

Dear TMG members,

In June 2019, the TMG Committee Update shared that “The TMG Committee looks forward to another productive year representing TMG employees with University leadership.” Indeed, it has been a very productive and quite a different year from what other TMG Committees before have experienced. Although our topics of focus have been the same in many areas, in others it is so very different due to COVID-19 and all the rapid and significant change it has brought impacting the University and the TMG community.

The TMG Committee has continued to meet monthly as a group and additionally with McMaster leadership; VP Roger Couldrey and AVP CHRO Wanda McKenna. The Committee would like to share highlights of our 2019-2020 activities.

COVID-19 Response:

- Partnering with Human Resources and the PVP to ensure that TMG’s identified needs are taken into consideration and addressed as the pandemic crisis unfolded.
 - Support for working in essential on-campus roles or from home in a crisis
 - Wellness support tools and programs
 - Return to campus plans and protocols

This critical work is ongoing for the Committee. The McMaster COVID-19 website has all the updates and information (<https://covid19.mcmaster.ca/>) you may need.

Strategy Workshop:

- In March, the Committee sponsored a ½ day workshop focused on TMG strategic topics involving past Committee chairs. Results from the workshop will inform the Committee’s work plan for the upcoming 2-3 years.

Pension/RRSP/Retirement:

- Work continued for the TMG RRSP subcommittee. A Terms of Reference was drafted for review with stakeholders.
- Continued support for expanded availability of planning sessions focused on defined benefit, defined contribution and retirement planning to interested TMG members.

Total Rewards:

- Provided input on HR policies and procedures such as:
 - Total Rewards Philosophy for TMG;
 - Total Rewards Policy for Employees in TMG;

- Guidelines for Cash Compensation Administration for Employees in TMG;
- Variable Pay Plan for TMG in Bands N through Q;
- Performance Excellence Program for TMG in Bands F through M; and
- Tuition Bursary Program for Dependents and Spouses policy
- Conversations on equity, diversity and inclusion; employment equity in recruiting initiatives for McMaster, next steps and role of the TMG community.
- Conversations about the 2020-2021 pay for performance plans, calibration process survey, annual LTD rates, and CPP contribution rates increasing.
- New Variable Pay and Performance Excellence Programs have been introduced for the 2019-2020 performance review cycle. These programs are as a result of the recommendations from TMG focus groups and the great work of the TMG Compensation Redesign Subcommittee in partnership with HR – Total Rewards Team.
- A big thank you to the TMG Compensation Redesign Subcommittee!

Communications and Development:

- TMG Forum held on January 28th included remarks by our new President, David Farrar, panel discussion from University leaders exploring the impacts of globalization on specific McMaster groups
- Considering COVID, the Sub-committee developed a creative webinar series for the TMG community to learn more about our McMaster senior leadership. August 5th was the first session in the series featuring David Farrar and it was a resounding success. More sessions are being planned.
- The Communication and Development Subcommittee has been continuing to plan and provide educational sessions for TMG in areas such as health and wellness, leadership and new ways to offer the Day of Service program.
- A big thank you to the Subcommittee!

Thank you to our outgoing committee members and welcome to our incoming members. We encourage TMG members to get in touch with us with questions, ideas and feedback. You can reach us via email tmg@mcmaster.ca.

Sarah Robinson, Co-Chair
 Debbie Sabatino, Co-Chair (outgoing)
 Allison Drew-Hassling (incoming Co-Chair)
 Lynn Giordano
 Richard Godsmark
 Laura Kobayashi-Brown
 Andreas Korinek
 Nicole Longstaff
 Lesley Mills
 Amanda Calzolaio (incoming)
 Arlene Dosen (incoming)

Tanja Petrovic (incoming)
Evan Saunders (incoming)
Rose Mason (outgoing)
Andrijana Olaizola (outgoing)
Harriet Sauve (outgoing)