

During the Zoom Emergency Bargaining Unit meetings on Monday and Tuesday there were some questions posted to the Chat which we did not have time to answer during the meetings. We have compiled a list of those questions with answers below.

In Solidarity,
Your CF Negotiating Team

Q: When will compensation for Online Learning courses be negotiated?

A: Currently, compensation for Online Learning is negotiated in the full-time Faculty collective agreement, which is under the moderation period imposed by Bill 124 until the expiration of the agreement on June 30, 2023. As such, compensation rose by only 1% for the 2022 – 2023 academic year. The bilateral committee that will be formed if the tentative agreement is approved will examine all aspects of Online Learning **before** the negotiation of the next full-time faculty collective agreement. A major focus of the committee will be on the compensation model for Online Learning, especially compensation for Contract Faculty.

Q: Does non-teaching duties include writing letters of reference for students?

A: No, writing letters of reference is not listed as a duty or responsibility of Contract Faculty and, because of this, not all CF are willing to provide letters of reference as unpaid work.

Q: When is the last time the \$19 grading allowance increased, and why does it not rise with other compensation? It should be defined as a percentage of the contract, not a dollar value.

A: The marking and grading allowance was increased from \$16 to \$19, and the maximum number of students was increased from 75 to 100, on September 1, 2013. This allowance is a massively flawed means of compensating CF for the workload associated with larger classes. WLUFA believes that the allowance should be replaced with a straight, per-student amount for each student in a large class, but so far have been unable to negotiate this.

Q: Same question regarding course cancellation fees. They are much higher elsewhere as they should be - our schedules get blocked off, we decline offers based on conflicts, and then are compensated only \$500 after cancellation even though it is often impossible to replace the contract months later. \$8000 is a big hole to fill for a family.

A: The current course cancellation fee structure was negotiated in 2016, where the \$500 cancellation fee was added for courses cancelled more than 15 days before the start of classes. Course cancellations within the 15-day period before the start of classes receive a \$1,000 cancellation fee. While it is true that some collective agreements have higher cancellation fees, there is wide variation across the sector. Some collective agreements (not ours) make an exception for low enrollment in a course, where that course can then be cancelled without paying a cancellation fee.

Q: What is the process for the lecturer appointments? Do department chairs make the requests for these positions? How will the 10 senior lecturer appointments be distributed across faculties and departments?

A: The process for these new positions will be very similar to the current practice for the Standing Appointments. The VP Academic determines the number of available positions and these are distributed to the Deans. Chairs, or equivalents, would then make the case for appointments in their departments or academic units. Eligibility in terms of seniority points and courses taught is determined by Faculty

Relations. Notification of available positions would then be sent to eligible Members. The PTAC would then evaluate the candidate(s) and make a recommendation to the Dean.

Q: In Appendix H, what has increased in importance/weighting for the evaluation of candidates without seniority status? Appendix H reduces the emphasis on student course surveys by reducing their weighting from 30 points to 15 points. Weight on seniority points has increased from 20 points to 25 points. Where are the other 10 points going?

A: The other 10 points are added to the sections on teaching experience, taken from the “relevant qualifications” section.

Q: If a member takes time away from Laurier either by choice (research time off) or because they are not offered courses, they lose seniority for those courses taught before that time off. Has that been modified?

A: A Member retains both their seniority status in courses and their seniority points for 36 months **after** the last time they have taught. They will also continue to be offered courses in which they have the right of first refusal during that period. This may be the strongest protection of seniority rights in a collective agreement for Contract Faculty in Ontario.