



Dear fellow Contract Faculty,

Having introduced the [Action Committee](#) (which is growing!), provided an overview of the [negotiation process and where we are](#), and listened to [how best to communicate](#) with you, now's the time to briefly review some proposals that our Team has taken to the table and the Administration's response.

Contract Faculty Negotiating Team Proposal	Admin's Response
Benefits, Sick Leave and Pension	
<ul style="list-style-type: none">• Lower premiums and expand eligibility for health and dental• Reduce time and/or hours required for pension plan eligibility• Extended sick leave in the case illness crosses terms (think COVID)• Increase sick leave by 3 days	<p>NO NO NO Tentative</p>
Job Security	
<ul style="list-style-type: none">• 5-year, renewable, continuing instructor position• Automatic renewal of standing appointments (unless there is an issue)• Increase in annual course load/hours taught	<p>Tentative Tentative Tentative</p>
Compensation	
<ul style="list-style-type: none">• Increase salary to keep pace with rising inflation• Increase vacation pay to 6% for all members• Create a 5-step experience grid• Institute fees for course preparation, special types of teaching, first-time teaching, and change in mode of instruction• Replace the marking and grading allowance with large class size allowance• Increase compensation for Online Learning courses• Establish compensation for required training	<p>NO NO NO NO, NO, NO, NO NO NO NO</p>

Notice a pattern?

Anything that would provide Contract Faculty with fair compensation was rejected, but anything that might lighten the load of another employee group may be considered. But even the 'tentative' responses have not been signed off on (official agreement).

It has been said that if you want to see what an organization values, look to see where it spends its money.

While clearly the university's Admin do not value us or the work we do, we know that Laurier works when we do.

In the coming weeks you will be receiving in-depth information on each of the key bargaining priority areas. Based on questions we receive from you, we will be creating a Q&A document to ensure that each and every member understands what is being negotiated at the table and why it is what we deserve. Stay informed and have your voice heard.

In case you are not familiar with the various avenues of communication, here they are:

Facebook	WLU Contract Faculty
Twitter	@PrecariousWLU
MyLS	Contract Faculty Community (contact Kimberly)
WLUFAs	https://www.wlufa.ca/

And if you want to reach out, here is who we are:

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