

Costa, Christine

From: Committee, Tmg <tmg@mcmaster.ca>
Sent: June 27, 2019 9:47 AM
To: g-mgmtgrp@mcmaster.ca
Subject: TMG Committee Update



TMG Committee Update June 2019

Dear TMG members,

As we reach the end of the 3-year term for some of our committee members and welcome new people to take their places, the TMG committee would like to share some information with you regarding our 2018-19 activities. The TMG committee meets monthly as a group and also meets monthly with McMaster leadership, namely VP Roger Couldrey and AVP CHRO Wanda McKenna. We have a collaborative, positive partnership with HR and the VP Administration. All our work is informed by informal conversations with TMG members and the 2018 survey.

- Pension / Retirement work:
 - Creation of a new Group RRSP sub-committee – chaired by Catherine Young who is currently developing terms of reference for the sub-committee. Interested in joining this sub-committee? Please contact Catherine – cayoung@mcmaster.ca
 - Invited the TMG representative on the Board of Governors Pension Trust committee to update the TMG Committee
 - Encouraged HR to create a [new retirement workshop](#) for people close to retirement that could explore the defined benefit pension options. The new workshop “Retirement Ready” has been offered multiple times now for McMaster salaried pension plan members and is a very popular workshop. HR also created individual 30-minute meetings for people in the Group RRSP plan to discuss their options. Also very popular and the timeslots have filled up extremely quickly. Watch for notices from HR on these and other retirement planning workshops
 - Discussed the impact on employee mobility of the new rule that Unifor members hired after 2009 who become TMG members must move into the group RRSP plan
- Compensation:
 - Conversations about the move to 100% merit including the importance of goal setting, the performance review process and the calibration process. The TMG Committee sent an email to TMG members as we felt an additional communication was needed
 - Conversations about the new tuition benefit, mental health benefits, changes to pregnancy and parental leave policies, LTD rates, CPP contribution rates increasing, vacation exchange policy, new pay for performance plans

- [New Peer-to-Peer Award: TMG Awards](#)
 - Highlight of the year for the co-chairs to present these awards. Nominations will be happening again in November and please watch for information on this
- Improved communication to members:
 - Survey last year
 - This newsletter
- Conversations with leadership about current issues e.g. provincial cuts, monitoring the Jointly Sponsored Pension Plan (JSPP) process at other institutions, renewal of TMG job descriptions
- TMG input was sought for the HR review and the presidential search
- The TMG retreat is 4 years old and the program was fantastic this year!

The TMG Committee looks forward to another productive year representing TMG employees in discussions with university leadership. Thank you to our outgoing committee members and welcome to our incoming members. We encourage TMG members to get in touch with us with your questions, ideas and feedback.

TMG Committee Members:

Andrea Thyret-Kidd, Co-chair (outgoing)
 Debbie Sabatino, Co-chair
 Andrijana Olaizola
 Harriet Sauve
 Sarah Robinson
 Lynn Giordano
 Rose Mason
 Andreas Korinek
 Laura Kobayashi Brown
 Nicole Longstaff (incoming)
 Allison Drew-Hassling (incoming)
 Richard Godsmark (incoming)
 Lesley Mills (incoming)
 Paula Brown-Hackett (outgoing)
 John Wood (outgoing)
 Dave Mammoliti (outgoing)