



Collective Bargaining Bulletin #7 – Contract Faculty Unit

Week of October 6 – 10, 2025

1) At the Table – Days 17 to 19

The Team met with the University on October 6, 9, and 10. After several weeks focused on non-monetary proposals, the Administration **finally** presented its initial compensation offer on October 10. This marks the beginning of the monetary phase of bargaining, where discussions now include compensation, benefits, and professional supports alongside the remaining non-monetary articles still on the table.

Focus Area	Articles / Appendices	High-Level Summary
Job Security & Seniority	Art. 13	Discussion of seniority protections and related job-security measures.
Appointments & Evaluation Processes	Art. 16, Apps. E,F,G,H and I	Clarified definitions and procedures around hiring, and evaluation criteria.
Student Course Surveys	Art. 19	Continued discussions.
Equity & Inclusion Supports	Art. 21	Ongoing discussion of equity, diversity, inclusion, and accessibility clauses, including recognition for EDII work and accommodations.
Leaves & Benefits	Arts. 24, 26	Preliminary conversation about

		expanding access to leave top-ups, protections, and benefits.
Initial Compensation Finally Presented by Administration	Art. 25	Administration presented its initial compensation package. CF Negotiating Team awaiting additional information to develop our counters.
Professional Supports	Art. 28	Dialogue focused on professional expense funding, educational development supports, and equity-based resources.

For a full overview of all Articles and Appendices and their current status, check out the up-to-date [Contract Faculty Collective Bargaining - Articles and Appendices Overview](#)

2) Between-Session Work

- The Team continues to analyze the Administration's proposals. Some of this work has been slowed while awaiting information and data requests from the University.
- Counters are in development to ensure that Member priorities and sector standard improvements are reflected in every article.
- The Negotiating Team meets in caucus before each session to align strategy and language consistency.

3) Next Bargaining Dates

October sessions continue on: October 21 and 27. Further updates will follow after these sessions.

4) Show Your Support – We're in the Next Phase of the Campaign

With all proposals from both sides now on the table, Contract Faculty bargaining has reached a critical point in negotiations.

With the Administration's initial compensation offer presented, discussions have turned toward the core issues of fair pay, equity, and recognition.

This is the moment when visible Member support matters most.

With all proposals now exchanged and compensation on the table, the next few weeks will be critical.

We're now entering the "Yellow Shirt" phase of our campaign — a visible signal that Contract Faculty are paying close attention and that we expect good-faith, meaningful progress at the table.

If you haven't yet picked up your yellow shirt, now is the time.

Each show of support—no matter how small—strengthens your Negotiating Team and reminds the Administration that we are united in our call for fairness.



How to Pick-Up or Order Your Own Free Shirts:

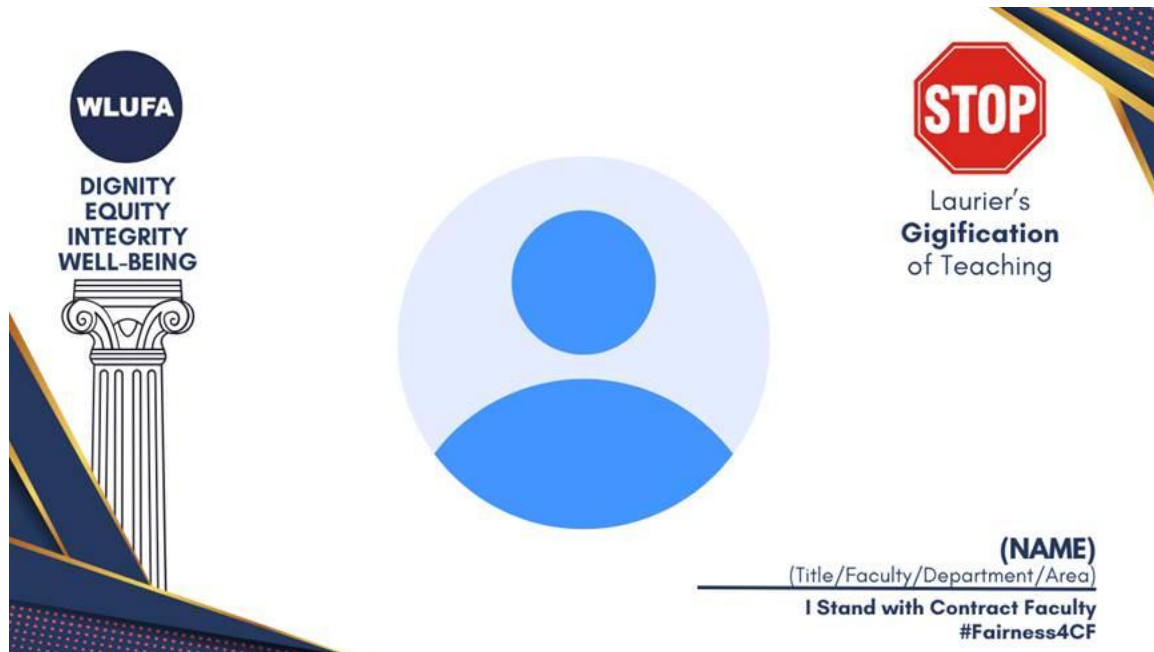
Pick- Up - Waterloo: 202 Regina St. N, Room 128 – Tues–Thurs, 8:30 AM – 4:30 PM

Pick-Up - Brantford: Carnegie Building (CB106) – Email to confirm availability

Delivery - Inter-office Mail: Email your size + address to rladner@wlu.ca

Wear your yellow shirt - Share photos - Show that you stand with your Negotiating Team as they push forward for fairness.

Looking for more ways to support your Negotiating Team colleagues?



Why not ask Ryan for your own **personalized video-conference background slide**? It's fully customizable — just let Ryan know your name, preferred pronouns, and official title, and a new background will be sent your way to help you show your support for Contract Faculty in every online meeting.

5) Stay Connected

Follow @WLUF for bargaining updates, solidarity photos, and Contract Faculty stories:

- X/Twitter: <https://x.com/WLUF>
- Instagram: https://www.instagram.com/wlufa_1/
- Facebook: <https://www.facebook.com/wlufa/>
- Bluesky: <https://bsky.app/profile/wlufa.bsky.social>

Ryan Ladner, Member Engagement & Communications Officer
rladner@wlu.ca | 519-497-3191