

**RESOLUTION OF THE BOARD OF GOVERNORS OF  
McMASTER UNIVERSITY**

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**WHEREAS** McMaster University (“University”) established and maintains the Contributory Pension Plan for Salaried Employees of McMaster University Including McMaster Divinity College 2000 as amended and restated effective January 1, 2019 (“Plan 2000”);

**AND WHEREAS** pursuant to Section 15.01 of Plan 2000, the University may, by resolution of the Board of Governors, modify Plan 2000 at any time;

**AND WHEREAS** Plan 2000 defines an “SAAO Employee” to mean (subject to certain exceptions) an individual who qualifies as a Senior Academic/Administrative Officer under the University’s compensation arrangements and is employed by the University in any of the following capacities: President and Vice-Chancellor; the Vice-President; or an Associate/Assistant Vice-President (with staff appointment);

**AND WHEREAS** it is necessary and desirable to amend Plan 2000 to amend the definition of “SAAO Employee” to remove Associate/Assistant Vice-Presidents (with staff appointment) and classify these positions under a new definition of “SAL Employee”, and to make corresponding amendments to Plan 2000;

**AND WHEREAS** it is necessary and desirable to amend Plan 2000 to reinstate a paragraph inadvertently omitted from Section 11.03 when Plan 2000 was amended and reinstated effective January 1, 2019, and to make certain other housekeeping changes;

**AND WHEREAS** the University wishes to amend Plan 2000 to reflect the foregoing changes;

**NOW, THEREFORE,** Plan 2000 is amended as follows:

1. Effective October 3, 2018, paragraph (a)(vi) of Section 2.12 is deleted in its entirety and replaced with the following:

(vi) is an SAAO Employee or a SAL Employee, who in either case was hired or re-hired as an SAAO Employee before June 16, 2009; or

2. Effective October 3, 2018, Section 2.13 is deleted in its entirety and replaced with the following:

2.13 **“Faculty Member”** means a Member of the Plan who is a member of MUFA, and who is subject to the terms of any remuneration settlement between MUFA and the University, but does not include, for purposes of the Plan, a Member who:

(a) is a full-time clinical faculty member of the Faculty of Health Sciences who must maintain membership in the Regional Medical Associates of Hamilton; or

- (b) is a Librarian as defined under Section 2.19; or
- (c) is an SAAO Employee as defined under Section 2.35; or
- (d) is a SAL Employee as defined under Section 2.37.

3. Effective October 3, 2018, the definition of “SAAO Employee” is deleted in its entirety and replaced with the following:

2.35 **“SAAO Employee”** means an individual who qualifies as a Senior Academic/Administrative Officer under the University’s compensation arrangements and is employed by the University in any of the following capacities:

- President and Vice-Chancellor; or
- Vice-President; or
- Associate/Assistant Vice-President (with staff appointment) provided that, upon the later of October 3, 2018 and the coming into force of terms and conditions of employment pursuant to which the individual qualifies as a Senior Administrative Leader under the University’s compensation arrangements, the individual shall cease to be an “SAAO Employee” and shall become a “SAL Employee” for the purposes of the Plan.

For purposes of clarity, an SAAO Employee does not include:

- an Associate Vice-President (with academic appointment) or Associate Vice-Provost (with academic appointment); or
- an individual employed with the University in a position which uses any of the above titles but who does not qualify as a Senior Academic/Administrative Officer under the University’s compensation arrangements; or
- effective January 1, 2015, an individual who qualifies as a Senior Academic/Administrative Officer under the University’s compensation arrangements and who has a concurrent academic appointment and, who would otherwise qualify as a Faculty Member for purposes of Section 2.13.

4. Effective October 3, 2018, the definition of “SAAO Member” is deleted in its entirety and replaced with the following:

2.36 **“SAAO Member”** means a Member who is an SAAO Employee, provided the individual was a Member of the Plan prior to June 16, 2009.

5. Effective October 3, 2018, the following new definition of “SAL Employee” is added as Section 2.37:

2.37 **“SAL Employee”** means an individual who qualifies as a Senior Administrative Leader under the University’s compensation arrangements and is employed by the University in the capacity of an Associate/Assistant Vice-President (with staff appointment).

For purposes of clarity, a SAL Employee does not include:

- an Associate/Assistant Vice-President (with staff appointment) who on October 3, 2018 qualified as a Senior Academic/Administrative Officer under the University’s compensation arrangements, until such time as the individual is subject to terms and conditions of employment pursuant to which the individual qualifies as a Senior Administrative Leader under the University’s compensation arrangements; or
- an Associate Vice-President (with academic appointment) or Associate Vice-Provost (with academic appointment); or
- an individual employed with the University in a position which uses any of the above titles but who does not qualify as a Senior Administrative Leader under the University’s compensation arrangements.

6. Effective October 3, 2018, the following new definition of “SAL Member” is added as Section 2.38:

2.38 **“SAL Member”** means a Member who is a SAL Employee, provided the individual was a Member of the Plan prior to June 16, 2009.

