

Memorandum of Agreement
Between
McMaster University
And
The National Automobile, Aerospace Transportation
And General Workers' Union of Canada, CAW-Canada
And its Local Union No. 555
(together, the "Parties")

Re: Costing of "Rule of 80"

The Parties agree that the "Rule of 80" will be maintained for the term of the Unit 1 collective agreement effective June 16, 2009, and any subsequent renewal collective agreement, provided Unit 1 members pay a premium for the value of the superior benefit of "Rule of 80" through higher pension contribution rates relative to those of employees entitled to "Rule of 85".

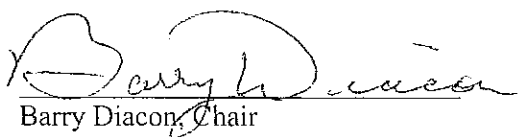
The Parties acknowledge that since June 16, 2008, members of CAW Local 555, Unit 1, have been paying higher pension contributions for the superior benefit of "Rule of 80", as compared to that of other employee groups entitled to "Rule of 85".

In June 2012, using retirement data of Unit 1 members since June 16, 2006, the University shall determine the actual cost of maintaining the benefit of "Rule of 80" for Unit 1 members relative to the cost of "Rule of 85". It is agreed that the actual cost will be used to determine the required change to Employee pension contributions, if any, over the term of the collective agreement renewed in 2012, taking into account, and giving credit for, Employee pension contributions made since June 16, 2008.

For the University

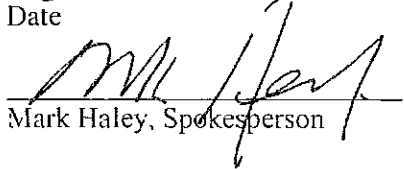
For the CAW

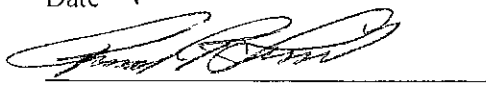

John Capone, Chair


Barry Diacon, Chair

Sept 22, 2009
Date

Sept. 22, 2009
Date


Mark Haley, Spokesperson


Ron Smith, CAW National
Representative

Sept 22, 2009
Date

Sept 22, 09
Date