

Faculty – Benefits at a Glance

Extended Health Care

Vision

- \$250 per person every 24 months, rolling benefit

Intraocular Lenses

- Lenses required as a result of cataract surgery, up to \$250 per eye

Eye Exams

- One eye exam up to \$100 every 24 months for employee only

Paramedical: Physiotherapists, Osteopaths, Chiropractors, Podiatrists, Chiropodists, Naturopaths, Christian Science Practitioners, Registered Social Worker, Occupational Therapist

- 100% of costs up to \$500 per person, per practitioner, per benefit year
- No per visit max

Massage Therapists

- \$500 per person, per benefit year, no per visit maximum, when ordered by a doctor

Psychologists

- \$300 per person, per benefit year, no per visit maximum

Speech Therapists

- Up to maximum \$500 per person per benefit year

Orthotics

- 80% up to \$400 per person over 2 benefit years

Hearing Aids

- 80% up to \$1000 per person over 3 benefit years, reimbursement for 2nd aid under same condition

Hospital Coverage & Private Room

- Difference between ward & semi-private to max \$110 per day. Where costs exceed \$300 per person per year, out of pocket expenses beyond \$300 reimbursed at 100%
- Private Room - \$10 per day per person

Dental

Preventative

- 100% every 9 months, children under 15 every 6 months

Periodontal

- 1st unit of scaling 100%, then all other 85%

Basic Restorative

- 85%

Major

- 70%, max \$2500 per person per benefit yr

Orthodontic

- 50%, max \$2500 per person per lifetime

Life Insurance

- Basic - 175% annual salary (mandatory) – Employer-paid
- Optional – 25% - 1000% annual base salary – Employee-paid
- Combined maximum \$1,175,000
- Insurable base annual earnings max of \$100,000

Long Term Disability

- LTD Coverage – Sun Life Financial

Pension

- Defined benefit pension plan
- Each Faculty Member is required to contribute 6.5% of their Regular Annual Salary up to the Year's Maximum Pensionable Earnings ("YMPE") and 8.75% of their Regular Annual Salary in excess of the YMPE
- The University currently contributes 240% of Member contributions and any additional payments required pursuant to the latest Actuarial Valuation Report

Post Retiree Benefits

- Faculty hired on or after July 1, 2006 will require at least 10 years of employment at McMaster to be eligible for retiree health and dental benefits upon retirement
- Employees retiring on or after July 1, 2012 will contribute towards their post-retirement benefits :
 25 years or higher employee 25% employer 75%
 20 years or more but less than 25 employee 50% employer 50%
 10 or more but less than 20 employee 75% employer 25%

Tuition Assistance

- Faculty are eligible for tuition assistance provided they are employed:
 - On a continuing appointment for at least half the normal FT hrs
 - On a contractually limited appointment for at least half the normal FT hrs for a minimum of one year
- Faculty who work less than half the normal FT hrs on a continuing or contractually limited appointment for at least on year or more will be eligible on a pro-rate basis

Tuition Bursary

- The bursary programme is available to the spouse and dependents of:
 - All full-time and part-time faculty with at least half-time appointments who have completed 3 years continuous service to the University by the first day of the academic session for which the bursary is awarded
- Applies only to those degree courses and programmes offered by the University for which the Board of Governors sets the fees