



Total Rewards Overview for Unifor, Local 5555, Unit 1

Working at McMaster University brings a robust total rewards package. The elements and structure of the total rewards packages vary by employee group. The below chart summarizes the total rewards provisions for Unifor, Local 5555, Unit 1.

COMPENSATION	
Pay Grade	Jobs are assigned to a pay grade based on evaluation of the job description using the JE 2009 plan. There are 12 pay grades.
Wage Rate Grid	Each pay grade has a Hire Rate plus 10 steps. Across-the-board increases for the wage rate grid are determined through the collective bargaining process.
Progression through the Range	Step progression increases take place on the employee's anniversary date, until the highest Step in the Pay Grade is attained.
BENEFITS	
Employer Paid Benefits	Benefits package consists of: <ul style="list-style-type: none"> • Extended Health • Dental • Emergency Out-of-Country Travel Coverage • Basic Life Insurance.
Optional Employee Paid Benefits	Optional Life Insurance AD&D
Salary Protection Programs	Salary continuance of up to 26 weeks, depending on years of service Long Term Disability (employee-paid)
Post-Retirement Benefits	<p>Employees hired on or before June 15, 2006 are eligible for 100% University paid post-retirement benefits.</p> <p>Employees hired between June 16, 2006 and September 30, 2009 with a minimum of 10 years of service at retirement are eligible for 100% University paid post-retirement benefits.</p> <p>Employees hired between October 1, 2009 and April 30, 2022 and are a Limited Term Employee or Continuing Employee as at April 30, 2022 and with a minimum of 10 years of service at retirement are eligible for post-retirement benefits in accordance with the terms of the Letter of Understanding regarding the Post-Retirement Benefit Co-Pay Program.</p>

The percentage of the cost paid by the retiree for the co-pay program is based on years of service.

Years of Continuing Service in Bargaining unit	Percentage of Yearly Cost Payable by Retirees	Percentage of Yearly Cost Payable by University
30 or more	25	75
25 or more but less than 30	50	50
20 or more but less than 25	75	25
10 or more but less than 20	75	25

Benefits include Health Insurance, Dental Insurance, Emergency Out-of-Country Travel Insurance and Basic Life Insurance¹.

RETIREMENT INCOME

Pension Plan

Eligible employees participate in the University's Contributory Pension Plans. Provisions of the pension plans vary for employees hired before or after May 1, 2010.

Provision	Hired before May 1, 2010	Hired on or after May 1, 2010
Contribution Rates	8.646% of salary up to YMPE plus 11.646% of salary above YMPE Effective December 15, 2019, the rates decrease to 8.423% of salary up to YMPE plus 11.423% of salary above YMPE	7.646% of salary up to YMPE plus 10.646% of salary above YMPE Effective December 15, 2019, the rates decrease to 7.423% up to YMPE plus 10.423% of salary above YMPE
Special Retirement Date	Rule of 80 (pay to maintain rule of 80)	Rule of 80 (pay to maintain rule of 80) plus minimum age 60
Pension Formula	1.4% of Best Average Salary up to the Average Year's Maximum Pensionable Earnings ("Average YMPE") times Pensionable Service plus 2.0% of Best Average Salary in excess of the Average YMPE times Pensionable Service	1.0% of Best Average Salary up to the Average Year's Maximum Pensionable Earnings ("Average YMPE") times Pensionable Service plus 1.6% of Best Average Salary in excess of the Average YMPE times Pensionable Service

¹ Benefit entitlements change upon Retirement, including but not limited to: out of country coverage maximums, life insurance maximums, eyeglass coverage maximums, dental procedure coverage percentage, etc. Details on post-retirement benefits for Unifor Local 5555, Unit 1 can be found [here](#).

	Pension Indexation	Pensions in pay have the potential to be increased each January. The excess interest formula uses 4.5% and the calculation is described in the Highlights of the McMaster Pension Plan	Pensions in pay have the potential to be increased each January. The excess interest formula uses 5.0% and the calculation is described in the Highlights of the McMaster Pension Plan																				
	Best Average Salary	Average of 48 highest months	Average of 60 highest months																				
PAID TIME OFF																							
Vacation	<p>Vacation entitlement is based on years of service and level of position. Vacation entitlement follows a set schedule, as outlined below.²</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="2" style="background-color: #cccccc;">Vacation Entitlement</th> </tr> </thead> <tbody> <tr> <td>Less than one year (expressed in working days per completed months of service)</td> <td style="text-align: right;">1.25</td> </tr> <tr> <td>1 but less than 4 years of service</td> <td style="text-align: right;">15</td> </tr> <tr> <td>4 but less than 14 years of service</td> <td style="text-align: right;">20</td> </tr> <tr> <td>14 but less than 15 years of service</td> <td style="text-align: right;">21</td> </tr> <tr> <td>15 but less than 16 years of service</td> <td style="text-align: right;">22</td> </tr> <tr> <td>16 but less than 17 years of service</td> <td style="text-align: right;">23</td> </tr> <tr> <td>17 but less than 18 years of service</td> <td style="text-align: right;">24</td> </tr> <tr> <td>18 but less than 30 completed years of service</td> <td style="text-align: right;">25</td> </tr> <tr> <td>30 or more completed years of service</td> <td style="text-align: right;">30</td> </tr> </tbody> </table>			Vacation Entitlement		Less than one year (expressed in working days per completed months of service)	1.25	1 but less than 4 years of service	15	4 but less than 14 years of service	20	14 but less than 15 years of service	21	15 but less than 16 years of service	22	16 but less than 17 years of service	23	17 but less than 18 years of service	24	18 but less than 30 completed years of service	25	30 or more completed years of service	30
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Personal Days	2 personal days annually, as outlined in the Collective Bargaining Agreement .																						
LEARNING AND DEVELOPMENT																							
Tuition Assistance and Bursary	<p>Tuition assistance provides eligible McMaster employees support for the costs associated with undergraduate degree credit, diploma or certificate courses.</p> <p>Tuition bursary is available for eligible dependents of McMaster employees.</p>																						

² Excerpt from the [Unifor Local 5555, Unit 1 collective bargaining agreement](#) (expiry date: April 30, 2022).