



**McMaster University Faculty Association**  
1280 Main Street West, HH103A, Hamilton, ON L8S 4K1  
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## **ANNUAL GENERAL MEETING**

**Thursday, April 28th, 2022**  
**Great Hall, University Club**  
**3:00 p.m.**

Join Zoom Meeting

<https://mcmaster.zoom.us/j/99506730181?pwd=V3MxbERRUjhTcGZTS3dNV0pDa0VmQT09>

Meeting ID: 995 0673 0181

Passcode: 758668

## **AGENDA**

1. **Minutes** of the General Meeting held January 7<sup>th</sup>, 2022 (attached)
2. **Business Arising**
3. **Committee Reports**
  - a. Association Standing Committees (attached)
  - b. University Committees and Boards (attached)
4. **Returning Officer's Report: N. Kevlahan** (attached)  
Election of the 2022/2023 Executive Committee
5. **Treasurer's Report: Aadil Juma**
  - a. Statement of Cash Receipts and Expenditures as of March 31, 2022 and Preliminary Budget for 2022/2023 (attached)
  - b. Appointment of Auditor for 2022/2023: Marco D'Ercle, CloudCPA LLP
6. **President's Report: N. Kevlahan**
7. **Announcement of CAUT Dedicated Service Award: N. Kevlahan**
8. **Other Business**
9. **Announcement of MUFA Service Award: E. Hassini**
10. **Accommodation Policy: Lorraine York**

**The meeting will be followed by a reception in honour of the  
MUFA Service Award winners**



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## MINUTES of the GENERAL MEETING

**Friday, January 7<sup>th</sup>, 2022**

**1:30 p.m.**

**Meeting was held virtually via Zoom**

**Present:** Approximately 78 members, N. Kevlahan (Chair)

**1. MINUTES of the Annual General Meeting of April 28, 2021**

**MOTION**

**That the minutes of the Annual General Meeting held on April 28, 2021 be approved as circulated.**

**P. CARTER/K. CULVER**  
**Carried Unanimously**

**2. BUSINESS ARISING**

There was no business arising.

**3. Remuneration Brief – Catherine Anderson**

C. Anderson described the negotiation process as set out in the Terms of Reference of the Joint Committee. She noted that the first day of negotiations will begin on January 8 and that an agreement must be tabled by March 15, otherwise both sides will need to submit their best and final offer to an arbitrator for a decision. She explained that, following a survey of MUFA members, the brief was prepared and endorsed by the Remuneration Committee and the MUFA Executive. Briefs were exchanged with the Administration on December 15.

C. Anderson reviewed the contents of the MUFA brief and Administration brief, which were included with the agenda material.

**The following questions were raised:**

**What are the things that are constrained by the 1% cap? (R. Kleiman)**

OCUFA has advised MUFA that while salary and benefits are capped, items such as the Professional Development Allowance (PDA) and Career Progress/Merit (CP/M) are not. C. Anderson noted that asking for an increase in PDA is an obvious ask, as faculty members have experienced increased expenses over the pandemic.

**How does the two-year contract balance with the three-year constraint of Bill 124? (R. Kleiman)**

A two-year contract is a starting point for MUFA if a good deal can't be reached. While salary increases are constrained, it is a good time to push for increases in the areas that aren't capped.

MUFA has asked for a snap-up clause, should Bill 124 be repealed during the contract, and would be willing to consider a longer contract if the Administration agrees to that sort of clause.

**What is the benefit of a Health Spending Account versus just increasing benefits? Many unions have rejected this approach because the employer maintains a lot of power and then has information about use that is less diluted than when an insurance company is involved. (T. LaRose)**

The benefit for members is flexibility while the risk is that the available amount is too low. A Health Spending Account would allow members to use the full amount on the area of their choosing, rather than having a smaller capped amount available on many individual areas that may not be used. The Administration tends not to like Health Spending Account as users tend to use the maximum amount, which can be more expensive for employers.

**My understanding of the 1% limit is that this is only applying to ATB raises. Could we ask for an additional flat \$\$ under a different label (I think we have done this before)? Also, I think it is worth exploring a 1-year contract because there is an election coming up. (C. Connelly)**

Asking for additional points in CP/M is the strategy MUFA is using to increase salaries outside of the 1% limit.

