

Between
McMASTER UNIVERSITY (the “Administration”)
-- and --
McMASTER UNIVERSITY FACULTY ASSOCIATION (the “Association”)
Memorandum of Settlement

Joint Committee Agreement

1. Term: Duration of Agreement July 1, 2011 to June 30, 2013

2. Career Progress/Merit (CP/M):

The current Career Progress/Merit Scheme with 120 par units per 100 faculty will be maintained.

3. Child Care Support:

The establishment of a committee with representation from the Administration and all employee groups to study the required expansion in day care spaces as well as the required licensing to accommodate children from birth to 18 months old.

4. Group Life Insurance

The optional employee-paid group life insurance coverage (above the employer-paid benefit coverage of \$175,000) will be increased from \$500,000 to \$1,000,000.

5. Across the board increase to all salaries as follows:

Effective July 2, 2011: \$2,000

Effective July 1, 2012: \$2,000

6. Employee Pension Contribution Increase:

Effective July 2, 2011: 5.75% up to YMPE, and 7.65% above YMPE

Effective July 1, 2012: 6.5% up to YMPE, and 8.75% above YMPE

7. Offset:

Effective July 2, 2011, a 1.0% salary increase on the salary in effect as of June 30, 2011.

Effective July 1, 2012, a further 1.0% salary increase on the salary in effect as of June 30, 2012.

8. Adjustments to salary pursuant to paragraphs 5 and 7 apply to all salaries, and to all **salary floors and break points in the CP/M scheme.**

9. Employees retiring on or after July 1, 2012 will contribute towards their **post-retirement benefits** on the following terms:

Years of Service	% of yearly cost paid by retiree	% of yearly cost paid by employer
25 or higher	25%	75%
20 or more but less than 25	50%	50%
10 or more but less than 20	75%	25%

The yearly cost of post-retirement benefits will be calculated by the administration in the Fall of each year, to be effective the following May 1. Calculation information will be shared with the Association through the Joint Committee prior to the setting of the May rate, and any unresolved dispute over information or the calculation will be resolved in accordance with the faculty general grievance procedure.

10. The negotiating teams agree to unanimously recommend this settlement to their principals for approval. Both parties will complete the ratification process on expeditious basis.

11. The parties agree that failing ratification, the parties are bound by their positions tabled with Kevin Burkett on March 23, 2011, and he has full jurisdiction to resolve the matters in dispute in accordance with the parties' final offer selection process. It is agreed that the Selector will not take into account any unratified settlement, or the positions taken during mediation.

12. The parties agree that if the memorandum is ratified, Kevin Burkett will remain seized to deal with any issues arising in its implementation, and will proceed in a summary and expedited fashion, including having the authority to proceed by way of conference call.

FOR THE ASSOCIATION

Margie Allen
Peter G. Sathelie
John Allen

FOR THE EMPLOYER

Gene Busch-Vishniac
EDD
Pranam