

## Certificate of Compliance<sup>[1]</sup>

**(This Certificate *is not required* for an SPP requested pursuant to the terms of a collective agreement)**

Employee		Employee ID #
Employee Group (Check one <input checked="" type="checkbox"/> )		
<input type="checkbox"/> SAAO	<input type="checkbox"/> TMG	<input type="checkbox"/> Temporary or Casual
<input type="checkbox"/> Part-time Academic	<input type="checkbox"/> Clinical Faculty	<input type="checkbox"/> Clinical Scholars
<input type="checkbox"/> Post-Doctoral Fellow (FHS)	<input type="checkbox"/> Students (non-union)	<input type="checkbox"/> Research Associate (Academic)
<input type="checkbox"/> Other (non-union only) ( <i>specify</i> ):		
Type of benefit, perquisite or payment to be provided (Check one <input checked="" type="checkbox"/> )		
<input type="checkbox"/> special premium payment	<input type="checkbox"/> stipend	<input type="checkbox"/> off-cycle pay rate increase
<input type="checkbox"/> lump sum payment	<input type="checkbox"/> discretionary payment	
<input type="checkbox"/> Other ( <i>specify</i> ):		
Amount of benefit, perquisite or payment to be provided		

By our signatures below, we hereby certify that the provision of the benefit, perquisite or payment to the employee identified above is in compliance with the *Public Sector Compensation Restraint to Protect Public Services Act, 2010*<sup>[2]</sup>, as that legislation is currently drafted<sup>[3]</sup>. Specifically, we certify that:

- the benefit, perquisite or payment is authorized under the employee's compensation plan<sup>[4]</sup> as that plan existed on March 24, 2010; **and**
- the benefit, perquisite or payment is provided in recognition of:

(Check one ☒)

- ☐ 1. His or her length of time in employment; or
- ☐ 2. An assessment of performance<sup>[5]</sup>; or
- ☐ 3. His or her successful completion of a program or course of professional or technical education<sup>[6]</sup>.

*Employee's Supervisor*

*Vice-President (or President<sup>[7]</sup>)*

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Printed name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

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<sup>[1]</sup> Effective March 24, 2010, the completion and execution of this Certificate of Compliance is a pre-requisite to the payment of any benefit, perquisite or payment to any employee at the University who is not represented by an organization for the purpose of collectively bargaining the terms and conditions of employment relating to compensation. Excluded employees include those in any bargaining unit and those in the McMaster University Faculty Association.

<sup>[2]</sup> The full text of the legislation can be found at [http://www.ontla.on.ca/bills/bills-files/39\\_Parliament/Session2/b016.pdf](http://www.ontla.on.ca/bills/bills-files/39_Parliament/Session2/b016.pdf)

<sup>[3]</sup> The legislation, as at April 21, 2010, is draft; it has yet to pass Second or Third Reading or receive Royal Assent. As currently drafted, it would apply retroactively to March 24, 2010.

<sup>[4]</sup> “compensation plan” is defined in the legislation to mean “the provisions, however established, for the determination and administration of a person’s compensation”. “compensation” is defined in the legislation to mean “all forms of payments, benefits and perquisites paid or provided, directly or indirectly, to or for the benefit of a person who performs duties and functions that entitle him or her to be paid, and includes discretionary payments”.

<sup>[5]</sup> Attach supporting performance evaluation documentation.

<sup>[6]</sup> Attach proof of completion.

<sup>[7]</sup> If the employee’s immediate Supervisor is a Vice-President, both the Vice-President and President must sign.