**Additional labels could be “loyalty bonus” or “signing bonus” (T. LaRose)**

The way that CP/M is structured is that it is a loyalty bonus. It is deferred compensation. The longer you’re employed at McMaster the higher your salary becomes. CP/M salary increases are larger for more junior faculty.

**The Administration found the administration of the tuition assistance for non-McMaster universities burdensome, so they are likely to push back on the non-Canadian university expansion the MUFA has requested. (C. Connelly)**

It is not MUFA’s concern that the University is unable to efficiently administer the program. It is a zero-cost item because it is using the same pool of money already agreed to.

#### **MOTION**

**That the proposed MUFA Remuneration Brief for the period of July 1, 2022 – June 30, 2024 be approved as distributed.**

**C. ANDERSON/N. DOUBLEDAY  
CARRIED UNANIMOUSLY**

**4. President’s Report – Nicholas Kevlahan**

I would like to start by thanking Catherine Anderson for her update on remuneration negotiations. Catherine and the other members of the remunerations committee have worked hard to produce a very fair and well-argued brief. Past Presidents Rafi Kleiman and Alison Sills (along with committee member Michel Grignon) reviewed our brief to ensure it is consistent with our past practices and pursues our long-standing strategic priorities for improving salaries and benefits.

We are just beginning to analyze the Administration's brief, but we can say already that it has been drafted in a spirit of collegiality (helped perhaps by the Provincial government's 1% limit to total benefits). We are looking forward to constructive negotiations with the goal of achieving an agreement by March.

**Joint committee issues considered in Fall term**

The Fall term continued to be dominated by COVID-related issues, as well as policy development. In particular, we have negotiated revisions to the CP/M policy to recognize the impact of COVID-related disruptions.

One important accomplishment this term was that Senate finally passed a revised Grievance Policy. I would like to thank Rafi Kleiman (and University Secretary Andrea Thyret-Kidd) for their hard work on this over several years, as well as the other members of the drafting committee. Senator Judy Fudge made some very astute observations, which we incorporated into the final draft. This new policy provides important new protections for our members and harmonizes grievance procedures with other university policies.

In response to the unprecedented number of hearings this year, we have proposed a revision of the guidelines for the Grievance Review Panel to increase the size of the panel, explain how the need for additional members should be dealt with, and clarify that MUFA advising members on grievances does not put the President into a position of conflict of interest. The Provost is considering our written proposal.

Just before the end of term, on December 22, we agreed to extend our COVID-related modifications for computing CP/M scores to 2021.

As in 2020, Chairs will use the highest of the actual 2021 score and the average of the actual scores from the previous three years. One change from 2020 is that the Deans requested that in exceptional cases, "where it is obvious that the lower score is due to factors unrelated to the COVID-19 pandemic", the Dean may award the lower 2021 score. In this case, the Chair must first offer to meet with the member and a written justification must be provided if the lower 2021 score is retained.

We also agreed to extend our policy on the use of Student Evaluations of Teaching (SET) to specify that "SET data should not be used as an assessment tool for faculty performance by chairs and directors."

Please bear these modifications in mind when filling in your 2021 Record of Activities forms. Be sure to let us know if your Chair seems to be unaware of these revisions. It is always a good idea to ask your chair how they intend to assign scores before filling out your form and MUFA Faculty Council members will be acting as advisors during the CP/M process. We are planning to hold a special MUFA Council meeting on our CP/M policy and procedures later this term.

We have heard of several cases where CLA positions ended, but the faculty member was asked to return as a sessional instructor. In other cases, CLA positions have been repeatedly created to fill ongoing teaching needs. To avoid these practices, which are contrary to our agreement on CLA positions, in June we submitted a written proposal to modify the tenure and promotion policy to make it clear that CLA (and sessionals) positions should not be used for ongoing

teaching needs. In the case of an ongoing need, a permanent position should be created. The Deans are apparently resistant to constraints on their ability to create CLA positions, and we continue to negotiate suitable language.

