

Dear fellow Contract Faculty,

Summing It Up:

Our Negotiating Team reminded you last week of where things were left at the bargaining table when talks ended this summer. In short...

The Administration has said **NO** to fair and equitable compensation for the work you do, even though you know...

- CTF = approx. 50% of teaching for 5.2% of the budget.
- CTF are paid approx. half of what FT are paid to do the exact same job.
- CTF wages are not keeping up with cost of living. In terms of “real money”, CTF have actually experienced pay cuts.

MEDIAN CF COMPENSATION, 2021: \$24,999
SINGLE HEALTH & DENTAL COST: \$962.04
FAMILY HEALTH & DENTAL COST: \$1,927.56

MEDIAN FT COMPENSATION, 2021: \$145,000
SINGLE HEALTH & DENTAL COST: \$0
FAMILY HEALTH AND DENTAL COST: \$0

Laurier, where is the equity?

Laurier Faculty:
Full-time
* on average



Course preparation
Reading/textbook selection
Lecturing/teaching
Holding office hours
Setting assessments
Responding to students
Grading assessments



Student advising
Letters of recommendation

≈ \$17,545.00*



Laurier Faculty:
Contract
** regardless of experience

Course preparation
Reading/textbook selection
Lecturing/teaching
Holding office hours
Setting assessments
Responding to students
Grading assessments

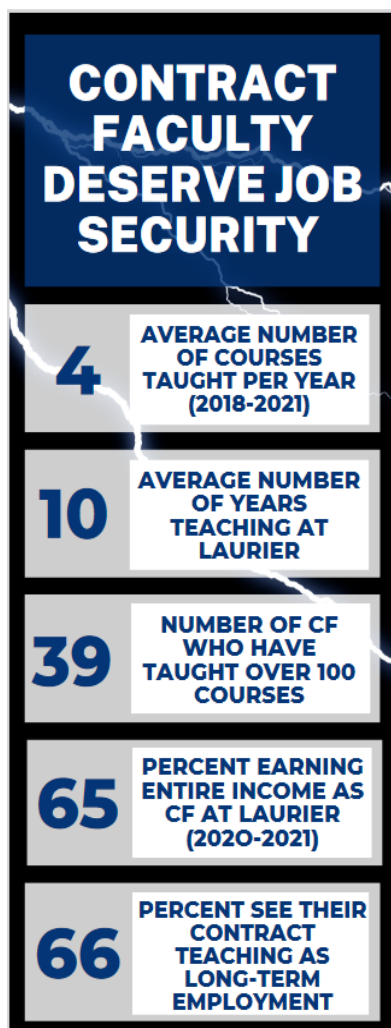


Student advising
Letters of recommendation

≈ \$8,100.00**

The Administration has said **NO** to a healthy and secure CTF employee group, even though you know...

- CTF are one of the only employee groups at Laurier without paid/ partially paid benefits.
- CTF are the only employee group at Laurier who are limited to 7 paid sick days per term.
- CTF are the **ONLY** group who risk losing their job if they are sick beyond 7 days.
- Laurier can **CHOOSE** to improve CTF access to the Pension Plan.



The Administration has said **NO** to job security provisions that accurately reflect you as a valued, and frequently long-serving, employee of Laurier, even though you know...

- Most CTF regularly teach the equivalent of an FT teaching load.
- Many CTF have the same degrees and number of publications as their FT colleagues.
- Many CTF have devoted their entire careers to being dedicated classroom instructors.
- Post-secondary Education is one of the **ONLY** job-sectors that refuses to acknowledge (or barely acknowledge) years of experience – for wages, for job-security. Individual universities, however, can make a **CHOICE** to be better employers.
- Post-secondary Education is one of the **ONLY** job-sectors where someone can be kept “on contract” for more than a decade.
- A study by the CDC found that precariously-employed persons experienced 57% more stress in their daily lives than those with secure positions.

Your Negotiating Team has two more days scheduled to bargain with the Administration this week: **Sept. 13 and Sept. 15.**

The time for **NO** is over.

We all **KNOW** that **we deserve better.**

Stronger Together,

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