

The CF Bargaining Unit approved the bargaining priorities for negotiations (Apr 27)

From member surveys and meetings, voices of Contract Faculty (CF) were heard loud and clear by the CF Negotiating Team:

- CF are feeling undervalued and exploited
- CF are frustrated with their working conditions and the impact they have on their students
- CF are concerned about being forced into teaching in more than one modality for a given course
- CF are worried about their lack of job stability and security
- CF are tired of reapplying for the same job (course by course) that they have been capably delivering for years
- CF are wholly unimpressed and indignant that their part-time status continues even after years of dedicated service to the University
- CF are dismayed by the University Administration's continuation of ongoing inequities with their full-time counterparts (e.g., scheduling/choice of courses, office space, benefits, unpaid work, wages)
- CF are sick of being the only regular employee group on campus who have to pay to get access to a health and dental benefits plan (and one that is far inferior to other groups on campus)
- CF are tired of being paid wages that do not reflect the multifaceted workload required of their teaching profession.

With the voices of members on their minds, the CF Negotiating Team molded a list of priorities for CF Negotiations, including items that generally encompass job security, benefits, and compensation:

- Job security:
 - Continuing Instructor Appointments (create)
 - Standing Appointments (continue)
 - improve the hiring process via the Roster and Appendix H
- Benefits:
 - improve access
 - lower premiums
- Compensation:
 - reflect experience
 - reflect workload

The bargaining priorities were approved on April 27 first by the WLUFAs Executive Committee and later by the CF Bargaining Unit. The CF Negotiating Team will present bargaining proposals to the University Administration on May 25.