

# Contract Faculty

TO INFORM & BE INFORMED

## CF Bargaining Unit Meetings to Ratify Proposals

Waterloo - April 16<sup>th</sup>, 11:30-1 pm - Hawk's Nest (Light Refreshments)

Brantford - April 16<sup>th</sup>, 11:30-1 pm - CB100

### Questions? Comments? Cries of Anguish?

As your CF Liaisons, we are here to help answer any questions you may have, pass comments on to the appropriate people and put you in touch with folks who can help. Let us know how we can help!

In solidarity,

Kimberly Ellis-Hale ([kellis@wlu.ca](mailto:kellis@wlu.ca)) Kari Brozowski ([kbrozowski@wlu.ca](mailto:kbrozowski@wlu.ca))

### Have the stuff to be involved in upcoming negotiations?

If you are interested in a brief CAUT/OCUFA negotiations overview training, willing to help mobilize the membership, and available to advise and support the negotiating team, then the Negotiations Action Committee may be for you! Do you have the NAC for this work?

Please contact Kimberly ([kellis@wlu.ca](mailto:kellis@wlu.ca)) for more information.

### Social Media Day of Action

Recognizing that faculty issues are two-sides of the same coin, participants in OCUFA's February 11<sup>th</sup> Social Media Day of Action had our issues trending on Twitter.

Only by working together can we ensure fair workloads for regular faculty and that all academic jobs are good jobs for contract faculty. These two sides require greater investment in postsecondary education at the provincial level and core-mission budgeting at the university level. It only makes sense.

### Good jobs, workload, and quality education depend on what counts

Ever wonder how our Administration maintains its agreement with regular faculty that no more than 35% of courses will be taught by contract faculty when there seems to be so many of us teaching? Given that agreement, do regular faculty ever wonder why so many of them are crushed under unfair academic and service work loads, leaving scant time for research? And do students ever wonder why so many of their professors seem harried and overworked?

It comes down to whether a course is counted as a course, of course.

Under the [Full-time CA](#), courses that count are those taught in class, and during fall and winter terms (spring term too—but only in Lazaridis). And even some of those courses aren't included (FT CA Art. 18.2.3.1(e), 34.4, Appendix D).

So ... online, intersession, most spring, summer, and retirement and provisional appointment coverage courses aren't really courses according to Administration's count.

Yet, it is precisely in these courses that contract faculty do the majority of teaching. Department support for these courses is equal (if not greater because of hiring demands) as 'counted courses'. And students are required to pay for them as they would any other courses.

What percentage of all courses actually taught are taught by contract faculty you ask? Based on Administration data for intersession/spring/summer 2017, fall 2017 and winter 2018 - an entire year's worth of data - **contract faculty taught over 45% of all courses.**

We can stop wondering now. There are so many of us because there is so much teaching to be done. Our regular faculty are struggling because Administration expects them to do 100% of the service and administrative work with just over half of a full complement. And despite all the exceptional teaching our students benefit from, they are increasingly aware that the workload placed on some of their professors, and the precarious employment conditions of others, is affecting their education.

### Negotiations

Your Negotiating Team will be at the table beginning on June 17<sup>th</sup>.

### In closing ...

Remember to use your PER - 70% of CF PERs are never claimed!

Although departments are to automatically recommend qualifying CF for Two-Year Renewable Appointments, check with your department if you believe you qualify but have not been notified.

Remember, your Roster Application is due April 15<sup>th</sup>.

Members may still qualify for EI if they are only teaching one course over the summer. It is likely not a large sum but it will supplement the income for those who teach, but don't teach much.



## WLUFA's Spring Social

April 16th from 4:00 to 6:00 in the Hawk's Nest

Century Club Inductees • Retiree Recognitions

