

TENTATIVELY AGREED
ARTICLE XX – SCOPE AND PURPOSE

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.

- XX.01 The University recognizes the importance of the Employees represented by the Union as a vital part of the university community.
- XX.02 The Scope and Purpose of this Collective Agreement are to maintain an orderly employment relationship between Parties; to provide machinery for the prompt and equitable resolution of employment grievances and disputes; to promote co-operation and understanding between the Employer and members of the Bargaining Unit; and to recognize the mutual value of joint discussions and negotiations in matters pertaining to the improvement of working conditions, scale of wages, and other employment matters.
- XX.03 In this Agreement, the pronouns “they/them/theirs” are used to denote gender-neutral persons both singular and plural.
- XX.04 The Parties agree to administer this Collective Agreement in good faith and in a fair and reasonable manner.
- XX.05 The Parties recognize and acknowledge that McMaster University is located on the traditional territories of the Haudenosaunee and Mississauga nations, and within the lands protected by the Dish With One Spoon Wampum agreement.

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For the Union:

Mitchell Lupa President, CUPE Local 3906	Date
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Caleb Smolenaars Lead Steward, CUPE Local 3906	Date
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For the University:

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
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