

**TENTATIVELY AGREED**  
**ARTICLE XX – JOINT LABOUR MANAGEMENT COMMITTEE (JLMC)**

The Parties tentatively agree to include the following Article in a collective agreement. It is understood that final agreement is subject to ratification of the Parties' respective principals following tentative agreement on all matters. Article numbering, including any Article cross-referencing, is subject to change following agreement on all matters. The Parties reserve the right to amend or withdraw any proposal herein prior to reaching a complete tentative agreement with CUPE, or to correct an error or omission.

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- XX.01** McMaster University and CUPE Local 3906, Unit 4 (Residence Life) agree to establish a Joint Labour Management Committee to foster open communication, address mutual concerns, and enhance the working relationship between the University and CUPE Local 3906, Unit 4.
- XX.02** This Committee will review matters of concern arising from the application of this Collective Agreement, provided they are not the subject of an open grievance or a confidential matter.
- XX.03** The committee will consist of three (3) representatives from each party, as outlined below, and will meet as mutually agreed and no less than once in the Fall term, once in the Winter term, and once in the Spring/Summer term.
- XX.04** The Employer representatives will include one role from each of Employee/Labour Relations, Residence Life, and the broader department of Housing and Conference Services. The Union Representatives will include the CUPE Local 3906 President (or Designate), Unit 4 Lead Steward (or Designate), and a CUPE Staff Representative.
- XX.05** Administrative Support: The Employer will be responsible for canvassing dates and locations for the meeting and will provide this information to the Union.
- XX.06** Guests: Subject to the meeting agenda and advanced mutual agreement of the Parties in writing, the Union or the Employer may invite (a) guest(s) to a JLMC meeting for the purpose of providing the JLMC with information or expertise.

**For the Union:**

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Mitchell Lupa  
President, CUPE Local 3906

Date

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Caleb Smolenaars  
Lead Steward, CUPE Local 3906

Date

**For the University:**

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Maggie Pooran  
Lead Spokesperson, Executive Director, Health, Safety, Wellbeing & Labour Relations

Date

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Chris Eley  
Acting Director, Housing & Conference Services & Chair, University Bargaining Team

Date