



McMASTER UNIVERSITY
 McMASTER UNIVERSITY, HAMILTON, ONTARIO
 L8S 4L8

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

4 June 1996

To: All members of Faculty on the Career Progress/Merit (CP/M) Plan

From: Emőke J.E. Szathmary *Emőke J.E. Szathmary* A. Leslie Robb *A. Leslie Robb*
 Provost and President
 Vice-President (Academic) McMaster University Faculty
 Chair, Joint Committee Association

Re: Support of MUFA by members of faculty on the Career Progress/Merit (CP/M) Scheme

We informed you in our memo of May 2, 1996 that the University will implement the Agreement regarding the payment of an annual fee equal to the membership dues of the McMaster University Faculty Association. As you may recall, the decision was based on the outcome of a mailed ballot, which supported by a majority of 2:1 the payment of this annual fee.

The Joint Committee has agreed that in the eventuality that a member of faculty wishes to direct the dues to another recipient, that recipient shall be the new University Centre.

The policy and procedures concerning the payment of this fee are provided below.

1. As of July 1, 1996, McMaster University shall make it a condition of employment of members of the CP/M Scheme that each such member shall pay either to the McMaster University Faculty Association or to the recipient agreed upon annually by the University and the Association an amount equal to the membership dues in the Association fixed from time to time in accordance with its Constitution.
2. The University shall deduct once monthly from the salary of each member of the CP/M Scheme the amount specified in paragraph 1 above and subject to paragraph 3 below, shall within one month forward to the Association the total amount of dues

collected together with a list of members from whom deductions were made in that month.

3. Where a member of the CP/M Scheme objects to membership in the Association and directs the University by letter copied to the Association, giving 30 day's notice prior to the first day of the month in which the change is to take effect, not to pay to the Association the amount equal to the membership dues that have been deducted from his/her salary in accordance with paragraph 2 above, such amount shall be paid to the recipient specified in paragraph 1 above. For the initial changeover the notice shall be required by June 20, 1996.
4. The Administration will inform the Payroll Department of the need to implement the above for the July 15, 1996 payroll.

Appendix C

March 25, 1996

In response to a proposal tabled by the McMaster University Faculty Association (MUFA) at the Joint Committee, it was agreed that there should be a ballot on a motion regarding the funding of MUFA. MUFA argued that the collective bargaining and dispute resolution process at McMaster has become more complex and that this has increased the cost of representing faculty in salary, benefit, pension, grievance and other matters. MUFA represents all faculty in its negotiations with the Administration regarding salary and benefits and conditions of employment. However, the costs are borne by the two-thirds of faculty on the CP/M scheme who currently pay MUFA dues. As a result, a small but significant minority of faculty make no contribution to MUFA. If accepted by a majority of those voting, the motion would make payment of MUFA dues a condition of employment at McMaster. Within the post-secondary education sector, similar arrangements are in place at the University of British Columbia and the Ontario College of Art.

For those faculty who object to membership in MUFA, the motion does provide an option to direct whatever sum MUFA establishes as its annual dues to a recipient other than MUFA. This recipient is to be agreed upon from time to time by the Joint Committee. It is the current intention of the Joint Committee to identify a recipient or recipients within the McMaster community. Possible recipients under discussion include a scholarship fund or an endowment fund which will benefit the McMaster community as a whole. The recipients will be selected in such a way that there will be no direct benefit to a faculty member choosing this option.

Henry Jacek
MUFA President

Emoke J. E. Szathmary
Provost and VP (Academic)

Memorandum of Agreement regarding Funding of the McMaster Faculty Association

In light of the increasing costs incurred by the McMaster University Faculty Association (MUFA) in representing McMaster faculty in salary and other matters, it is agreed that:

- 1.1 A ballot will be conducted prior to July 1, 1996, of all members of the CP/M scheme regarding payment of MUFA dues. MUFA will administer this ballot using procedures analogous to those agreed upon for ratifying salary agreements (which includes using an auditing firm as returning officer). The ballot shall be accompanied by a covering letter from the Joint Committee. The motion shall carry by a simple majority. The costs of this ballot will be equally borne by MUFA and the Administration.
- 1.2 The Administration shall provide a list, on or before April 1, 1996, of all faculty currently on the CP/M list. The Administration and MUFA shall each agree that the supplied list is the appropriate list.
- 1.3 Faculty members on the CP/M scheme will be asked to respond to the following proposition:

The University shall make it a condition of employment of faculty on the CP/M scheme that each member shall pay to the McMaster University Faculty Association (MUFA), an amount equal to the

membership dues in MUFA, fixed annually in accordance with its constitution. In cases where an individual objects to being a member of MUFA, an equivalent amount shall be contributed to a recipient or recipients agreed upon from time to time by the Joint Committee.

I AGREE_____
I DISAGREE_____

1.4 If this proposition is endorsed by a majority of those voting, the necessary procedures shall be formalized by the Joint Committee in a memorandum using the University of British Columbia Framework Agreement language as a possible model. This memorandum will cover the mechanisms by which faculty can redirect their dues to a recipient other than MUFA. This procedure shall be in place by July 1, 1996.

Henry Jacek
MUFA President

Emoke J. E. Szathmary
Provost and VP (Academic)