

As we reported in our last email, after intensive bargaining for 8 days in June, negotiations resumed on September 13 and 15. Negotiations stalled yet again on matters of equity and fairness. The Administration has maintained their rejection of our demands for fair and equitable considerations for health and well being, a chance for retirement like other faculty, and a fair wage. As a result, we filed for conciliation on September 16.

We held two emergency bargaining unit meetings last week to reiterate the outstanding bargaining issues and to discuss what conciliation means and what the next steps are.

Outstanding bargaining issues:

- They **rejected** our proposal for extended sick leave
- They **rejected** our proposal for more CF to have access to benefits
- They **rejected** our proposal that the University bear some of the benefit costs
- They **rejected** our proposal for greater access to the Laurier pension plan
- They **rejected** our proposal for increased compensation for large classes
- They **rejected** our proposal for special course fees that reflect the additional workload involved in teaching remotely or for the first time
- They **rejected** our proposals for an experience grid.

What is conciliation?

- Conciliation is a provincially-mandated stage of collective bargaining
- A provincially-appointed conciliator assists both sides as they continue to work towards an agreement
- It is crucial for your Negotiating Team going into conciliation to know that they have strong support from Contract Faculty
- It is also important that the Administration knows that Contract Faculty are united in our desire for a fair deal

What is the best way to avoid a strike?

Give your negotiating team a strong strike vote!

- A strike vote by the membership signifies that they support their Negotiating Team's efforts at the table
- A YES vote is **NOT** a vote to go on strike, but it authorizes the use of a strike as a last resort if negotiations fail to reach a fair and equitable settlement
- A NO vote drastically reduces your Negotiating Team's bargaining power

We will be holding a **strike vote on October 4 and 5** online. Please stay tuned to email for details on voting procedures. For more information on negotiations, see [WLUFA CF Negotiations](#).

In Solidarity,

The CF Negotiating Team

Anne-Marie Allison, Co-Chief Negotiator

Jim Gerlach, Co-Chief Negotiator

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