Many members have expressed concerns about the investigations procedures that are part of several policies (e.g., Discrimination and Harassment, Sexual Violence, Research Misconduct). There have been reports of unfairness, bias, and breaches of confidentiality. Last year Joint Committee agreed to commission an external review of best practices for investigations. The Provost and the University Secretary are currently considering our proposed terms of reference. We hope the review will begin by June at the latest.

We also agreed on terms of reference, and named drafting committee members, for the revision of the Faculty Code of Conduct. This important policy has not been revised for 26 years, and I encourage members to send MUFA, or the committee, their comments during the drafting process.

Finally, we have raised concerns about several cases where we believe the Administration has not followed our jointly owned policies. These decisions were justified by “legal opinion” without reference to the relevant policy. Legal opinion must only be a way of ensuring administrative decisions are consistent with our policies, not used to circumvent them.

#### **Looking forward to the Winter term**

On October 28 we signed a Memorandum of Agreement on Course Delivery that had been proposed by the Administration, covering the period until August 31. The MOA states that the default mode is in-person learning, and that the Administration is obliged to notify us immediately in writing and schedule a meeting if “there is a material change in [the] expected or predicted ability” to return to in person teaching.

Despite this brand-new MOA, we were surprised and disappointed that the Administration did not notify or consult us when they made the sudden decision on the afternoon of December 14 to shift to remote work, effective December 15, and shift the first week of Winter term classes online. We have made it clear that we expect the Administration to follow our MOA and are looking forward to working with them early in January to negotiate any additional changes to course delivery in the Winter term.

We were therefore gratified that the Provost did reach out to us before the most recent changes were announced. We are able to schedule a meeting at short notice and provide feedback and ask questions about the plans.

MUFA recognizes that the sudden shift to online learning, and the lack of clarity on plans for the rest of the term, has imposed significant stress and hardship on our members. This is only somewhat mitigated by the fact that we had previously negotiated a delay to the start of the term.

#### **Freedom of expression and academic freedom**

Academic Freedom and Freedom of Expression are the foundations of the modern university. However, they are increasingly being challenged as problematic, both within and outside the academy. Any proposed restrictions to these freedoms must be fully scrutinized and debated.

We realized recently that the phrase “exceeding the bounds of freedom of expression” had been removed from the definition of discriminatory or harassing action in the current Discrimination and Harassment policy (the phrase “exceeding academic freedom” was, in contrast, retained).

This amendment was likely made on December 4, 2019, just before the draft policy went to Senate on December 11. This was after MUFA reviewed the revised policy on November 29. The MUFA President at the time, Alison Sills, had been told that there were no substantive changes made in the revised policy. Senators were told the same thing regarding the amended policy, and no list of changes was provided. In response to a direct question from a Senator about their difficulty understanding what changes had been made, the Administration representative replied that there were “few substantive changes” and did not highlight this particular deletion. The revised policy passed without further debate.

Freedom of expression is an important and sensitive issue for universities, and I am sure that Senators (and MUFA) would have wanted the opportunity to scrutinize the reasons for removing its protection from one of our policies.

Furthermore, McMaster, like all Ontario Universities, is mandated to follow the Chicago Statement on Freedom of Expression and must report policy changes that limit freedom of expression. Moreover, our statement on Freedom of Expression is weak and does not appear to be consistent with the Chicago Statement. The exercise of Freedom of expression is tightly circumscribed by many conditions (e.g., “expect to engage in … a spirit of mutual respect”, “understanding”, “recognizing the imbalances in power”, “regard for human dignity” etc.). Each of these conditions, although desirable in themselves, limits speech in particular ways that could allow charges of discrimination, harassment, or a violation of the Faculty Code of Conduct. The removal of freedom of expression as a possible defence from discrimination and harassment could further facilitate such charges.

