Important information

Babout the MOSAIC payroll

changes and your

TA/RA in lieu (Unit 1)

dental benefits!

Graduate Students: did you know that the way you will be paid your TA/RA (in lieu) wages and/or your academic funding at McMaster University will be changing in the fall 2014?

McMaster University is in the process of switching its payroll system to MOSAIC, a function of the "human capital" management program "PeopleSoft." Under the MOSAIC system, the employment pay that you receive as an employee of McMaster (e.g., your TA or RA pay) and the academic funding that you receive as a student of McMaster (e.g., your scholarship or loan income) will be separated. Your **employment pay** will be issued in **biweekly** (i.e., every other week)--not monthly--payments.

Because of this system change, the School of Graduate Studies (SGS) Payroll will no longer be deducting eligible members' dental premium contributions from academic funding. As of September, 2014, the School of Graduate studies will only be deducting employment-related deductions and dental premium payments from your employment pay and/or from direct personal remittances to the University (e.g., by cheque, direct deposit).

This means that if you do not work as a TA/RA (in lieu) until the winter or spring/summer terms, you either have to pay any outstanding premiums from the fall term when your contract begins in January, or make arrangements (in the fall) on an individual basis to pay your monthly premiums to the SGS. **Unless you make these individual payment arrangements with the SGS in this situation, your outstanding premium costs will be deducted in a lump sum when your employment contract begins** (e.g., in January).

Moreover, while the monthly member premium contribution is calculated at \$8.93/month for single coverage and \$67.86/month for family coverage, these contributions may be collected over a condensed period of time (e.g., over 4 or 8 months) to cover the full 12 months for which you are eligible for coverage (i.e., Sept 2014-Aug 2015).

So what do I need to do about this now?!

Visit http://cupe3906.org/dental2014 for more updates on the MOSAIC payroll changes and how they will impact the collection of your dental benefit premiums and your active dental coverage status.

Watch for CUPE 3906 e-mails and communications. If you are a TA or RA (in lieu) and are not receiving CUPE e-mails to your McMaster account, contact us at staff@cupe3906.org to be added to our mailing list.

Contact the School of Graduate Studies (Gilmour Hall 212) or visit the SGS website (http://graduate.mcmaster.ca/) to find out if you need to make arrangements to pay your dental premiums during the fall term so that you do not experience interruptions in your dental coverage.

Take a look at your paystub in the fall. Although the overall annual payment and funding that you will be receiving will not be less than your guaranteed funding (including the rate of pay to which you are entitled as an employee), the amounts you receive from month to month and from paycheque to paycheque may not be uniform (and may, in fact, differ significantly from month to month). If you have any concerns about this, we encourage you to contact the Union or the School of Graduate studies right away. Look for updates on payroll changes and funding changes on the SGS website and in your inbox.

Did you know? You are considered eligible for the CUPE 3906 Dental Plan if you a) hold an undergraduate degree and b) hold a contract to work as a TA or RA (in lieu) for at least 130 hours in the current academic year.

CUPE Local 3906 - Kenneth Taylor Hall B111 McMaster University - 905-525-9140 x 24003