

# Dear fellow Contract Faculty,



If trying to stretch your CF salary to cover your costs feels more and more impossible, know that you are not imagining things.

## CONTRACT FACULTY PAY JUST DOESN'T KEEP UP

**-9.57%**  
**-\$717.91**

As prices have gone up faster than our pay, we find it more and more difficult—if not impossible—to make ends meet. For CF with family to support, this has likely meant taking on untenable amounts of work or adding to long term financial burdens by taking on more debt just to pay the bills. Under these conditions, planning for the future is a privilege beyond reach for so many of us. Instead, we struggle to get by day by day.

And the struggle is real. So far (and it is going to get worse), over our current contract, we have experienced a real wage percentage change of -9.57%. What does this mean? It means that our current stipend of \$7,727.26 has lost \$717.91 in buying power over the last 3 years. In effect, it means that **we have taken close to a 10% pay cut**.

But what are we to do when we hear time and time again at the negotiating table that Laurier has no money, that it is (always?) in dire financial difficulty?  
It's simple. We shouldn't believe it.

## SHOULD WE BELIEVE LAURIER HAS NO MONEY TO OFFER US?

We shouldn't believe it because, again and again, analyses of Laurier's financial statements show surpluses in its coffers, [as do the majority of Ontario universities](#), where monies have been directed towards capital projects and increasing senior administrative bloat. They hope we won't notice.

We shouldn't believe it because the Administration has repeatedly tried to obfuscate the issue by talking about budgets (how they **plan** to spend money) rather than talking about financial statements (where they **actually** spend money). They hope we won't notice.



We shouldn't believe it because we know that we deliver almost 50% (almost half the courses and over half of the students) of Laurier's teaching mandate for the bargain price of 5.2% of its operating budget ('21/'22).

But this isn't even the whole story. Not only has inflation eroded our salaries, the fact is that they are also, unequivocally, inequitable.

#### **More on this tomorrow** in Part 2 on Compensation.

The winds of change are blowing, Laurier. No longer will its multicampus initiatives, capital projects, and administrative bloat be on the backs of inequitably-treated CF.

A storm is brewing ...

*As I am writing this I just received a reminder of the President's Ice Cream Social but I'm sending my regrets.*

*I don't need a treat.*

*I just need to be treated fairly...*

#### **Your Action Committee,**

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