During a MUFA Executive workshop on Academic Freedom in December, Goldblatt lawyers alerted us that our 2011 statement of Academic Freedom (SPS-E1) is unusually weak compared to other such statements (compare with CAUT’s 2018 statement: <https://www.caution.ca/about-us/caut-policy/lists/caut-policy-statements/policy-statement-on-academic-freedom>). It says that teaching and learning should be unhindered by non-academic constraints. This could allow the Administration to interpret its scope narrowly (e.g., protecting only conduct in a classroom, or during a formal graduate supervision meeting). It could also permit a variety of academic constraints to academic freedom (e.g., a chair or dean telling an instructor that certain subjects should be avoided, or that certain notices cannot appear in a course outline). The fact that our Academic Freedom statement is weak means protecting Freedom of Expression is particularly important. This is especially relevant since some current grievances concern restrictions on freedom of expression and academic freedom.

MUFA will pursue the question of how and why freedom of expression was deleted from the Discrimination and Harassment Policy in this term.

**The following comments/questions were raised:**

P. Andrews noted that it is a troubling pattern of behaviour that the freedom of expression phrase was removed from various policies. P. Bennett agreed that the deletion is important and that N. Kevlahan should attend Senate to explain the sequence of events. A. Sills reminded the members that N. Kevlahan is not a member of Senate and must be invited to speak. The members of Senate must be the ones to bring the issue forward to be included on the Senate agenda.

P. Bennett suggested that MUFA and the Senate should not be accepting documents without track changes so that it is clear what changes are being made. It should be up to the reader to determine whether the changes are minor.

Members discussed the public health guidelines and masking guidelines on campus. P. Carter suggested that the university was not following public health guidelines by not having students social distancing in classes in the fall. N. Kevlahan noted that the university was given the choice to relax social distancing in classrooms if they had a vaccine mandate, but that the choice was within the public health guidelines.

**7. Other Business**

P. Carter outlined her concern that MUFA is not unionized. She strongly urged that MUFA should consider unionization to help protect members, specifically those who are subject to allegations. She noted that McMaster is one of the few faculty associations that are not unionized and expressed her opinion that without unionization MUFA is powerless.

R. Kleiman suggested that unionization may not be a successful fix for the relationship with the Administration. When attending events with OCUFA it is clear that many unionized environments have much more adversarial relationships with their Administrations. MUFA should work aggressively on improving its relationship with the Administration through all various committees.

P. Bennett indicated that his stance on certification has softened over the years due to how faculty members are being treated by the Administration. He noted that there are advantages and disadvantages to both models, and that MUFA has adjusted to the more adversarial model we are in now. P. Andrews agreed and stated that the University is different than it used to be.

D. Shore shared that the current Administration is much more litigious than previous Administrations have been and noted that MUFA has adjusted accordingly. He stated when things are going well, the Joint Committee model works well. The issue is that the trust in the Administration has been eroded. Members should consider that future Administrations may move back to the previous collegial relationship that was once in place.

B. Ibhwah stated that the discussion about unionizing is not entirely new and asked that if the topic were to move forward, all discussions should be inclusive and in-depth. He further noted that any decisions should be based on empirical evidence that the relationship between MUFA and the Administration has been irrevocably damaged.

C. Anderson reminded the membership that a push for certification does not need to come from the MUFA Executive and that any interested members could take the lead on it.

L. Platt shared that MUFA has an upcoming newsletter, in which members interested in making an argument for (or against) certification could submit editorial pieces for consideration.

**Meeting adjourned at 3:30 p.m.**

## **COMMITTEE REPORTS**

### **Faculty Association Standing Committees**

#### **MEMBERSHIP**

*Representative: Spencer Pope*

I am pleased to report that as of April 1, 2022, MUFA had 975 dues-paying members. Since April 2021, we have added 54 members and lost 36 members, over half of which were retirements. Of the 975 members, there are 11 voluntary members who are not on the CP/M scheme but have chosen to become members of MUFA.

#### **OCUFA**

*Director: Katherine Cuff*

OCUFA's priorities for 2021-2022 are good jobs for all, public universities for all, and re-engage, build capacity and mobilize. These first two priorities form the basis of the OCUFA's 2022 Ontario election advocacy platform (<https://ocufa.on.ca/2022-ontario-election-advocacy/2022-ontario-election-advocacy-platform/>). OCUFA would like to see the next elected provincial government repeal Bill 124, reform the Employment Standards Act language to include 'equal pay for equal work', cease the use of any performance-based funding model and significantly increase funding for the post-secondary sector, including the amount of student grants. Taking on this more advocacy role reflects OCUFA's third priority and OCUFA has developed a 2022 Election Advocacy Toolkit (<https://ocufa.on.ca/2022-election-advocacy-toolkit/>) for member faculty associations. In March OCUFA commissioned a poll by Ekos Research Associates to gauge public opinion regarding post-secondary issues in light of the upcoming provincial election this spring. The main result is that the majority of Ontarians believe that the next provincial government should provide more funding to universities.

