wish about their activities during this calendar year, which may include course modifications, new instructional modalities, changed research priorities, limited access to research materials, and reorganization of service obligations due to the COVID19 pandemic. These instructions will be added to the current sections 1.5 (Noteworthy Contributions to Teaching Practice), 2.5 (Noteworthy Contributions to Research), and 3.4 (Noteworthy Service-related Activities).
2. The evaluation of faculty members will go forward as normal, following the CP/M policy, up to step 8 under 'Procedures' in that document.
3. After the CP/M par units have been decided under the normal procedure, the Department Chair¹ will compare the 2020 awards to the average of the faculty members' last three years. That average will be rounded to the nearest multiple of 0.25 (e.g. both 1.17 and 1.30 will become 1.25 par units). If the rounded average is higher than the faculty member's score for 2020, the average will be awarded instead of the 2020 score.

For recently-hired faculty members who have CP/M evaluations only for 2018 and 2019, those scores will be averaged and used as the comparison. For faculty members who have a CP/M evaluation only for 2019, that value will be used as the comparison. The same methodology will then apply to determine if the faculty member's score will change from the initial 2020 evaluation.

Faculty members for whom this is their first CP/M evaluation at McMaster and who receive less than 1 par unit in 2020 will have their files evaluated by the Dean of their Faculty and the Dean of Graduate Studies, with the expectation that all new faculty members will receive a score of 1 par unit except in exceptional circumstances.

The above method will be applied even if faculty members have already had a three-year average applied to their CP/M score in the last three years (because of pregnancy/parental leave or sabbatical, for example).

4. When this adjustment process is complete, step 9 of the CP/M procedures will be taken ("The President informs each faculty member of her/his final CP/M award.")

The par units needed to support the adjustments described above are in addition to the 120 par units per 100 faculty members that are listed in the Joint Administration/Faculty Association Committee Remuneration Agreement signed on March 13, 2019. Approved by the Joint Committee July 21st, 2020

¹ *Department Chair also means Area Chair, Assistant Dean in Health Sciences, Director of a School, or equivalent.*

Timing of Academic Assessments— Important Reminder!

All faculty members holding a Tenure-Track appointment as of June 30, 2020, shall have their appointment extended by one year and the timing of their academic assessments may be delayed by one year.

The One-Year Extension for eligible faculty is automatically granted. The One-Year Extension applies to the next assessment of a Tenure-Track faculty member, specifically the academic assessment that usually occurs in the faculty member's third year at McMaster or the tenure/CAWAR/permanence assessment. Faculty members currently in years 1, 2 or 3, may decide if they want to go forward with the year 3 assessment or defer to year 4. Faculty members currently in years 4 or 5 may decide if they want to go forward with the tenure/CAWAR/permanence assessment in year 5 or defer to year 6. Faculty members currently in year 6 can go forward with the tenure/CAWAR/permanence assessment or request a final review in year 7. Regardless, the total tenure clock will be a maximum of 7 years.

Please see [SPS B13— Extension of Timeline for Academic Assessments in Response to the COVID-19 Pandemic](#) for full details.

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.



Assignment of Dental Claims

The MUFA dental benefit plan allows for assignment of dental claims to the dental office, whenever such service is available.

When you assign dental claims, it means that SunLife will make the payment of allowable expenses directly to the dentist and you are responsible to pay any expenses that are not covered by the benefit plan. It eliminates the need to pay the dentist directly, submit a claim with Sun Life, and wait for reimbursement of eligible expenses from Sun Life.

If you would like to take advantage of this, the next time you or your dependents have a dental appointment, upon check-in, inform the office that you would like to assign the dental claim to the dental office.

Note that some dental offices and most orthodontists do not allow for the assignment of dental claims. In such situations, you will need to pay the dental office and submit your claim to Sun Life for reimbursement of eligible expenses.

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 \$2,500.

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 eight 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 19, 2021**
 - 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.
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 enhancement of student success
 - 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.

MUFA Statement on the Psychology, Neuroscience and Behaviour Systemic Review

MUFA recognizes the vital role that faculty members play in making the University a collegial and inclusive place to study and work, and in upholding the University's commitment to creating an environment that is free of harassment, discrimination, and violence.

