

The background of the entire image is a dramatic, dark purple sky filled with numerous bright, jagged lightning bolts. The lightning bolts vary in intensity, with some appearing as thin, branching lines and others as thick, powerful streaks. The overall color palette is dominated by deep purples and blues, with the white and yellow of the lightning providing high contrast.

LAURIER  
CONTRACT  
FACULTY  
NEGOTIATIONS/  
STRIKE 2022

Information for  
students

# WHAT IS HAPPENING WITH NEGOTIATIONS?

- The Wilfrid Laurier University Faculty Association (WLUFA) Contract Faculty bargaining unit (CF) and the Laurier administration have been meeting to negotiate a new contract since June 2022
- Negotiations broke down when the administration rejected most of the WLUFA-CF proposals by mid-September
- Contract Faculty members voted 95.4% in favour of a strike mandate!
- A provincial Conciliator met with the two sides in October. There was no progress, and the Conciliator submitted a "no board" report, meaning there was no agreement.
- 17 days after the "no board" report was filed, WLUFA-CF will be in a legal strike position.

# WILL THERE BE A STRIKE?

- We hope not.
- We will continue to meet with a Mediator in good faith, hoping to avoid the necessity of a strike.
- However, if Contract Faculty still do not receive a fair and equitable offer from the administration, we are prepared to go on strike starting Monday, November 21 at 12:01 am!

# WHO ARE CONTRACT FACULTY?

- Contract Faculty are hired on single course contracts, term by term. We often teach as many courses or more than full-time faculty—in fact, Contract Faculty teach approximately 50% of the courses and students at Laurier.
- Most of us have been here 10 or 20 or 30—even 40—years, but we still must apply for individual courses one by one each year, with no guarantee we will have a job.

# WHAT ARE THE ISSUES?

- Job security
  - Contract Faculty jobs are precarious—we often don't know even a few weeks before term starts if we will be teaching
  - We're asking for stronger seniority and provisions that will let us plan ahead, rather than always having to fear our courses won't be available or will be cut
- Fair & equitable compensation
  - Contract Faculty teach 50% of Laurier courses for 5% of the university budget.
  - We are asking for compensation that keeps pace with inflation & offers a grid that recognizes the experience of our members
- Access to the benefits, sick leave, & pension plan other Laurier employee groups enjoy

## CONTRACT FACULTY TEACHING CONDITIONS ARE YOUR LEARNING CONDITIONS!

- Students need to know that we care a whole lot about you! And if our working conditions were more equitable and fair, we could offer you more than we do right now without the stress of precarious employment, barely living-wage compensation, and lack of benefits.
- Withdrawing our labour through a strike is a last ditch effort and one of the strongest ways we can demonstrate that we really are part of the Laurier community and need to be treated with respect.
- Remember: the Laurier administration does not 'own' the university. Students, librarians and archivists, staff, and faculty comprise the heart of Laurier.

# HOW WILL THIS AFFECT STUDENTS?

- We still hope that the CF contract can be settled cooperatively without a strike. But-if it isn't, a strike may be called anytime after Monday, November 21.
  - Watch your email and WLUFA information on Twitter, Instagram, and [wlufa.ca](http://wlufa.ca)
- Classes taught by Contract Faculty will be cancelled during a strike (@50% of all classes).
  - Classes taught by full-time faculty will meet.
- Contract faculty will not be on campus-or online-at all.
  - No office hours, email, MyLearningSpace, grading, or other course activities, in person or remote.
- Once the strike is settled, the administration will determine how missed classes and exams will be handled.

# IS THERE ANYTHING STUDENTS CAN DO?

- Tell the university you are concerned with the erosion of quality education at Laurier and that you support WLUFA Contract Faculty by sending an email to:
  - President Deborah MacLatchy, [president@wlu.ca](mailto:president@wlu.ca)
  - Interim Provost & Vice-President Academic, Heidi Northwood, [vpacademic@wlu.ca](mailto:vpacademic@wlu.ca)
  - Chief Human Resources & Equity Officer, Pam Cant, [pcant@wlu.ca](mailto:pcant@wlu.ca)
  - Vice-President Student Affairs, Ivan Joseph, [joseph@wlu.ca](mailto:joseph@wlu.ca)
  - Chair of the Board of Governors Paul Elliott through the University Secretary, [alukin@wlu.ca](mailto:alukin@wlu.ca)



# WHAT ELSE?

Contact your student leaders.

- For Undergraduate Students:
  - contact WLUSU President & CEO, Shane Symington, [supresident@wlu.ca](mailto:supresident@wlu.ca), 519-884-0710, x3409
- For Graduate Students:
  - Contact GSA President & CEO, Jeremy Wagner, [jwagner@wlugsa.ca](mailto:jwagner@wlugsa.ca)

## WHAT ELSE CAN I DO?

- You can be put in touch with other like-minded students who support Contract Faculty by emailing:
  - Michele Kramer, [mkramer@wlu.ca](mailto:mkramer@wlu.ca)
- You can join more than 200 full-time faculty by signing a letter in support of your Contract Faculty:
  - [Letter in Support of Contract Faculty](#)

# HOW CAN I STAY UPDATED ON THE STATUS OF CONTRACT NEGOTIATIONS?

- Check out the WLU Faculty Association website: [www.wlufa.ca](http://www.wlufa.ca)
- [Contract Faculty Strike FAQ for students](#)
- Twitter:
  - @precariousWLU
- Instagram:
  - @lauriercontractfaculty