An ongoing concern of OCUFA's this year has been the various starts and stops of a return to campus and the health and safety of students and faculty. OCUFA sought and was granted intervenor status (as did MUFA) for a student-led judicial review of McMaster's vaccine mandate. Like MUFA, OCUFA dropped its intervenor status when the application for the review no longer sought to remove McMaster's vaccine mandate.

This year OCUFA created a new standing Contract Faculty Committee which had been a long-standing ad hoc committee. This new standing committee will work to identify both issues and potential solutions regarding job security, workload, research-teaching balance and workplace environment in particular for contract faculty. OCUFA's governance committee has also been busy this year developing resources for faculty association members, especially those on university governing bodies (<https://ocufa.on.ca/assets/2022-02-17-Strategies-for-enhancing-collegial-governance.pdf>) and is hosting a workshop for interested faculty members on May 6, 2022.

## **HUMAN RIGHTS AND EQUITY**

*Representative: Liss Platt*

As MUFA's representative to the OCUFA Status of Women and Equity Committee (SWEC), I am reporting on two meetings, one in fall and one in winter. When SWEC met in September, 2021, discussions focused on:

- The sexual violence that happened at Western University in a residence at the start of the fall semester.
- The Ministry of Colleges and Universities' proposed new legislation regarding sexual violence on campus, including policy changes that are meant to address the issue of faculty/staff sexual violence towards students. OCUFA, along with student and labour groups, have had consultations about this with the Ministry, where many criticisms of the proposed legislation have been aired. These include the individualization of these experiences, the carceral approach taken, and the failure to recognize that faculty/staff could be on the receiving end of sexual violence.
- The release of an initial report by the Postsecondary Education Standards Development Committee (organized by the Minister for Seniors and Accessibility). The Committee, comprised of people with disabilities, disability organizations, and sector representatives, developed recommendations for accessibility standards for postsecondary education.

At the SWEC meeting in February, 2022, discussions focused on:

- OCUFA's development of a survey that will help guide OCUFA's equity work in the short and medium term. The survey is designed to gather information about the equity priorities and equity work being undertaken in member faculty associations and to gain insight into what training and resources member associations need. The survey was sent to directors, presidents, and committee members in early April 2022.
- OCUFA's medium term equity strategies, including increasing support for BIPOC faculty and collecting equity data to help uncover structural issues that remain hidden. SWEC has also undertaken an initiative to collect information about equity officer positions within member associations to understand the scope of their activities and their impact on diversity. The goal is to share the materials created through this work with member associations.
- The health and safety of faculty and academic librarians as they return to in-person teaching and the need for transparency from administrations and faculty input in decision-making.
- The Status of Women and Equity Award of Distinction, which "celebrates the outstanding contributions of OCUFA members whose work has contributed meaningfully to the advancement of professors, academic librarians, and/or academic staff who are Indigenous, women, racialized, LGBTQ2S+, living with disabilities and/or belong to other historically marginalized groups." While the nomination period is closed for this year, information about this award, and who is eligible, can be found [here](#).

**Agenda Item 3**  
**MUFA Annual General Meeting**  
**April 28, 2022**

The next SWEC meeting is scheduled for late April, 2022. The first day of the meeting will be dedicated to a workshop about activism and allyship in the academy and the second day will include reports from member associations and elections for SWEC Chair and Vice Chair positions.

