



REMUNERATION COMMITTEE POLICY

PURPOSE:

To define the composition of the Remuneration Committee and its scope of operations *vis à vis* negotiation of faculty salaries.

COMPOSITION OF THE REMUNERATION COMMITTEE:

The Remuneration Committee should be composed of seven members.

1. A Remuneration Chair chosen by the Nominating Committee. The Remuneration Chair sits as a member of the MUFA Executive and normally serves also as a member of the Joint Committee.
2. Four full-time faculty members proposed by the Nominating Committee in consultation with the Remuneration Chair, no more than two of whom may be drawn from the current MUFA Executive. These appointments shall be confirmed by a majority vote of the MUFA Executive. Every effort should be made to form a committee that is representative of all faculty.
3. *Ex officio*, the other two MUFA members of the Joint Committee.

TERMS OF REFERENCE:

1. The Committee exists to provide counsel and feedback to the MUFA members on the Joint Committee in which the remuneration negotiations take place.
2. The Remuneration Chair, after consultation with the MUFA Executive and the Remuneration Committee, shall prepare the Remuneration Brief and present it to the Remuneration Committee for their endorsement. The Remuneration Chair, on behalf of the Remuneration Committee, shall present the Remuneration Brief to the MUFA Executive for approval by December 1st of the negotiating year. Once approved by the Executive, the Brief shall be presented to the MUFA membership for approval.
3. The MUFA members of the Joint Committee shall maintain close liaison with the Remuneration Committee throughout Phases 1 and 2 of the negotiation process. The Remuneration Committee shall be ready to assist the MUFA members of the Joint Committee in the negotiations.
4. The Committee shall review and approve any major change(s) in the position represented by the Remuneration Brief, proposed by the MUFA members of the Joint Committee.
5. The Committee shall advise the MUFA Executive on whether any changes should be made in the membership of the MUFA negotiating team, prior to the commencement of Phase 2. Any such change shall be approved by the Executive.
6. The Committee shall review the terms of any tentative agreement reached in the Joint Committee and shall recommend its acceptance or rejection to the MUFA Executive. The Committee's recommendation along with the decision of the Executive shall be made known to the MUFA membership prior to a membership vote on the agreement.
7. The Committee shall be responsible for aiding the Remuneration Chair in preparing the written statement of MUFA's final position for the Selection Officer, in the event that Phase 3 involving Final Offer Selection is reached.

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*Approved by a ballot of the MUFA Membership
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