



**Joint Administration/Faculty Association Committee**  
**Remuneration Agreement**  
**For the period of July 1, 2022, to June 30, 2025**

**1. Term**

Duration of agreement: Three years from July 1, 2022, to June 30, 2025

**2. Across-the-Board (ATB) Salary Increases to all salaries as follows:**

Effective July 1, 2022	ATB: 1.0%
Effective July 1, 2023	ATB: 1.0%
Effective July 1, 2024	ATB: 1.0%

**\*Contingent ATB Salary Increases to all salaries as follows:**

Effective July 1, 2022	ATB: \$1,000.00
Effective July 1, 2023	ATB: \$1,050.00
Effective July 1, 2024	ATB: \$1,330.00

\*The *Contingent* ATB Salary Increases will be implemented unless, on the effective date:

- there is legislation in effect which prohibits or purports to prohibit the increase, or
- there is legislation in draft but not yet in effect which prohibits or purports to prohibit the increase, or
- there is a directive issued by the Government of Ontario which prohibits or purports to prohibit the increase,

in any such case, the applicable contingent increases will be null and void.

### 3. Salary Floors

Salary floors and breakpoints in the CP/M scheme to be adjusted to reflect all increases on July 1 of each year of the contract.

### 4. CP/M

- (a) Subject to item 4(c) of this Agreement, below, effective July 1, 2022, paragraph 4.4 of the *Faculty Career Progress/Merit (CP/M) Plan* will be amended as follows:

**The Number of Par Increments in the CP/M Plan Awarded Each Year per 100 Faculty Members**

This number for each year is determined by negotiation in the Joint Committee. The number of par increments per 100 faculty members is normally 120. The number of par increments in each range is determined by the distribution of faculty members across the ranges.

For the period from July 1, 2022, to June 30, 2025, the number of par increments per 100 faculty members will be as follows:

- Year 1 - 130 par units per 100 MUFA members for CP/M Year 2022
- Year 2 - 125 par units per 100 MUFA members for CP/M Year 2023
- Year 3 - 125 par units per 100 MUFA members for CP/M Year 2024

- (b) For greater clarity, the par units will return to 120 par units per 100 MUFA members for CP/M Year 2025.
- (c) If a Contingent ATB Salary Increase as agreed to in item 2 of this Agreement, above, (Contingent Increases) is applied in any Year of this Agreement, then the par units will revert to 120 par units per 100 MUFA members for the following CPM Year.
- (d) The Career Progress/Merit Plan will be a discussion item on the Joint Committee agenda during the term of this Agreement.

### 5. Mental Health Benefits

Effective July 1, 2022, licensed psychoanalysts, registered clinical counsellors, and licensed marriage and family therapists will be added to the existing provisions for mental health practitioners, such that the benefit is amended as follows:



*"We will also cover 100% of the costs, up to a combined maximum of \$3,000 per person per benefit year for licensed psychologists, licensed psychoanalysts, registered clinical counsellors, licensed marriage and family therapists, social workers who are registered with the appropriate provincial regulatory body, or licensed psychotherapists or psychotherapists who are active members of a provincial association approved by Sun Life."*

## **6. Paramedical Services**

Effective July 1, 2022, Christian Science Practitioner will be removed from the list of eligible paramedical services covered by Sun Life.

Effective July 1, 2023, the \$500 annual limit on individual paramedical providers will be replaced with a pooled maximum of \$2,000 per benefit year, such that the benefit is amended as follows:

*"We will cover 100% of the costs, up to a combined maximum of \$2,000 per person per benefit year for the paramedical specialists listed below:*

- *licensed speech therapists*
- *licensed physiotherapists*
- *licensed massage therapists*
- *licensed osteopaths (this category of paramedical specialists also includes osteopathic practitioners), chiropractors, podiatrists or chiropodists. Also included is one x-ray examination per specialty each benefit year.*
- *licensed naturopaths*
- *licensed occupational therapists"*

Effective July 1, 2024, the pooled maximum coverage for these paramedical providers will increase to \$3,000 annually.

