



Dr. Anne-Marie Allison

Dr. Anne-Marie Allison is a committed advocate and seasoned negotiator for Contract Faculty and Part-Time Librarians at Wilfrid Laurier University. With extensive experience in collective bargaining, Dr. Allison has played pivotal roles in multiple Negotiation Teams and committees, demonstrating her expertise and dedication to improving working conditions for Contract Faculty.

As Co-Chief Negotiator during the 2022 CF negotiations, Dr. Allison effectively led the Bargaining Team, coordinating efforts, consulting with key union organizations, and successfully presenting agreements that advanced Contract Faculty interests. Her prior involvement includes serving on strategy and negotiating committees, where she conducted sector research, developed proposals, and crafted contract language to address the needs of her fellow CF Members.

Dr. Allison has also contributed significantly to broader union efforts through her roles on the Joint Liaison Committee and the Wilfrid Laurier International College Bilateral Committee. Her leadership has been instrumental in introducing initiatives like Senior Lecturer Appointments, reflecting her forward-thinking approach to Contract Faculty representation.

In addition to her negotiation expertise, Dr. Allison holds key leadership positions within WLUFA, including serving on the Executive Committee and chairing the Governance Committee. Her collaborative spirit, effective communication, and ability to balance strategic vision with detailed execution make her an invaluable asset to the union.

Driven by the principles of solidarity, transparency, and accountability, Dr. Allison is dedicated to continuing her work to enhance the collective agreements and working conditions for Contract Faculty and Part-Time Librarians. She is eager to bring her extensive experience and passion for advocacy to the role of Co-Chief Negotiator in the upcoming bargaining round.



Terry Poirier – Executive Director

Terry Poirier is a seasoned labour activist and leader dedicated to advancing the rights and working conditions of Contract Faculty and Part-Time Librarians.

As Executive Director of WLUFA, Terry has played a crucial role in negotiations and working groups. He was a key member of the Full-Time (FT) Bargaining Team in 2023 and the Contract Faculty (CF) Bargaining Team in 2022, showcasing his understanding of the complexities of various collective agreements. His leadership also included chairing CF working groups on Online Learning and Music Ensembles, where he successfully navigated post-ratification challenges.

Since 2022, as Grievance Coordinator, Terry has been a steadfast advocate for Contract Faculty rights, using the grievance process to uphold collective agreement provisions. His work has been vital in addressing issues like Senior Lecturer appointments, Appendix H changes, and online compensation. As a resource to the WLUFA Joint Liaison Committee, his insights have bridged gaps between the university administration and faculty, improving collective agreement language.

Terry's influence extends beyond WLUFA through his active participation in sector-wide discussions. As WLUFA's representative on the OCUFA Collective Bargaining and Grievance Committees, he has contributed to strategies that ensure faculty across Ontario are well-represented.

Before joining WLUFA, Terry gained significant experience with OPSEU Local 242, serving as Chief Steward from 2016 to 2022 and as Steward from 2014 to 2016. In these roles, he was instrumental in advocating for members and laying the groundwork for effective bargaining and grievance management.

Terry's commitment to organized labour principles—solidarity, transparency, and accountability—has been evident in his efforts to educate, organize, and mobilize WLUFA members. Having worked closely with CF members, he has developed a deep understanding of both provincial and university-specific issues.

As Co-Chief Negotiator, Terry believes strong leadership and solidarity are crucial for achieving meaningful gains. His strategic approach to non-concession-based bargaining and commitment to a

stronger collective agreement position him well to guide WLUFA and its members through the upcoming challenges and opportunities.

