

Last week both parties met for four days (rather than the previously scheduled five days), after a last-minute cancellation due to obligations of the Deans that took them away from the bargaining table Monday. Monday was instead used productively for both parties to work on counter proposals.

The Vice-President of Finance and Administration and the Assistant Vice President of Financial Resources were guests at the bargaining table last Tuesday to present Laurier's budget. Most of the proposals related to compensation have not been discussed. It is common practice in university contract negotiations for compensation related proposals to be held toward the end of bargaining. At the table we have emphasized that Contract Faculty make up a small percentage of the operating budget, that the cost of living is rapidly increasing, and that Contract Faculty should be paid fairly for the work that they do.

Most of the proposals discussed last Tuesday to Friday were related to job security and the hiring process. The more Contract Faculty who have job security, the more students who can be continuously supported through their entire education at Laurier. Among the hiring issues discussed were the impact of student course surveys and how they impact Contract Faculty disproportionately. We emphasized that those surveys fail to accurately reflect teaching quality and effectiveness and their results should not be the sole criterion used to inform decisions about hiring or promotion.

Articles that are tentatively settled include:

- Article 2 Definitions
- Article 4 University Rights and General Administration
- Article 10 Evaluation of a Member's Performance
- Article 14 Appointment of Part-time Librarians
- Article 20 Intellectual Property, Patents and Copyright
- Article 22 Discipline
- Appendix C Accessible Learning and Access to Learning Management System Course Sites for Visually Impaired Students

This week the parties will meet separately for two days to work on counter proposals followed by two days of scheduled all-day negotiations. We aim to reach a tentative agreement by the end of the week.

See "Bargaining 101" at <https://www.wlufa.ca/contract-faculty-negotiations/> for general information on bargaining procedures. We remain in Phase V.

In Solidarity,
The CF Negotiating Team

Anne-Marie Allison (Co-Chief Negotiator), CF – Mathematics
Jim Gerlach (Co-Chief Negotiator), CF – Chemistry and Biochemistry
Brennan Connolly, CF – Music
Sobia Iqbal, CF – Biology, Health Sciences
Sheila McKee-Protopapas, WLUFA Executive Director, former CF – Biology (imminent retirement)

Terry Poirier, incoming WLUFA Executive Director, former CF – Sheridan College and U. Toronto
Carl Simpson, CF – Philosophy, Communication Studies
Linda Watson, WLUFA Senior Administrative Assistant