



Who Are We? The McMaster University Faculty Association was founded in 1952. It represents and protects the interests of all faculty members and senior academic librarians¹ of McMaster University. It is not a union, but a professional association responsible for collective bargaining with the Administration. It is recognized by the Board of Governors in a document, last revised in 1988, which sets out the role of "The Joint Administration/Faculty Association Committee to Consider University Financial Matters and to Discuss and Negotiate Matters Related to Terms and Conditions of Employment of Faculty." The document is reproduced in the *Faculty Handbook*.

The Association maintains an office on campus (HH - 103A) and employs a full-time Executive Director and a part-time Administrative Assistant. The President of the Association, Vice-President and 10 members-at-large of the Executive are elected annually by the membership. The Executive meets every two weeks during the academic year and reports to the membership at General Meetings, held two or three times yearly.

What Do We Do? The Association follows developments within the University on behalf of its members. We appoint representatives to some thirty University committees and other bodies; have official Observer status on the Board of Governors and the Senate; and we meet regularly with the President, Provost and other senior officers of the University in order to discuss and to attempt to resolve problems that affect both individuals and faculty and senior academic librarians at large. In such matters the Association works in a collegial fashion with the Administration. We have worked together productively on such matters as the integration of female faculty, research leave, tenure and promotion, the Revenue Canada pension maximum, employment equity, salary anomaly correction, the Social Contract, the pension surplus distribution, and professional development allowance.

➔ **THE JOINT COMMITTEE:** These and other matters are discussed in the Joint Committee. This Committee consists of three senior Administration representatives — usually University Vice-Presidents and Deans — plus three Faculty Association representatives, usually the President, Vice-President and Remuneration Committee Chair (during salary negotiation years). The Joint Committee serves as a forum for discussing matters of concern to the University, especially those issues and University policies that affect the terms and conditions of employment of the faculty. The Joint Committee is also empowered to negotiate our annual salary and benefits settlement. If an agreement cannot be reached, both sides present final offers to an external arbitrator, who selects one of the two positions. The arbitrator's decision is binding upon both the Administration and the Faculty Association.

MUFA Standing Committees

➔ **ACADEMIC AFFAIRS** deals with issues affecting teaching and research, ranging from classroom size to the encouragement of academic excellence at McMaster.

HAMILTON, ONTARIO
L8S 4K1
HAMILTON HALL
ROOM 103A

905-525-9140
EXT. 24682

FAX: 905-522-8320
mufa@mcmaster.ca

MUFA on the WEB
<http://www.mcmaster.ca/mufa>

¹The term "senior academic librarians" refers to those librarians who are excluded from the McMaster University Academic Librarian Association.

➔ **HUMAN RIGHTS** is concerned with the principles of equal rights and equal opportunities. Questions involving harassment, discrimination, employment equity and status of women will be addressed by this group.

➔ **MEMBERSHIP** serves as a liaison with new members and participates in activities regarding orientation of new faculty.

➔ **PENSION** monitors the work of the University's Pension Trust Committee and of any other committees struck to deal with pension issues. Makes recommendations and provides explanations regarding pension issues to the Executive and to the membership in a user-friendly format.

➔ **PUBLIC RELATIONS** edits the Association's *Newsletter* and advises in the preparation of official MUFA documents or press releases.

➔ **REMUNERATION** is responsible for salary and benefit matters. It decides which salary and benefit items are to be given priority in negotiations with the Administration, and prepares a brief on these. This brief is submitted to the membership for approval at a General Meeting held in December or January. The Chair of this Committee represents MUFA on the OCUFA Collective Bargaining Committee.

➔ **SPECIAL ENQUIRIES AND GRIEVANCES** assists members of the Faculty Association in obtaining information on University procedures, and helps to resolve individual grievances on a confidential basis. Assistance is available only to members of the Association. Although the Faculty Association is not obligated to assist non-members of the Association, it monitors all grievance procedures in order to protect the rights of its members.

➔ **TENURE** is responsible for monitoring existing University policies with respect to Academic Appointments, Tenure and Promotion of Faculty, and examines any changes proposed for these Policies.



The Association is a member of two outside bodies. **The Ontario Confederation of University Faculty Associations** (OCUFA) is the provincial body in which the universities in Ontario have membership, and it deals directly on behalf of these universities with the provincial government. **The Canadian Association of University Teachers** (CAUT) represents Canadian universities at the federal level. In general, it is concerned with broader issues, such as academic freedom and tenure, and provides powerful assistance when the rights of faculty and senior academic librarians are infringed. It also assists individual universities on practical aspects of salary negotiations and on legal matters.

Fee Information Membership fees are deducted bi-weekly by payroll deduction and are calculated using a mil rate agreed to by the membership. Membership fees are reported on your T4 income tax slip as union dues **and are tax deductible.**