## **7. Vision Care Benefits**

Effective July 1, 2022, the maximum benefit for contact lenses, eyeglasses or laser eye correction surgery will increase from \$400 to \$500 per person in any 24 month period, such that the benefits is as follows:

*"We will cover the cost of contact lenses, eyeglasses or laser eye correction surgery up to the maximum noted below. Contact lenses or eyeglasses must be prescribed by an ophthalmologist or licensed optometrist and obtained from an*

*ophthalmologist, licensed optometrist or optician. Laser eye correction surgery must be performed by an ophthalmologist.*

*We will cover 100% of these costs up to a maximum of \$500 per person in any 24 month period.*

*We will also cover 100% of the costs for the initial purchase of prescription glasses if required as the result of an accident when prescribed by an ophthalmologist or licensed optometrist and obtained from an ophthalmologist, licensed optometrist or optician.”*

## **8. Health Care Spending Account (HSA)**

Aligned with the University’s commitments to inclusive and operational excellence, members of the Joint Committee agree to establish a working committee to investigate full details of a Health Care Spending Account for active members and future retirees. The outcomes of this working group will be considered in the next round of Joint Committee remuneration discussions. The terms of reference and membership will be discussed and agreed upon at Joint Committee.

## **9. Professional Development Allowance (PDA)**

Effective July 1, 2022, the carry-forward period for PDA will be extended temporarily from two years to three years, to allow expenses from 2020 to be claimed during the 2022 PDA year. Effective July 1, 2023, the carry-forward period for PDA will revert to two years.

The Professional Development Allowance for faculty and MUFA librarians will increase as follows:

Effective July 1, 2022 - \$100

Effective July 1, 2023 - \$100

Effective July 1, 2024 - \$100

## **10. Pregnancy and Parental Leave Policy**

Effective July 1, 2022, SPS C4, *Pregnancy and Parental Leaves Policy for Faculty and MUFA Librarians* will be revised to increase the Pregnancy Leave Supplemental Unemployment Benefit (SUB) by an additional 6 weeks (from 11 weeks to 17 weeks), and to remove the process for “advance of parental benefits”.



The Pregnancy Leave SUB improvement applies to pregnancy leaves *beginning on or after* July 1, 2022.

Effective July 1, 2022, SUB amounts for all applicable leaves (i.e. pregnancy leaves and parental leaves) will be adjusted if salary increases are applied during the period when a faculty member is receiving SUB. For clarity, such adjustment will apply only to leaves beginning on or after July 1, 2022.

NOTE: a track-changes version of SPS C4 is attached as Appendix A.

### **11. Tuition Bursary Program for Dependents & Spouses**

Effective for the Academic Year ending August 31, 2023, for bursaries to be issued in the Fall of 2023, the Tuition Bursary Program for Dependents and Spouses will be amended for faculty members as follows:

1. The definition of Eligible Dependent and Eligible Spouse to include the following:
  - is a Canadian resident for income tax purposes
  
2. The definition of an Eligible Institution is to expand to include international institutions that are evaluated for equivalency to McMaster University. An Eligible Institution will be:

An accredited institution in Canada, or an international institution evaluated for equivalency to McMaster, that is:

  - an undergraduate and/or graduate degree granting university; or
  - a diploma granting community college
  
3. To be eligible for the bursary, the Eligible Dependent or Eligible Spouse must be able to provide:
  - their Canadian bank account information;
  - their SIN number for T4A purposes; and
  - required documentation that has been translated to English.

Details on administrative processes and supporting documentation requirements will be announced at a later date.

## **12. Working Group on Collecting and Reporting Salary Data Equity-Deserving Groups**

Aligned with the University's commitment to inclusive excellence, members of the Joint Committee agree to establish a working committee to recommend an approach to gather, analyze, and report on salary data of MUFA members to assess and support salary parity across the four federally designated groups for whom the university must demonstrate equitable employment practices – Indigenous peoples (First Nations, Métis, and Inuit peoples), members of racialized communities, persons with disabilities, and women – as well as members of minoritized sexual orientation and gender identity groups (e.g., 2SLGBTQI+ communities).

The recommendations will include consideration of equity census response rates, data collection capacity, self-identification complexities, and appropriate analysis methods, and they will adhere to legislative requirements to protect the privacy of personal information.

**Membership:** Two members named by MUFA, two members named by Administration, membership list to be agreed on by Joint Committee.

