



McMaster University's Core Principles for Collective Bargaining

While each set of negotiations involves issues unique to the specific employee group, McMaster negotiates with all employee unions based on a set of core principles:

- McMaster values the important work that is performed by all employees at the University
- The University believes that employees deserve fair and equitable contracts
- The University bargains in good faith and respects the rights of the various union groups as the designated bargaining agent of the unit each represents
- McMaster believes that negotiations work best when they happen at the table and not through the media or other avenues of communication
- McMaster bargains on the basis of total compensation, recognizing the value and cost of not just salary and wages but pensions, benefits and all other variable elements of a total compensation package
- Like all other universities, McMaster is facing significant economic challenges and both short and long-term solutions must be found to ensure the University is in the strongest possible position to provide the best learning experience for students and support McMaster's outstanding researchers