

MEMORANDUM OF SETTLEMENT

(this “Memorandum”)

BETWEEN

MCMASTER UNIVERSITY

(the “University”)

and

CUPE Local 3906, Unit 4 (Residence Life)

(the “Union”)

WHEREAS the University and the Union (each a “Party” and together the “Parties”) have engaged in collective bargaining toward a first collective agreement for employees in the CUPE Local 3906, Unit 4 (Residence Life) bargaining unit;

NOW THEREFORE the Parties do hereby agree as follows:

1. The terms of this Memorandum constitute a binding agreement between the Parties in respect of all matters herein including the recommendation for ratification. The Parties acknowledge that this Memorandum does not create enforceable obligations to implement the substantive terms of the Collective Agreement unless and until it is ratified by the respective principals;
2. The Parties have tentatively agreed to a Collective Agreement, comprised of the Employer’s E25 proposal and all tentatively agreed articles in the “Finalized” e-folder:

Compensation
Definitions
Employee Information
Grievance Procedure
Health & Safety
Information
Job Postings & Appointments
Joint Labour Management Committee
Leaves of Absence
Legal Liability
Letter of Understanding re: Policies Affecting Terms and Conditions of Employment
Letter of Understanding re: CA Handbook
Letter of Understanding re: Coverage Shifts
Letter of Understanding re: Employment Equity
Management Rights
No Discrimination, Harassment, or Violence
No Strike or Lockout
Performance Evaluations

Probationary Period
Public Holidays and Public Holiday Pay
Recognition
Resources
Scope and Purpose
Seniority
Uniform
Union Representation
Union Security
Vacation
Workplace Accommodation
Workplace Investigations, Counselling, Discipline, and Discharge;

3. The Parties agree to make all necessary housekeeping amendments to the Collective Agreement in order to give effect to the overall intention of the Parties;
4. The Parties agree that each will recommend to its respective principals, at its first opportunity, the ratification of the tentative Collective Agreement. The Parties acknowledge that final ratification of the Collective Agreement by the respective principals is required for it to take effect, and that such recommendation does not constitute approval by those principals nor create an obligation for the University to implement any substantive terms before ratification;
5. The Parties agree that a decision on ratification will be made by March 5, 2026, and that each Party will notify the other of the outcome by that date;
6. The individuals executing this Memorandum confirm that they are authorized to bind their respective Party;
7. The Parties agree that this Memorandum may be executed in counterparts, including electronically, each of which shall be deemed an original, and the signature of an authorized signatory on behalf of the Party shall bind all members of that Party.

The University and the Union have caused this Memorandum to be executed, on their behalf, in the City of Hamilton, Ontario, on this 13th day of February, 2026.

For the Union:


Mitchell Lupa (Feb 13, 2026 16:02:14 EST)

13/02/2026

Mitchell Lupa, President, CUPE Local 3906
Bargaining Team Member

(DATE)



13/02/2026

Caleb Smolenaars, Community Advisor &

(DATE)

Lead Steward – Unit 4, CUPE Local 3906
Bargaining Team Member

For the University:

 <small>Maggie Pooran (Feb. 13, 2026 16:16:02 EST)</small>	13/02/2026
Maggie Pooran, Executive Director, Employee Health, Safety, Well-being & Labour Relations Lead Negotiator, McMaster University	(DATE)
 <small>Chris Eley (Feb. 13, 2026 16:18:17 EST)</small>	13/02/2026
Chris Eley, Acting Director, Housing and Conference Services Bargaining Committee Chair, McMaster University	(DATE)