McMaster University Collective Bargaining Principles

Our Mission
At McMaster our purpose is the discovery, communication and preservation of knowledge. In our teaching, research, and scholarship, we are committed to creativity, innovation and excellence. We value integrity, quality, inclusiveness and teamwork in everything we do. We inspire critical thinking, personal growth, and a passion for lifelong learning. We serve the social, cultural, and economic needs of our community and our society.

1. Through the process of collective bargaining, the University seeks to enable and support excellence in teaching and research, in pursuit of its mission and strategic priorities

2. As a Top Employer in the Hamilton-Niagara Region, McMaster University values its people and the important work they do in support of the University’s mission and strategic priorities

3. The University bargains in good faith, demonstrating trust, respect, accountability, integrity, and teamwork, and is committed to inclusive excellence and long-term, collaborative relationships with its union partners

4. The University recognizes and respects the right of all employees to elect to be represented by a union of their choice, and the rights of a union in representing the interests of the bargaining unit

5. The University bargains in a manner that is fiscally responsible and guided by evidenced-based market research, with a careful view toward fair and equitable contracts that are affordable and sustainable in the long term

6. The University believes that negotiations are most effective and productive when they happen at bargaining tables and not through third parties

7. The University bargains based on total compensation, recognizing the value and cost of not just wages, but also of all other variable elements of a total compensation package (e.g. benefits, premiums, paid leave, etc.)