

## Dear fellow Contract Faculty,

Where else would you be expected to work a decade or more with no job security? To apply to do the same work for the same employer 50, 100 or 150 times? To have exceptional job performance evaluations, decade after decade, and yet be denied a path to job security or permanence?

### **LAURIER - STOP MODELING YOUR TREATMENT OF CONTRACT FACULTY (CF) ON TEMP AGENCIES.**

We are highly educated, highly skilled and, in many cases, highly experienced.

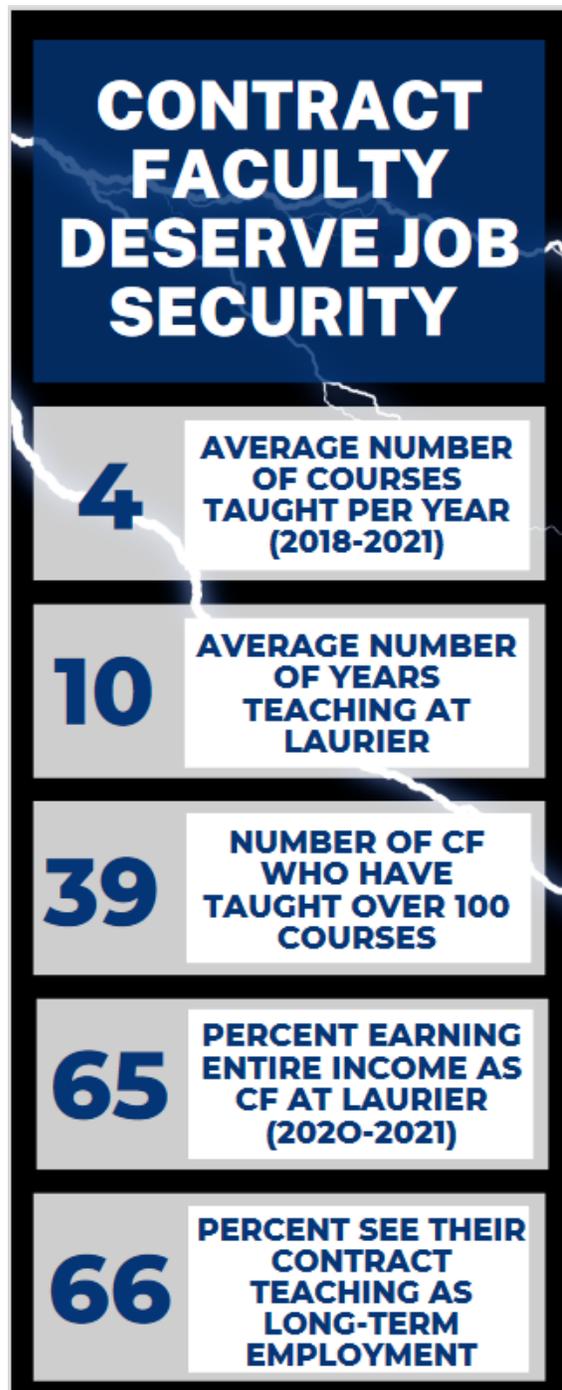
Yet many of us begin each term with the ever-present worry about next term's teaching, and the term after that, and the term after that. Even when we have applied and committed to teaching months in advance, we often don't receive our contracts until scant weeks before the start of term. Even then we can't be sure there won't be cancellations.

For many, this is exacerbated by our experience of 'death by stipend cuts.'

### **NEVER A GUARANTEE: LIVING WITH FEAR OF CUTS & LOST OPPORTUNITY**

Faculty budget cuts and pressure to increase class sizes are often realized through courses being cut, reassigned, or absorbed. Make no mistake, these are CF lay-offs. Even with course-based seniority, there is never a guarantee we will be offered the courses we have worked to develop and, in many cases, have been successfully teaching for years. The result is that far too many of us live with the ever-present fear of being unable to cobble together some kind of income – some kind of life.

### **PRECARIOUS CONTRACTS + UNREALISTIC EXPECTATIONS**



You would think the pressure would be off once we have a signed contract, but it is not. We are expected to prepare for courses well in advance of our contract start date (in what other employment area does this happen?!). And it is not just student queries we deal with outside of term. Think, for example, of the emails from the bookstore wanting textbook selections, the library regarding reserves, and the pressure to submit TA or IA forms (which require a completed syllabus).

### **CF vs LAURIER'S "COMMITMENT TO MENTAL HEALTH AND JUSTICE"?**

The cloud of persistent fear and anxiety coupled with the lack of control and support that CF experience at Laurier are psychosocial work hazards according to the [World Health Organization](#). Psychosocial work hazards have a very real potential to cause psychological harm, and we teach almost half of all courses and over half of all students at Laurier while continually working under those hazards. If there is a concern for mental health at Laurier, it is certainly not for ours. And while Laurier's [Vision](#) includes a commitment to justice, it is blinkered to the precarity of its CF.

### **LAURIER CAN DO BETTER BY EXPANDING JOB SECURITY PROVISIONS**

Laurier's Administration can and should do better than 'tentatively' responding to our job security proposals. At a minimum, a 5-year, renewable Continuing Instructor position should be created for every long-serving, heavy-teaching CF member. The maximum number of Standing Appointments should be expanded and should be awarded with automatic renewals (barring issues) so that mid career CF (yes, after a decade it is at least a default career) can experience some level of job security. Finally, the cap on course loads and hourly limits should be increased to allow CF to earn a sustainable wage.

### **LAURIER SHOULD TREAT US WITH THE RESPECT WE DESERVE & HAVE EARNED**

We are not infill or temporary employees. We are well-educated, experienced, committed educators who deliver over half of Laurier's educational mandate. And we do it term-after-term, contract-after-contract. We have shown our commitment to our students and to Laurier. It is time for Laurier to respond in kind.

Step up Laurier.

### **IN YOUR OWN WORDS, LAURIER – BE GOLDEN.**

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

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