

**RESOLUTION OF THE BOARD OF GOVERNORS OF
McMASTER UNIVERSITY**

WHEREAS McMaster University (hereinafter referred to as the “University”) established and maintains the Contributory Pension Plan for Salaried Employees of McMaster University Including McMaster Divinity College 2000 as amended and restated as at July 1, 2008 (hereinafter referred to as “Plan 2000”);

AND WHEREAS pursuant to Section 15.01 of Plan 2000, the University may, by resolution of the Board of Governors, modify Plan 2000 or the method of funding Plan 2000 at any time;

AND WHEREAS the University wishes to amend Plan 2000 to specify a class of employees known as “SAAO Employees” and to close membership to employees hired on or after June 16, 2009 as SAAO Employees or TMG Employees;

NOW THEREFORE Plan 2000 is amended as follows:

Effective June 30, 2006

1. Section 2 is amended by adding the following definitions:

(a) “2.30.1 **“SAAO Employee”** means an individual who qualifies as a Senior Academic/Administrative Officer under the University’s compensation arrangements and is employed by the University in any of the following capacities:

- President and Vice-Chancellor,
- Vice-President, or
- Associate/Assistant Vice-President (with staff appointment).

For purposes of clarity, an SAAO Employee does not include:

- an Associate Vice-President (with academic appointment) or
- an individual employed by the University in a position which uses any of the above titles but who does not qualify as a Senior Academic/Administrative Officer under the University’s compensation arrangements.”

(b) “2.30.2 **“SAAO Member”** means an SAAO Employee, provided the individual is a Member of the Plan prior to June 16, 2009.”

(c) "2.34.1 ***TMG Employee***" means an individual who is employed by the University and is a member of The Management Group of the University."

2. Section 2.35 is deleted and replaced with the following:

"2.35 ***TMG Member***" means a TMG Employee, provided the individual is a Member of the Plan prior to June 16, 2009."

3. Section 4.03 is amended by replacing the words "Faculty Members and TMG Members" with "Faculty Members, SAAO Members and TMG Members".

4. Section 7.01(a) is amended by replacing the words "Faculty Members* and TMG Members*" with "Faculty Members*, SAAO Members* and TMG Members*".

5. Section 7.04 is amended as follows:

- by replacing the words "Faculty Members and TMG Members and Librarians" in the heading with "Faculty Members, TMG Members, Librarians and SAAO Members";
- by replacing the words "Faculty Member, TMG Member and Librarian contributions" with "Faculty Member, TMG Member, Librarian and SAAO Member contributions" whenever they appear in Section 7.04; and
- by replacing the words "a Faculty Member, a TMG Member, or a Librarian" with "a Faculty Member, a TMG Member, a Librarian or an SAAO Member".

6. Section 9.02(c) is amended by replacing the words "a Faculty Member or a TMG Member" with "a Faculty Member, an SAAO Member or a TMG Member".

Effective June 16, 2009

7. Section 2.12 (definition of "Employee") is amended as follows:

(a) by replacing the period at the end of subsection (f)(iii) with ", or"; and


(b) by adding the following as subsection (f)(iv):

"(iv) is hired or rehired as an SAAO Employee or a TMG Employee on or after June 16, 2009. For greater certainty, such excluded individuals include an individual who is an Employee on June 16, 2009 and is not a Member (as defined in Sections 2.20 and 3.04) when he becomes an SAAO Employee or a TMG Employee after June 15, 2009."

8. Section 2.25(h) (definition of "Pensionable Service") is amended as follows:
 - (a) by deleting the word "re-employed" and replacing it with the phrase "re-employed as an Employee"; and
 - (b) by deleting the phrase "Continuous Service" and replacing it with the phrase "the Employee's Continuous Service".
9. Section 3.04 (Continued Participation) is amended by deleting the phrase "as long as the individual is employed" and replacing it with the phrase "as long as the individual is employed by the University and meets one of the criteria specified in the definition of Employee".
10. Section 3.05 (Re-Employment of Pensioners) is amended by deleting the word "rehired" and replacing it with the phrase "rehired and meets one of the criteria specified in the definition of Employee".

CERTIFIED to be a true and correct copy of a Resolution of the Board of Governors of McMaster University passed at a meeting held on the 17th day of August, 2009.

McMASTER UNIVERSITY



W.B. Frank
University Secretary