

After eight full days of bargaining, negotiations stalled at the end of June over issues related to fairness, equity, and the precarious nature of our employment. For example, inadequate sick leave and benefits, poor access to the pension, inequitable wages and salary structure, and failing to recognize and compensate the commitment and experience of our Members (see http://www.wlufa.ca/wp-content/uploads/2022/07/bargainingUpdate_July11.pdf). Both Parties have agreed to resume negotiations on September 13 and 15.

Recall from our July 11 update:

- **They rejected** our proposal for extended sick leave once paid sick days are exhausted.
- **They rejected** our proposal for more CF to have access to health and dental benefits as well as our proposal that the University bear some of the costs.
- **They rejected** our proposal for more CF to gain access to the Laurier pension plan.
- **They rejected** our proposals for increased compensation for large classes and our proposals for special course fees that reflect the additional workload involved.
- **They rejected** our proposals for an experience grid.
- **And, finally, they rejected** our proposed fair wage offer, countering with a much lower offer that would not keep pace with inflation.

Reiterating a point we made in our July 11 update: “These fairness and equity issues are intertwined because without improvements in these areas, they will exacerbate the lack of job security of CF, they will negatively impact the University as a whole, and they will have a negative effect on the student experience.”

We remain committed to arriving at a fair and equitable settlement for our Members.

See “Bargaining 101” at <https://www.wlufa.ca/contract-faculty-negotiations/> for general information on bargaining procedures. We remain in Phase V.

In Solidarity,
The CF Negotiating Team

Anne-Marie Allison (Co-Chief Negotiator), CF – Mathematics
Jim Gerlach (Co-Chief Negotiator), CF – Chemistry and Biochemistry
Brennan Connolly, CF – Music
Sobia Iqbal, CF – Biology, Health Sciences
Terry Poirier, WLUFAs Executive Director, former CF – Sheridan College and U. Toronto
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