



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 its employees, as well as labour disruptions in the McMaster Hamilton Community that significantly affect MSU members.

2. Implementation

- 2.1 This policy shall be implemented by the Executive Board, as coordinated by the President;
- 2.2 The MSU shall assume a position with the best interests of full-time undergraduate students in mind with respect to all matters in dispute throughout a labour disruption.

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 and/or employer;
 - 3.1.2 Strive to obtain and retain copies of all collective agreements from representatives of the involved union;
 - 3.1.3 Ensure that the MSU is aware of the expiration date of all union contracts;
 - 3.1.4 Promptly notify students of the potential ramifications of a labour disruption, following an affirmative strike vote or no board report or application for lockout;
 - 3.1.5 Disseminate relevant information using various MSU media, including but not limited to: the MSU website, The Silhouette, CFMU 93.3 FM, SRA livestreams, and MSU social media pages;
 - 3.1.6 Respect the collective bargaining process and reserve the right to equally inform all parties involved of how students are affected by the labour disruption;
 - 3.1.7 Ensure representation of undergraduates as students and not as employees of the University or any other capacity.

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- 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 full-time 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 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 standard operation of all MSU services, committees, and full-time departments to the extent that the dispute allows.