

**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 July 1, 2022 (“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** effective June 12, 2022, employee contribution rates increased for Members of Plan 2000 employed by Regional Medical Associates (“RMA”) in accordance with a collective bargaining agreement between RMA and Unifor and its Local Union No. 5555;

**AND WHEREAS** effective July 1, 2022, “Short Term Employees” whose appointment has been extended or renewed beyond one year will be eligible to join Plan 2000 on the date of such extension or renewal, in accordance with a collective bargaining agreement between the University and Unifor and its Local Union No. 5555 with respect to Non-Academic Administrative, Professional, and Technical Employees (Unit 1);

**AND WHEREAS** the University wishes to amend Plan 2000 to reflect changes negotiated under the foregoing collective bargaining agreements;

**NOW THEREFORE** the text of Plan 2000 is amended effective June 12, 2022 as follows:

1. The row in the table that appears in Section 7.01(a)(i)(A) that sets out the member contribution rate for “Class E” (Members who are union employees of Regional Medical Associates) is deleted in its entirety and replaced with the following:

Class of Member	Period	Employee Contribution Rate on Regular Annual Salary	
		Up To YMPE	In Excess of YMPE
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E. Members who are union employees of Regional Medical Associates	June 12, 2022 onwards	8.73%	11.73%

2. The row in the table that appears in Appendix 1 (Historical Member Contribution Rates) that sets out the historical member contribution rates for “Class E” (Members who are union employees of Regional Medical Associates) is deleted in its entirety and replaced with the following:

Class of Member	Period	Employee Contribution Rate on Regular Annual Salary	
		Up To YMPE	In Excess of YMPE
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E. Members who are union employees of Regional Medical Associates	July 1, 2008 to July 10, 2010	5.50%	7.00%
	July 11, 2010 to January 8, 2011	5.75%	7.50%
	January 9, 2011 to January 7, 2012	6.25%	8.25%
	January 8, 2012 to July 26, 2014	6.50%	8.75%
	July 27, 2014 to September 13, 2014	7.81%	10.06%
	September 14, 2014 to January 13, 2018	7.56%	10.56%
	January 14, 2018 to April 30, 2018	7.646%	10.646%
	May 1, 2018 to December 14, 2019	8.646%	11.646%
December 15, 2019 to June 11, 2022	8.423%	11.423%	

**AND BE IT FURTHER RESOLVED THAT** the text of Plan 2000 is amended effective July 1, 2022 as follows:

3. Section 2.12(f) is deleted in its entirety and replaced with the following:

“(f) is employed in a position in accordance with Section 2.12(a) or (d) on a non-continuing basis, or in accordance with Section 2.12(c), for a specified period that is less than or equal to one (1) year and whose specified period of appointment in that same position is extended or renewed such that the cumulative period of employment extends beyond one (1) year, provided that such extension or renewal begins within one (1) year from the date the previous appointment ended;”

4. Section 3.01(b) is deleted in its entirety and replaced with the following:

“(b) Where an individual becomes an Employee by virtue of Section 2.12(f):

(i) if the individual is not represented by Unifor Local 5555, Unit 1, and the individual became an Employee by virtue of Section 2.12(f) on or after the Approval Date and was not eligible to be a party to the Surplus Agreement, the individual may elect to join the Plan at the beginning of the new contract which extends the period of Continuous Service beyond one (1) year. If the election is made within three (3) months of the effective date of the extension or renewal of the contract, the individual may join the Plan with effect from the date of the first appointment provided that the Member agrees to make contributions in respect of eligible past service with the University in accordance with the contribution formula described in Section 7.01(a). If the individual does

not join the Plan at such time, the individual shall join the Plan no later than the first day of the Plan Year which follows the date on which Continuous Service exceeds one (1) year;

- (ii) if the individual is represented by Unifor Local 5555, Unit 1:
  - (A) if the extension or renewal of the contract occurred prior to May 2, 2021, the individual may elect to join the Plan at the beginning of the new contract which extends the period of Continuous Service beyond one (1) year. If the election is made within three (3) months of the effective date of the extension or renewal of the contract, the individual may join the Plan with effect from the date of the first appointment provided that the Member agrees to make contributions in respect of eligible past service with the University in accordance with the contribution formula described in Section 7.01(a). If the individual does not join the Plan at such time, the individual shall join the Plan no later than the first day of the Plan Year which follows the date on which Continuous Service exceeds one (1) year;
  - (B) if the extension or renewal of the contract occurred on or after May 2, 2021 and prior to May 1, 2022, the individual may elect to join the Plan on the date that the individual's period of Continuous Service is equal to one (1) year and one (1) day. If the individual does not join the Plan at such time, the individual shall join the Plan no later than the first day of the Plan Year which follows the date on which Continuous Service exceeds one (1) year;
  - (C) if the extension or renewal of the contract occurs on or after May 1, 2022, the individual may elect to join the Plan at the later of July 1, 2022 and the beginning of the new contract which extends the period of Continuous Service beyond one (1) year. If the individual does not join the Plan at such time, the individual shall join the Plan no later than the first day of the Plan Year which follows the date on which Continuous Service exceeds one (1) year.”

**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 27th day of October, 2022.

**McMASTER UNIVERSITY**



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University Secretary