

Dear Laurier Contract Faculty Supporters,

We, the members of the WLUFAs Action Committee for Contract Faculty Negotiations 2022, wish to take a moment to send out a special thank you to those of you who stepped forward to answer our call and to offer your support during this year's round of bargaining.

Even before we know what kind of a tentative agreement was arrived at in the wee hours of November 16, we do know with certainty that it would not have been possible without you.

Thank you, first and foremost, to the many contract faculty who engaged with our mail-outs, who passed on information to your colleagues, who contacted us for clarification and advice, who participated via our social media, and who helped to reassure our students and garner their support. Most of all, thank you to the hundreds of contract faculty who – with only a few days notice – signed on to take up strike duties. With five days still to go until the beginning of a strike, 70+% of all contract faculty teaching this term had already signed up to provide service for the job action.

Thank you, to the regular faculty who created a letter of support for contract faculty addressed to the administration and to the hundreds of faculty, other Laurier union members, students, and community members who signed it.

Thank you, to the regular faculty who stood behind contract faculty by displaying the posters we sent to you and by offering your moral and emotional support to your department and program contract faculty colleagues.

Thank you, to the many Laurier students who—without our asking—contacted us and offered their help to the Action Committee in order to organize student support for a job action.

Thank you, to the other unionized members of the Laurier community – in particular, WLUSA, CUPE, IATSE, and UFCW – who contacted the Action Committee and let us know that you were standing ready to support us.

Thank you, to the Waterloo Region Labour Council and other unions both local and across Canada who expressed their support of our negotiations.

Thank you, to UWOFAs, OCUFAs and CAUT, all of whom offered the Action Committee their knowledge and training, as well as their physical and emotional support.

Thank you, to the other university unions and to CAUT who were prepared to support Laurier contract faculty financially. They made it possible that no member would have to be placed into the impossible position of needing to decide between exercising their legal right to strike and the need to support their families while doing so.

And finally, **thank you,** to the hundreds of others who followed us on Twitter, Facebook and Instagram and both gave their support and asked important questions.

Without all of you, the Action Committee was six people working together in the hope that we could create change. With you, we became thousands of people demanding it.

And so, thank you, from your WLUFAs Action Committee:

Elin Edwards

Kimberly Ellis-Hale

Brent Hagerman

Michele Kramer

Karen Lohead

Marybeth White