**SPECIAL ENQUIRIES & GRIEVANCES**

*Representative: Ana Campos (Chair), Lydia Kapiriri (Vice-Chair), Kirsten Culver, Katherine Cuff*

During the 21-22 academic year, members of the MUFA Special Enquiries and Grievances (SEG) committee supported 19 inquiries from members (1 less than last year) of which 9 originated from the Faculty of Science, 3 from Humanities, 2 from Engineering, 2 from Social Sciences, 2 from Health Sciences 1 from Business. These inquiries ranged, in no particular order, from concerns regarding lack of annual meeting with department chair, gender gap in salary, unilateral change of teaching load, harassment, Covid-related accommodations, faulty application of T&P&P policy, in the context of academic assessment and resolution of conflict of interest, interference with members' ability to justify delays in productivity in grant applications and allegations of plagiarism and breach of academic integrity policy. A fraction of these inquiries (9 out of 19) and the support provided by members of SEG were in the context of ongoing grievance process for which the members were awarded legal support through the recently established [Policy for Members Legal Support](#).

The MUFA Legal Support Fund and accompanying policy were established one year ago. It represents a major advancement in MUFA's ability to support the membership and reflects the increasingly litigious nature of our relationship with the administration and the complexity of academic life. While it does not compare to the level of support provided to members in a certified Institution, it is at par to that offered by University of Toronto, a similar non-unionized institution. Throughout the past year, committee members developed a better understanding of the challenges faced by our members and gained insight into the strengths and weaknesses of the MUFA Legal Support Policy and its associated procedures. The committee suggests that it is now time to engage in a careful review of the policy to both strengthen the Policy and improve its ease of implementation. We invite all members to contact us with suggestions or comments.

We continue to encourage all members to contact us with their queries and concerns. The MUFA Special Enquiries and Grievance Committee is comprised by a group of knowledgeable and dedicate colleagues ready to use their institutional knowledge to help you. Please start by contacting MUFA office staff and they will direct you. All queries are confidential.

**TENURE/PERMANENCE**

*Representative: Gail Krantzberg*

We provided advise to several member regarding the process involved in tenure and in promotion, for those in disagreement with their chair/or director.

**Agenda Item 3**  
**MUFA Annual General Meeting**  
**April 28, 2022**

We held a T&P workshop March 24 for administrators and chairs, featuring both their responsibilities, and insights from other chairs on their experiences and how they have been modified due to COVID-19.

## **University Committees and Boards**

### **COPYRIGHT WORKING GROUP**

*Representative: Sara Bannerman*

The Working Group met or will meet on October 27, 2021; December 15, 2021; February 17, 2022, and April 20, 2022. The group was chaired by Lynne Serviss (Head, Library Services) in the fall, and by Sarah O'Byrne (Legal Counsel, returning from fall leave) in the winter term. The group was apprised of developments relating to course packs, copyright material in course shells on Avenue to Learn, e-reserve integration with Avenue to Learn, the July 2021 *Supreme Court of Canada decision in York University v. Canadian Copyright Licensing Agency (Access Copyright)*, work being done by the Canadian Association of Research Libraries (CARL) on fair dealing guidelines, and other copyright-related matters.

Sarah O'Byrne was on leave during the fall but has returned in the role of Copyright Counsel for McMaster University chairing the Copyright Advisory Group. Sarah can be reached at [sobyrne@mcmaster.ca](mailto:sobyrne@mcmaster.ca) and is available for consultation on copyright issues. She maintains the web site [copyright.mcmaster.ca](http://copyright.mcmaster.ca), a useful resource on copyright-related matters, and conducts workshops and presentations relating to copyright.

Questions about copyright can also be addressed to [copyright@mcmaster.ca](mailto:copyright@mcmaster.ca).

### **PENSION TRUST**

*Representatives: Sherman Cheung, Claude Eilers, and Thomas Hurd*

#### **Pension Performance**

The McMaster pension posted a 12.7 percent return last year. The benchmark return based on a proper mix of the asset classes and indices would result in a return of 11.5 percent in 2021. Our pension has outperformed the benchmark on a before fee basis by 1.2 percent in 2021. The fund also has outperformed from a longer-term perspective of 5 or 10 years on a before fee basis. Note that the performance of the fund and the benchmark over the last three years is significantly better than the performance since inception. This recent robust performance above the historical norm is unlikely to repeat. The sizes of outperformance over the last two years at 1.2 percent and 1 percent, respectively, are better than the similar measure since inception at 0.7 percent. It is unclear this outperformance is sustainable.

