

## 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, vision, and institutional priorities
2. As a Top Employer in the Hamilton-Niagara Region and one of Canada's Best Diversity Employers, McMaster University **values its people** and the important work they do in **support of the University's mission**, vision and institutional priorities
3. The University bargains in **good faith**, demonstrating its values of integrity, quality, inclusiveness 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.)