

WLUFA POLICIES

#13 Policy on Compensation for Service to WLUFA

Approving Authority: Executive Committee

Original Approval Date: May 2017

Date of Most Recent Review/Revision: February 2022

1.00 PURPOSE

1.01 The purpose of this policy is to provide clarity and consistency in the compensation of Members who perform service for WLUFA.

2.00 POLICY

2.01 WLUFA Executive Committee

Members who serve on WLUFA's Executive Committee receive course releases/stipends/honouraria as follows:

- a. Full-time Faculty and Librarians:
 - i. 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
 - ii. Other Roles – no compensation
- b. Contract Faculty and Part-time Librarians:
 - i. President – six (6) stipends for service as President plus one (1) stipend for service on the Grievance Committee; extended health care and dental premiums paid
 - ii. Officers (specifically: CF Liaison Officer - Waterloo, CF Liaison Officer - Brantford, Vice-President: Internal, Vice-President: External, Treasurer) - one half stipend in addition to Member honourarium
 - iii. Member - \$1000 honourarium normally paid in two equal instalments in the Spring and Fall or Fall and Winter terms

2.02 WLUFA Grievance Committee

Members who serve as Grievance Officers on WLUFA's Grievance Committee receive course releases/stipends/honouraria as follows:

- a. \$1000 honourarium 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 files per term.

The allocation of course releases/stipends will be determined on the basis of the Grievance Committee workload. No more than one (1) course release/stipend will be given per Grievance Officer. The stipend will be paid in the Fall term following the allocation.

- b. The WLUFA President does not receive any compensation above and beyond the course release/stipend identified in 2.01(a) and (b), above

2.03 Contract Negotiations

Members who perform service for WLUFA during Contract Negotiations receive course releases/stipends as follows:

- a. Full-time Faculty and Librarian Negotiations
 - i. Negotiating Team Members – one (1) course release per term during negotiations for teams up to four (4) members
 - Compensation for additional team members may be approved by the Executive Committee in negotiating years when there are additional team members to build capacity
 - ii. Chief Negotiator – one-half (1/2) course release per term in addition to the course release provided to Team Members
- b. Contract Faculty and Part-time Librarian Negotiations
 - i. Negotiating Team Members – one (1) stipend per term during negotiations for teams up to four (4) members
 - Compensation for additional team members may be approved by the Executive Committee in negotiating years when there are additional team members to build capacity
 - ii. Chief Negotiator – one-half (1/2) stipend per term in addition to the stipends provided to Team Members
 - iii. Each member of the Negotiating Team will receive at least 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.

2.04 Joint Liaison Committee

Members who serve on the Joint Liaison Committee will receive compensation as follows:

- a. Full-time Faculty and Librarians:
 - i. JLC Chair - one (1) course release per academic year
 - ii. Committee members - no compensation

- b. Contract Faculty and Part-time Librarians:
 - i. JLC Chair - one (1) stipend per academic year
 - ii. Committee members - \$750 honourarium per academic year normally paid in two equal instalments in the Spring and Fall or Fall and Winter terms

2.05 Other Committees

- a. Contract Faculty and Part-time Librarians Members who serve on the WLUFA Climate Action, Diversity & Equity, and Governance committees will receive compensation as follows:
 - i. Committee chair – \$1500 honourarium paid in three equal installments in the Fall, Winter and Spring terms
 - ii. Committee members – \$750 honourarium paid in three equal installments in the Fall, Winter and Spring terms

- b. Contract Faculty and Part-time Librarians who serve on Bilateral Committees, other than JLC, may receive compensation which would be determined by the Executive Committee at the time of their appointment.

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