Annual Returns as of December 31, 2020 (%)

1 Year   2 Years   3 Years   4 Years   5 Years   10 Years      Since inception

**Agenda Item 3**  
**MUFA Annual General Meeting**  
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Total Fund	12.7	11.5	13.8	9.0	9.7	9.9	8.4
Benchmark	11.5	10.5	13.0	8.6	9.1	9.3	7.7

**Actuarial Report**

Plan 2000 underwent an Actuarial Valuation as of July 1, 2021, which revealed that the plan is now showing a modest surplus. On an ongoing basis, the actuary estimates a surplus of some \$128m on an asset base of \$2.4b. Calculations on a wind-up or solvency basis show deficits of a similar size. Members can read the full actuarial report at the following link:

<https://hr.mcmaster.ca/resources/actuarial-valuation-as-at-july-1-2021-plan-2000/>

**Other Issues**

The asset/liability study undertaken in 2018 by the Pension Trust Committee (PTC) results in increasing our allocation to real estate and infrastructure from the initial 1 percent to 25 percent over a 10-year period, with a corresponding decreased allocation to equities. Progress has been made in investing in the new asset class. More work needs to be done to bring the allocation to this asset class to its target at 25%.

Environmental, Social, and Governance (ESG) issues have been an on-going preoccupation of the PTC. This issue might affect our investment policy in the future.

The reimbursement of expenses incurred by the University on behalf of the PTC has been another issue that has to be addressed.



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## MEMORANDUM

**TO:** MUFA Members

**RE:** Executive Election

**Date:** April 28<sup>th</sup>, 2022

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As Returning Officer for the election of an Executive Committee for 2022-2023, I hereby report that the Nominating Committee's slate is declared elected.

**The 2022-2023 Executive is as follows:**

PRESIDENT	Katherine Cuff	Professor	Social Sciences
VICE-PRESIDENT	Liss Platt	Professor	Humanities
PAST-PRESIDENT	Nicholas Kevlahan	Professor	Science

**MEMBERS-AT-LARGE**

Ana Campos	Professor	Science
Kirsten Culver	Assistant	Health Sciences
Claude Eilers	Associate	Humanities
Aadil S. Merali Juma	Assistant	Business
Lydia Kapiriri	Associate	Social Sciences
Gail Krantzberg	Professor	Engineering
Andre Phillion	Associate	Engineering
Spencer Pope	Associate	Humanities
Deborah Sloboda	Professor	Health Sciences
Kevin Veenstra	Associate	Business

Notice of these results will be circulated in the next *Newsletter*.

A handwritten signature in black ink that reads "Matheus R. Grasselli".