Furthermore, we acknowledge that, as is the case in many workplaces, the nature of academic work can create conditions for discrimination or harm to arise. Intensive collaborations, sensitive subject matter, conference travel, and social relationships in the workplace provide opportunities for professional boundaries to be crossed. Faculty members have the responsibility in every case to abide by the University's policies and the Faculty Code of Conduct. This responsibility is especially crucial in situations where we are in a position of authority, such as in our supervision of graduate students, in our teaching, and in our interactions with staff.

While the Systemic Review of the Department of Psychology, Neuroscience and Behaviour did not make findings of fact, the recommendations in the Executive Summary constitute good advice for every department. We are confident that our members in PNB are taking the recommendations very seriously, and we ask all our members to do the same, to ensure that every classroom, lab, studio, and workspace is a respectful, inclusive, professional environment where all members of the university community can work towards our shared mission of discovering, communicating and preserving knowledge.

[Graduate Student Supervision Guidelines for Supervisors](#)

[Sexual Violence Policy](#)

[Code of Conduct for Faculty and Procedure for Taking Disciplinary Action](#)

[Conflict of Interest Guidelines: Undergraduate Studies and Graduate Studies](#)

[Conflict of Interest Policy for Employees](#)

A PDF version of this statement can also be found on the [MUFA website](#).

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.

COVID-19 Updates

The majority of buildings on campus will remain locked and secured throughout the provincial lockdown. Research has essentially returned to its [Phase 1 level](#); only a very limited number of courses classified as clinical or trades are allowed in-person components, and those students have been contacted by their instructors. Very few people will be required to be on campus through the lockdown. Those with approved access for activities on campus will be able to use their electronic access cards and keys to access buildings.

As in earlier stages of provincial shutdowns, individuals with extenuating circumstances may request Priority Access to work on campus. Any access will be managed carefully to continue to limit the number of individuals on campus as much as possible.

Anyone coming to campus or a McMaster facility must complete the provincial COVID-19 screening tool one hour in advance of coming to campus and send confirmation of passing the screening to a supervisor, faculty member or instructor or key contact at the university.

In addition to buildings, most of the services closed during the holiday break will remain closed until at least January 23.

Resources for Faculty Members:

- Reminder—the University requires face coverings be worn in all indoor public spaces at all [McMaster locations](#)
- New [Undergraduate Course Management Policies](#) were approved at Senate on July 8, 2020
- [Career Progress/Merit \(CP/M\) for the calendar year 2020](#)
- [SPS B13 Extension of timeline for Academic Assessments in Response to the COVID-19 Pandemic](#)
- Overall [McMaster COVID-19 website](#)
- [Faculty & Staff-specific Information](#)
- [MacPherson: How to teach virtually, supports for new courses, etc](#)
- [UTS: Online tools, security issues, etc](#)
- [Provost's website \(mostly undergrad teaching issues\)](#)
- [COVID-19: School of Graduate Studies](#)
- Employee Assistance program through [Homewood Health](#)
- [HR's workplace wellbeing site](#)
- Questions about research, including what is essential, and how to manage research from off campus, should be addressed to your Faculty's Associate Dean (Research) or equivalent.
- [University Library](#)
- [Library Support for Remote Teaching](#)
- [Information for Reimbursing Expenses incurred by employees working remotely during COVID-19 Pandemic](#)

External Tuition Bursary Payment

Cheques for the external tuition bursary payment were mailed in December. The amount paid to each eligible MUFA dependent was **\$3,538.25**. Please contact Human Resources if your dependent did not receive the cheque.

OCUFA

OCUFA board meeting focuses on priorities for 2020-21

On October 31, OCUFA held its first Board of Directors Meeting of the 2020-21 academic year. The virtual meeting focused on the numerous challenges faculty, academic librarians, and other academic professionals are facing as a result of the COVID-19 pandemic.

Identifying priorities for 2020-21

With most academic staff and students still working and learning from home, the pandemic has fundamentally reshaped how postsecondary education is delivered in Ontario. OCUFA board meetings have also had to adapt, and this fall saw several new initiatives to engage board members in conversation virtually.

In advance of the board meeting, directors were invited to participate in special roundtable discussions about areas of concern for OCUFA, including: equity, working conditions, capacity building, funding, and contract faculty. A survey was also circulated to gather feedback on how the shift to emergency online teaching has impacted collective bargaining, member engagement, grievance trends, governance, and institutional budgets and operations.

