

McMaster University

Pay Philosophy



In Joint Committee remuneration negotiations, there has been a consistency of “Pay Philosophy” approach over the last few rounds that is grounded in the “Principles For Negotiation of Faculty Remuneration.” In its negotiations with the nine bargaining units that represent staff on campus, and in compensation-setting for the non-union TMG (management group), the University is guided by a “Pay Philosophy” that considers four factors: the current external labour market(s) that pertain(s) to the group in question; the University’s ability to pay; equity with respect to the remuneration treatment of other groups on campus; and fairness factors that are specific to the group in question.

The circumstances at the time of negotiations determine the weighting of factors in the overall plan. These factors will have varying degrees of influence during any particular round of bargaining. These considerations are mirrored in the Joint Committee process with the provision of information about the budget (ability to pay), the comparison information on faculty salaries at other universities (external market), information on other agreements and provisions for compensation of other groups on campus (equity), and the discussion at the Joint Committee table about other pertinent factors (fairness factors).