## **13. Access to On-Campus Childcare**

The University agrees to continue its efforts to contract with a childcare provider and will provide quarterly updates to Joint Committee on the progress of mediation with McMaster Children's Center and on any decisions about the childcare space in PGCLL. Children of McMaster faculty, staff and students will be given priority access to a proportion of the spaces at the McMaster Children's Center.

## **14. Working Group on Teaching Stream Faculty**

McMaster's Institutional and Strategic Framework (2021-2024) states a commitment to "[s]upport and advance Inclusive and Scholarly Teaching, valuing and recognizing teaching as a foundational aspect of the McMaster experience and encouraging creativity, risk taking, and originality in our teaching practices."

The category of teaching-stream faculty was created by McMaster effective July 1, 2007. Fifteen years later we have faculty who engage in a wide range of course and curriculum development, knowledge dissemination, and scholarly research that is valuable to university. While some teaching stream faculty focus exclusively on teaching and service, other teaching-stream faculty augment this role by electing to



engage in scholarly activity. Expectations, responsibilities, and supports vary across campus.

Members of Joint Committee agree to establish a working committee to review all policies and bylaws at the university, faculty, and department levels that affect faculty including but not limited to: workload, promotion criteria, voting privileges, and eligibility for committee membership, senior positions, and graduate supervision. The committee will pay special attention to policies that make a distinction between teaching-stream and tenure-stream faculty and provide rationale as to whether such distinctions are warranted. The committee will take into consideration the recommendations from the 2014 Report from the Sub-Committee of the Committee on Appointments to Review Policies Surrounding Teaching-Stream Faculty.

The committee's recommendations will be considered on the Joint Committee agenda during the term of this agreement.

**Membership:** Six members: Three nominated by MUFA and three nominated by the Administration; including at least two teaching-stream faculty and at least two tenure-stream faculty.

## **15. Retiree Benefit Plan**

(a) During the last round of discussions, Joint Committee agreed to establish a Working Group on Retiree benefits with a view to identifying a solution to the current costs and administrative complexity of MUFA Retiree Benefit Plans.

The Working Group developed and recommended the following philosophy:

- Extended health and dental benefits in retirement are an important part of the total compensation package, needed for the attraction and retention of exceptional faculty and in recognition that many faculty continue to make substantial contributions in retirement;
- Plans provide protection from expenses related to catastrophic life events;
- Access to extended health and dental plans support health and well-being in retirement;
- Retirement benefits are designed to work in complement with other plans such as the Ontario Health Insurance Plan (OHIP) and the Ontario Drug Benefit (ODB) program;

- To ensure sustainability of the plans, they must be cost-effective for the university and retired faculty; and
- Retirement benefits must support inclusive excellence and accessibility.

(b) Effective July 1, 2022, members of Joint Committee agree to create a new MUFA retiree benefit plan, which will include the benefit improvements negotiated in this round of discussions. The new retiree benefit plan will be applicable to MUFA members who retire during the period covered by this agreement.

The members of Joint Committee recognize the need to resolve the practice of creating a new retiree benefit plan with each successive series of Joint Committee remuneration discussions. The working group on HSA (defined in Item #8) will also consider the introduction of an HSA for future retirees to move away from the practice of creating new retiree benefit plans with each series of Joint Committee discussions.

(c) The Parties agree to the following:

*The University will periodically cause to be prepared an actuarial valuation report of the liabilities relating to the retiree benefit plans and any assets relating to same.*

*The University will engage a person or firm, who is (or one of whose members is) a Fellow of the Canadian Institute of Actuaries for the purpose of preparing such actuarial valuation report. For the avoidance of doubt, such actuary may also be engaged by the University for other purposes, including as sponsor or administrator of its pension plans.*

*The University in consultation with such actuary will measure the liability using the funding methodology, and work with the actuary on assumptions and other factors upon which such actuarial valuation report shall be based, and all other issues relating to preparation of such reports, including timing.*

*The University will fund the employer portion of the retiree benefit obligation in accordance with such actuarial valuation report.*

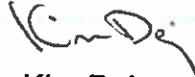
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**For the McMaster Faculty Association**

**For the McMaster Administration**



Catherine Anderson



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Susan Tighe

**Date:** March 15, 2022

