



Operating Policy – Role of the MSU During Labour Disputes

1. Purpose

- 1.1 To clearly define the role of the MSU during labour disruptions involving McMaster University and the employees of McMaster University, as well as labour disruptions occurring in establishments that significantly affect MSU members in the Hamilton Community. As such, the MSU shall assume a position with the best interests of students in mind with respect to all matters in dispute throughout a labour disruption.

2. Implementation

- 2.1 Responsibility for the implementation of this policy shall be with the Executive Board, as coordinated by the President.

3. Operating Parameters

- 3.1 With respect to labour relations at McMaster University, the President and Executive Board shall:
 - 3.1.1 Maintain clear and open communication with both the administrative personnel of McMaster University and the representatives from the involved union;
 - 3.1.2 Ensure the MSU obtains and retains copies of all collective agreements between representatives from the involved union;
 - 3.1.3 Ensure that the MSU is aware of the expiry date of all union contracts;
 - 3.1.4 Notify students as soon as possible of potential ramifications of labour disruptions, following an affirmative strike vote or application for lockout;
 - 3.1.5 Disseminate information using various MSU media, including but not limited to the MSU Listserv, MSU webpage, The Silhouette, CFMU 93.3 FM, and SRA class announcements;
 - 3.1.6 Ensure that the MSU hosts an open forum no later than ten (10) business days following an affirmative strike vote or application for lockout where representatives from the involved union and McMaster University are

Approved 01O
Revised 08R, 11Q, 14N

- invited to share with the McMaster community the issues of the labour disruption, as facilitated by the Speaker;
- 3.1.7 Reserve the right to call additional open forums as deemed necessary, subject to the duration of the disruption;
 - 3.1.8 Respect the collective bargaining process and reserve the right to equally inform all parties involved of how students are affected by the labour disruption;
 - 3.1.9 Ensure representation of undergraduates as students and not as employees of the University or any other capacity.
- 3.2 With respect to labour disputes external to McMaster University, the President and Executive Board shall:
- 3.2.1 Represent the interests of all undergraduate students, utilizing the proper representative governing bodies to make political decisions on behalf of the organization;
 - 3.2.2 Ensure representation of undergraduates as students and not as employees of the University or any other capacity;
 - 3.2.3 Consider both the short and long-term consequences of organization decisions made regarding a strike;
 - 3.2.4 Not only continue to operate during a labour dispute, but enhance service delivery to meet the specialized needs of students;
 - 3.2.5 Plan responsibly to ensure that a strike situation has a minimal impact on the financial viability of its business units and services;
 - 3.2.6 Take a clear stance supporting responsible and amicable negotiations, condemning breakdowns in negotiations, and expressing support for negotiation that is favourable towards the successful operation of services that are beneficial to students.
- 3.3 Upon the declaration of a labour disruption involving employees of McMaster University, the Vice-President (Administration) shall:
- 3.3.1 Continue the normal operation of all MSU services, committees, and full-time departments to the extent that the dispute allows;