**Compensation for Service to WLUFA**

1. Effective September 1, 2019, Members who perform service for WLUFA receive course releases/stipends as follows:
   1. Full-time President – up to three (3) course releases (may be reduced at President’s request) plus one (1) course release for service on the Grievance Committee.
   2. Contract Faculty and Part-time Librarian President – six (6) stipends for services as President plus one (1) course release for service on the Grievance Committee. Extended health care and dental premiums paid
   3. Chair of JLC – one (1) course release/stipend
   4. Grievance Officers – $1000 honorarium for each officer, $500 in each of the fall and winter terms. Up to four (4) course releases/stipends to be distributed for additional work done during the previous year. Additional work shall be measured as above a baseline average of two grievances per term. The allocation of stipends will be determined on the basis of the grievance work load. No more than one (1) course release/stipend will be given per Grievance Officer. The stipend will be made in one payment in the fall term following the allocation.
2. Effective September 1, 2019, Contract Faculty and Part-time Librarian Members elected to the Executive Committee receive stipends and honorariums as follows:
   1. Member – $1000 honorarium paid in instalments over the course of the fall and winter terms when service is done.
   2. An additional half stipend if members serve as an Officer in any one of the following positions:
      1. Contract Faculty and Part-time Librarian Liaison Officer- Waterloo
      2. Contract Faculty and Part-time Librarian Liaison Officer - Brantford
      3. Vice-President – Internal or External
      4. Treasurer
   3. The above stipends and honorariums are in addition to those provided in Sections 1 and 3.
3. Members who perform service for WLUFA during Contract Negotiations receive course releases/stipends as follows:
   1. Full-time Negotiations
      1. Negotiating Team Members – one (1) course release per term during negotiations for teams up to four (4) members
      2. Chief Negotiator – one-half (1/2) course release per term in addition to the course release provided to Team Members
   2. Contract Faculty and Part-time Librarian Negotiations
      1. Negotiating Team Members – one (1) stipend per term during negotiations for teams up to four (4) members
      2. Chief Negotiator – one-half (1/2) stipend per term in addition to the stipends provided to Team Members
      3. Each member of the Negotiating Team will receive ¼ stipend in the preparatory term (2 terms before negotiations) and ½ stipend in the term preceding negotiations

c. For a partial term of service, the course releases/stipends may be pro-rated. Contract Faculty members and Part-time Librarians will not have stipends pro-rated if they declined teaching or Library hours in order to serve on the Negotiating Committee.

1. WLUFA staff will not receive course releases/stipends for any of the above services.

**MOTION 1**: that Contract Faculty who are Members of the WLUFA Diversity and Equity Committee receive the following compensation for their annual duties: i) The Diversity & Equity Committee Chair – one half stipend, plus $1000.

ii) Committee members – compensation to be allocated annually be the WLUFA President in consultation with the Diversity & Equity Committee Chair. Combined total compensation for all Contract Faculty committee members will not exceed one half stipend.

The above motion was discussed. The motion was amended.

**MOTION 1**: (R. Kristofferson/K. Ellis-Hale): that Contract Faculty who are Members of the WLUFA Diversity and Equity Committee receive the following compensation for their annual duties:

i) The Diversity & Equity Committee Chair – one half stipend, plus $1000.

ii) Committee members – compensation to be allocated annually by the WLUFA President in consultation with the Diversity & Equity Committee Chair. Combined total compensation for all Contract Faculty committee members, excluding the chair, may be up to one half stipend.

**CARRIED** – with 1 opposed and 1 abstention

**MOTION 2** (R. Kristofferson/K. Ellis-Hale): that it be the policy of the WLUFA Executive Committee to identify an appropriate Contract Faculty compensation framework upon the creation of any new Ad Hoc Committee.

**CARRIED** unanimously