At the meeting, the board confirmed OCUFA's priorities for the 2020-21 academic year. This will see the organization continuing to focus on good jobs, funding, and capacity building among members. A further motion has committed OCUFA to reviewing its structures, priorities, and work with the goal of enhancing equity, diversity, and inclusion within the organization.

Taking action and showing solidarity

Inspired by the incredible work of the Black Lives Matter movement and #scholarstrikecanada, the meeting saw

OCUFA strike a working group to examine policing on Ontario campuses. Board members spoke about their concerns with how policing threatens the safety of faculty, staff, and students who are Black, Indigenous, or people of colour.

A motion supporting the 1492 Land Back Lane Land Defenders currently protesting the development of Haudenosaunee land near Caledonia, Ontario was passed unanimously. The motion expressed OCUFA's solidarity with the Six Nations Land Defenders and included a donation of \$5,000 to their legal defense fund.

Bill 168, a new piece of legislation introduced by the Ford government, was a major topic of conversation at the meeting, with many board members expressing concern. The legislation, through the illustrative examples attached to the IHRA definition of antisemitism, conflates antisemitism with legitimate criticism of the State of Israel and, in doing so, threatens academic freedom at Ontario's universities. As a result, members passed a motion expressing OCUFA's support for academic freedom and condemning antisemitism and all forms of racism.

The discussions and motions at the OCUFA board meeting emphasized that professors and academic librarians have a responsibility to address issues arising in our communities, including colonization, racism, growing social and economic inequality, and threats to free political speech and dissent.

Celebrating excellence in teaching

During lunch, meeting participants were treated to a special video celebrating the recipients of this year's Teaching

(Continued on page 10)

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 2019-2020 Teaching Award recipients are:

[William Cluett](#), Professor in the Department of Chemical Engineering and Applied Chemistry at the University of Toronto

[Joel Fafalak](#), Professor in the Department of English and Writing Studies at Western University

[Kim Hellemans](#), Instructor and Chair of the Department of Neuroscience at Carleton University

[Shoshanah Jacobs](#), Associate Professor in the Department of Integrative Biology at the University of Guelph

[Aaron Langille](#), Master Lecturer in the Department of Mathematics and Computer Science at Laurentian University

[The video can be viewed here.](#)

Election of next OCUFA President

Congratulations are in order for Trent Professor Sue Wurtele, who was elected as the next President of OCUFA at the meeting. Her term will begin on July 1, 2021.

The next OCUFA Board of Directors meeting will be held on February 20, 2020.



McMaster University Storm Emergency Policy

Amendment for the 2020-2021 Academic Year

When the University onsite campus facilities are deemed "closed" through the processes outlined in this Policy:

- a) employees deemed essential in accordance with this Policy will continue to follow the terms of this Policy, or the terms of the relevant collective agreement if alternate terms have been negotiated;
- b) employees who are working remotely will continue to do so;
- c) classes or labs that are being held in person on campus will be cancelled, in accordance with the Policy terms below; and
- d) classes or labs that are being held online will continue. Faculty or instructors who use on campus resources to deliver online classes have the discretion to cancel or move these to an alternate day and will notify students directly of this decision. Without specific notification otherwise, students should assume online classes will be delivered as planned.

The full Emergency Storm Policy can be found on the [University Secretary website](#).

2021-2022 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 email to the Nominating Committee, Faculty Association, mufa@mcmaster.ca.

Deadline: February 12, 2021

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, mufa@mcmaster.ca

Pension Portal for Members of the Salaried Pension Plan 2000

“When can I retire?” and “What will my pension be when I retire?” These are two questions that are frequently asked by members of the Pension Plan.

The Pension Portal can provide you with the answers and is now available to active members of the Salaried Pension Plan 2000.

The Pension Portal is a component of PenProPlus which is the pension administration system used at McMaster. McMaster adopted PenProPlus to better serve the pension and retirement needs of our employee population. The Pension Portal is a secure online tool that has been created to facilitate self-service offerings for active members of the McMaster Salaried Pension Plan, including access to their pension information.

