



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

1280 Main Street West
 Hamilton, Ontario
 L8S 4K1

Joint Administration/Faculty Association Committee Remuneration Agreement For the Period July 1, 2013 to June 30, 2017

1. Term

Four years from July 1, 2013 to June 30, 2017¹

2. Across the Board Salary Increase

Effective July 1, 2013: ATB: 0%, Pension Offset: 1.0%
 Effective July 1, 2014: ATB: \$1250, Pension Offset: 1.0%
 Effective July 1, 2015: ATB: 1.5% + \$1850
 Effective July 1, 2016: ATB: 1.5% + \$1925

3. Salary Floors

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

4. Career/Progress Merit

No change to the current CP/M (maintain 120 par merit units per 100 faculty) and librarian merit systems.

5. Pension

- Removal of the “two times contribution” election upon termination of plan members hired after July 1, 2013;
- Transition from the Rule of 85 to the Rule of 90 as follows:

For Retirement Dates	Age + Plan Participation in the Calendar Year You Retire Must Equal At Least
Prior to December 31, 2018	85
January 1, 2019 to December 31, 2019	86
January 1, 2020 to December 31, 2020	87
January 1, 2021 to December 31, 2021	88
January 1, 2022 to December 31, 2022	89
January 1, 2023 and thereafter	90

¹The start date for the Agreement's terms with respect to MUFA Librarians is June 16 .

- Effective July 1, 2013, an increase in contributions to the McMaster Salaried Pension Plan from 6.5% to 7.0% below YMPE and from 8.75% to 10.0% for pensionable earnings above YMPE.
- Pension Indexation: The Establishment of a sub-committee under the auspices of the Joint Committee that will report back on a regular basis on the subject of pension indexation for MUFA members. The sub-committee would be provided with access to relevant pension information and would permit direct communication between University paid actuaries and MUFA paid actuaries. The sub-committee would have a mandate to determine the financial impact on the going concern valuation and the wind-up valuation of various pension indexation formulae, and make recommendations to the Joint Committee for an improved formula that could be implemented in either the near term (i.e., next contract) or medium term (resulting from changes in solvency requirements) in the interests of each of the parties. The Administration's expectation is that any suggested changes to the Plan would not result in additional costs to the University.

It is understood that prior to implementation of any change to the indexation formula as recommended by the sub-committee, the change must receive approval from:

1. The Joint Committee
2. The Salaried Pension Plan Trust Committee
3. The Finance Committee; and
4. The Board of Governors

6. Extended Health and Dental Benefits (all changes effective July 1, 2013)

- Implement a mandatory generic drug substitution plan;
- Paramedical benefits to be increased to \$500 per practitioner class per benefit year, with no per visit maximum; massage therapy will no longer require a doctor's note;
- Increase the allowance for licenced speech therapists from \$200 to \$500 per person per benefit year;
- Include registered social workers and occupational therapists in the list of practitioner classes (\$500 per practitioner class per benefit year);
- For members retiring on or after July 1, 2013, add dental implant coverage to the applicable post-retirement benefit plan;
- Increase the hearing aid benefit to 80% of the cost, with a maximum of \$1000 per ear, over a three-year period.

7. Professional Development Allowance

FACULTY

Effective July 1, 2013: \$1950/year

Effective July 1, 2014: \$2000/year

Effective July 1, 2015: \$2050/year

Effective July 1, 2016: \$2100/year

MUFA LIBRARIANS

Effective July 1, 2013: \$1500/year

Effective July 1, 2014: \$1550/year

Effective July 1, 2015: \$1600/year

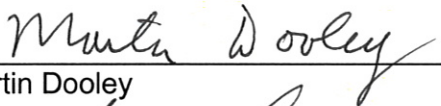
Effective July 1, 2016: \$1650/year



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For the McMaster Faculty Association



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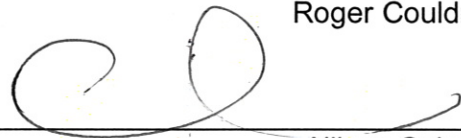
For the McMaster Administration



David Wilkinson



Roger Couldrey



Allison Sekuler

March 6, 2013