7. Effective October 3, 2018, the defined terms in Section 2 are renumbered to accord with their alphabetical order.

8. Effective October 3, 2018, Section 4.02 is amended by deleting the description in the first row under the heading “Class A” (i.e., “SAAO Members and TMG Members who are Employees on June 30, 2006 and who terminate employment on or after July 1, 2006”) in its entirety and replacing it with the description “SAAO Members, SAL Members and TMG Members who are Employees on June 30, 2006 and who terminate employment on or after July 1, 2006”.

9. Effective October 3, 2018, Section 4.02 is amended by deleting the description in the first row under the heading “Class B” (i.e., “SAAO and TMG Members who become Employees on or after July 1, 2006”) in its entirety and replacing it with the description “SAAO Members, SAL Members and TMG Members who become Employees on or after July 1, 2006”.

10. Effective October 3, 2018, the chart in Section 7.01(a)(i)(A) is deleted in its entirety and replaced with the following:

7.01 (a) Member's Required Contribution

(i) (A) Full-time Employees

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Class of Member	Period	Employee Contribution Rate on Regular Annual Salary	
		Up To YMPE	In Excess of YMPE
A.1 Faculty Members*	July 1, 2018 onwards	8.00%	11.00%
A.2 TMG Members*	July 29, 2018 onwards	8.00%	11.00%
A.2 SAAO Members*	July 29, 2018 onwards	8.00%	11.00%
A.2 SAL Members*	October 3, 2018 onwards	8.00%	11.00%
B. Librarians*	July 1, 2018 onwards	8.00%	11.00%
C. Unifor Local 5555 Members hired by the University on or before April 30, 2010	May 1, 2018 to December 31, 2022 January 1, 2023 onwards	8.646% 8.59%	11.646% 11.59%
C. Unifor Local 5555 Members hired by the University on or after May 1, 2010	January 14, 2018 to December 31, 2022 January 1, 2023 onwards	7.646% 7.59%	10.646% 10.59%
D1. Members who are employees of: - McMaster Association of Part Time Students - McMaster University Faculty Association	July 27, 2014 onwards	7.00%	10.00%
D2. Members who are employees of: - McMaster Children's Centre Inc. - Divinity College - Members who are non-union employees of Regional Medical Associates of Hamilton	July 29, 2018 onwards	8.00%	11.00%
E. Members who are union employees of Regional Medical Associates of Hamilton	May 1, 2018 to December 31, 2022 January 1, 2023 onwards	8.646% 8.59%	11.646% 11.59%
F. Full-time clinical faculty members of the Faculty of Health Sciences who must maintain membership in the Regional Medical Associates of Hamilton	July 29, 2018 onwards	8.00%	11.00%
G. Other Members (not included above)	July 29, 2018 onwards	8.00%	11.00%
H. MUALA Members	July 1, 2016 onwards	7.00%	10.00%

\* Subject to special adjustments under Section 7.04 and 7.05 (as applicable).

11. Effective October 3, 2018, Section 7.04 is amended as follows:

- the heading of Section 7.04 is deleted and replaced with “Special Adjustments to Member Required Contributions for TMG Members, SAAO Members and SAL Members”;
- the references in paragraphs (a), (b), (c) and (d) of Section 7.04 to “TMG Member and SAAO Member” are deleted and replaced with references to “TMG Member, SAAO Member and SAL Member”; and
- the reference in the penultimate paragraph of Section 7.04 to “TMG Member or SAAO Member” is deleted and replaced with a reference to “TMG Member, SAAO Member or SAL Member”.

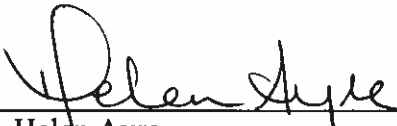
12. Effective January 1, 2019, Section 11.03 is amended by reinstating the following paragraph immediately after paragraph (c):

Notwithstanding the foregoing, and subject only to Section 11.03(b), a Unifor Local 5555 Member whose leave of absence without pay is approved to begin on or after January 1, 2013 shall not be entitled to make the election in Section 11.03(a) and shall, instead, cease contributions and benefit accruals under the Plan in respect of the entire period of absence.

**AND, THEREFORE**, the text of Plan 2000 is restated effective January 1, 2019 to incorporate the foregoing changes, as set forth at Exhibit 1 hereto.

**CERTIFIED** to be a true and correct copy of a Resolution of the Board of Governors of McMaster University passed at a meeting held on the 18<sup>th</sup> day of April, 2019.

**McMASTER UNIVERSITY**

  
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Helen Ayre  
Acting University Secretary

**Exhibit 1**

**Text of the Contributory Pension Plan for Salaried Employees of McMaster University  
Including McMaster Divinity College 2000  
(As amended and restated effective January 1, 2019 and incorporating the amendment  
approved on April 18, 2019)**