As an active member of the Salaried Pension Plan, you can:

- Access the Pension Portal through Mosaic to try out the Retirement Modelling feature and run your own pension estimates based on variable information including:
 - ⇒ a retirement eligible date or age of your choosing
 - ⇒ projected increases to your annual earnings
 - ⇒ changes to your work percentage (e.g., change full time hours of 100% to part time of 50%)
 - ⇒ changes to your marital status
- See your past annual pension statements for 2015 to 2018 (2019 statements will be added in January); and
- Review FAQs related to McMaster’s Salaried Pension Plan.

You can access the Pension Portal from within the Employee Self Service page in Mosaic. When you click on the Pension Portal tile, you will be prompted to input your McMaster user ID and password for access to the site. The [Pension Portal User Guide](#) provides the information and instructions you will need to access and use the Pension Portal. Note that you will need your McMaster user ID and password to access the instructions.

It is important to understand that the Retirement Modelling Tool in the Pension Portal provides you with **estimates of your future pension**. It uses a number of assumptions in the calculations, some of which you determine such as future salary increases and FTE. Based on the assumptions you input, your actual benefits payable may be higher or lower.

Your actual benefits payable from the Plan are always calculated in accordance with the terms of the Plan text, and all applicable laws in effect at the time you retire, leave the University or otherwise when a determination of your pension entitlement is required or upon marriage breakdown. The actual benefits payable from the Plan will be calculated based on information, inclusive of Pensionable Service accruals, held in University records.

The Pension Portal is a big step forward in fulfilling the commitment to improve self-service offerings and provide better access of information to members of the Salaried Pension Plan.

Employees who participate in the University’s Group RRSP can review their investments and account balances at any time by accessing the [Desjardins site](#).

If you are thinking about retirement there are many resources available to help in your [planning for retirement](#).

Should you wish to speak with someone regarding your personal retirement options or you need someone to help you with your unique situation, Human Resources Services is here to support your needs. You can contact the HR Service Desk by calling ext. 222-HR (47) or email hr.mcmaster@mcmaster.ca



Welcome New Members

Lingyang Chu

Computing and Software

Thomas Lee

Engineering Technology

Melissa Northwood

Nursing

Shaiya Robinson

Interdisciplinary Science

Sergey Sibiryakov

Physics and Astronomy

Leili Tafaghodi

Materials Science and Engineering

Michael Wong

Psychiatry and Behavioural Neurosciences

Passages

Andrew Burghardt

Earth, Environment & Society

November 27, 2020

James Harvie Crocket

Geography and Earth Sciences

December 22, 2020

William Ross Datars

Physics and Astronomy

December 17, 2020

Robert Hudspith

Engineering

September 23, 2020

Herbert Jenkins

Psychology

September 5, 2020

Peter Pineo

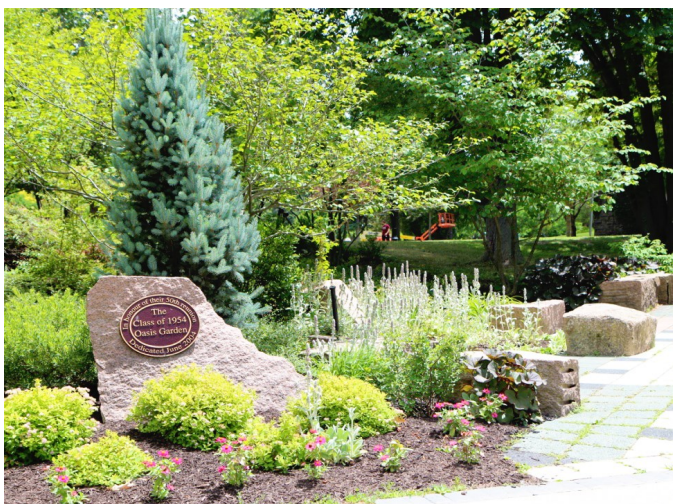
Sociology

November 12, 2020



Follow MUFA on Twitter!

[@MUFA_MacFaculty](https://twitter.com/MUFA_MacFaculty)



MCMASTER UNIVERSITY FACULTY ASSOCIATION

Hamilton Hall, Room 103A

Hamilton, ON L8S 4K1

(905) 525-9140 ext. 24682/20297

Email: mufa@mcmaster.ca

<http://www.macfaculty.ca>

Twitter: [@MUFA_MacFaculty](https://twitter.com/MUFA_MacFaculty)