Matheus Grasselli, Returning Officer

**April 1, 2022 Statement of Cash Receipts and Expenditures for the year ended March 31, 2022**

## Statement of Cash Receipts and Expenditures for fiscal period ending at March 31, 2022

	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23 PRELIMINARY
<b>CASH RECEIPTS:</b>								
Membership Dues	\$630,333	\$698,755	\$666,092	\$684,346	\$764,695	\$795,679	\$825,163	\$858,170 <sup>1</sup>
Interest Received	\$7,319	\$2,960	\$6,805	\$7,972	\$13,055	\$8,579	\$15,614.16	\$9,800 <sup>2</sup>
Miscellaneous	\$0	Miscellaneous	\$0	\$0	\$0	\$0	\$0.00	\$0
<b>TOTAL CASH RECEIPTS</b>	<b>\$637,651</b>	<b>\$701,715</b>	<b>\$672,897</b>	<b>\$692,318</b>	<b>\$777,750</b>	<b>\$804,258</b>	<b>\$840,778</b>	<b>\$867,970</b>
<b>EXPENSES:</b>								
Bank Charges	\$77	\$205	\$0	\$0	\$3	\$21	\$41	\$75
CAUT Fees	\$162,800	\$163,972	\$168,746	\$172,121	\$177,143	\$187,729	\$197,094	\$203,401
Contingency	\$0	\$0	\$0	\$0	\$0	\$0	\$11,871	\$188,129 <sup>3</sup>
Donations	\$5,119	\$5,119	\$4,788	\$5,288	\$5,288	\$10,104	\$6,104	\$6,200
Employee Benefits	\$71,654	\$61,012	\$71,960	\$65,883	\$48,411	\$40,347	\$49,548	\$57,848
Employee Salaries	\$144,598	\$160,425	\$173,236	\$181,900	\$194,669	\$206,649	\$234,296	\$243,630
Equipment/Furniture	\$28,078	\$3,042	\$4,663	\$4,274	\$8,192	\$6,841	\$2,271	\$3,000
Insurance	\$3,807	\$3,903	\$3,966	\$4,033	\$4,202	\$4,389	\$5,061	\$5,100
Meetings/Events	\$7,346	\$8,165	\$7,526	\$7,594	\$9,214	\$0	\$967	\$8,000 <sup>4</sup>
Miscellaneous	\$8,044	\$2,032	\$3,774	\$3,422	\$4,371	\$8,234	\$4,710	\$5,000 <sup>5</sup>
MUFA Awards/Gifts	\$1,744	\$4,950	\$1,657	\$1,750	\$3,352	\$7,753	\$7,500	\$8,500
Office Supplies	\$2,119	\$657	\$1,018	\$458	\$320	\$391	\$88	\$300
OCUFA Fees	\$158,689	\$161,616	\$167,654	\$173,163	\$182,593	\$187,737	\$193,720	\$199,919
Postage	\$859	\$729	\$220	\$224	\$231	\$20	\$14	\$200
Printing/Photocopier	\$1,608	\$250	\$187	\$127	\$3,112	\$2,386	\$1,088	\$4,500
Professional Fees-Legal	\$3,258	\$1,708	\$0	\$0	\$0	\$0	\$13,178	\$60,000 <sup>6</sup>
Professional Fees-Other	\$8,458	\$22,712	\$8,599	\$20,712	\$8,882	\$14,882	\$46,574	\$50,000 <sup>7</sup>
Sun Life (LTD Payment)	\$0	\$0	\$0	\$0	\$200,000	\$87,309	\$0	\$0
Telephone	\$2,405	\$2,830	\$3,996	\$3,287	\$3,328	\$4,304	\$2,830	\$4,500
Travel	\$10,232	\$9,969	\$2,132	\$2,022	\$5,132	\$0	\$0	\$6,000
<b>TOTAL EXPENSES</b>	<b>\$620,895</b>	<b>\$613,295</b>	<b>\$624,122</b>	<b>\$646,257</b>	<b>\$858,442</b>	<b>\$769,097</b>	<b>\$776,958</b>	<b>\$1,054,302</b>
<b>SURPLUS (DEFICIT)</b>	<b>\$16,756</b>	<b>\$88,420</b>	<b>\$48,775</b>	<b>\$46,061</b>	<b>-\$80,692</b>	<b>\$35,161</b>	<b>\$63,820</b>	<b>-\$186,332</b>

## Statement of Financial Position as of March 31, 2022

ASSETS	LIABILITIES
Cash in Bank	OCUFA Fees (March)
GIC and Bonds	\$16,295
<b><u>\$1,181,700</u></b>	
	<b>EQUITY</b>
	Long-Term Reserves
	\$633,326
	Current Reserves (Cash in Bank)
	\$532,079
	<b><u>\$1,181,700</u></b>

Aadil Juma, Treasurer

*A. Merali*

### NOTES:

1. Income is based on 0.5% (5 mils).
2. Interest is automatically reinvested in our reserve savings. Approximately \$2600.00 will be available for spending.
3. Accounts for the funds currently set aside (\$100,000) for faculty for legal support minus expenditures for 21/22 plus the additional 100,000 for 22/23.
4. Estimated costs for Retiree Luncheon, MUFA Events, New Faculty Luncheons, Refreshments for Executive Meetings (in-person).
5. RHPSC Annual Fee for support and server hosting, Survey Monkey, Media Productions (Annual Website Fee), Facility Services.
6. Estimated legal costs for MUFA.
7. Estimated costs associated with release time (Grievance - Chair & Vice-Chair [\$12,000]) and auditor (\$4,500).