



Collective Bargaining Bulletin #9 – Contract Faculty Unit

Sessions on November 18 and 24 and December 1 and 3, 2025

1) At the Table – Days , 24, 25, 26, and 27

The Contract Faculty Negotiating Team met with the University in late November and in the first week of December. The Negotiating Team continued to press the Administration for improvements to key areas of our Contract Faculty membership mandate, including intellectual property protections, job security, the hiring process, workload, leaves, and benefits.

Focus Area	Articles / Appendices	High level summary
Definitions, working conditions and hiring processes	Arts. 2, 4, 6, 13; Apps. E-I	Continued to work on definitions, job postings and the application process, including how modes of delivery and campus location appear in postings and reports to WLUFA. Workspace and facility access for Contract Faculty and the integrity of the hiring process remained key themes.
Professional Development Evaluation, Duties & Responsibilities,	Arts. 10, 16, 19	Continued discussion about performance development and professional evaluations. Continued to seek clearer language about Student Course

Student Course Surveys		Surveys, their limitations and appropriate use in evaluation and decision-making.
Leaves	Arts. 18, 26	Continued discussion about sick leave, parental leave, other leave provisions.
Intellectual Property, Patents and Copyright	Art. 20	Continued discussion about IP, AI and the introduction of new or updated software tools.
Harassment	Art. 21	Updated inclusive language and confirmed annual reporting requirements to WLUFA
Benefits and Pension	Art. 24	Continued discussion as part of the broader compensation and benefits package.
Advising, Supervision and Examining of Students Payments	App D	Continued discussion as part of the broader compensation and benefits package.

2) Conciliation and Next Steps

While the Parties continue to reach or get closer to agreement on various items, and have two more scheduled bargaining dates in December, it is clear that we are far apart on some issues. Hence, WLUFA and the Administration jointly filed for conciliation on December 5.

Agreeing to conciliation does not mean that there will be a strike. Conciliation is a standard part of collective bargaining in Ontario. A provincially appointed conciliation officer works with both the

Association and the employer to help the Parties reach a negotiated settlement.

Based on current scheduling and conciliator availability, conciliation is anticipated to begin in January 2026. The Parties can continue to bargain until this process begins.

CAUT Defence Fund Support

WLUFA's Co-Chief Negotiators applied to the [CAUT Defence Fund](#) and have been approved for funding and loan support, if job action is required. The CAUT Defence Fund provides financial support to Faculty Associations engaged in difficult rounds of bargaining, up to and including strike action. This approval means that, if needed, WLUFA will have access to additional resources to help protect Contract Faculty Members and to sustain any job action that is authorized by the Membership.

3) Bargaining Unit Meeting Monday Dec 15

The Negotiating Team is preparing for an online Bargaining Unit meeting to update the membership on **Monday, December 15, at 4-5pm via Zoom.**

This meeting will not be recorded. It will include a presentation by the Co-Chief Negotiators and an open Q&A forum.

Please remember that with negotiations still in progress, not all information can be publicly shared.

4) Between Session Work

Between bargaining days, your Negotiating Team has been:

- Reviewing the Administration's costing of compensation proposals and preparing responses.
- Refining counter-proposals for remaining Articles still on the table.

Please follow [this link](#) to see the current status of all Articles and appendices involved in this round of bargaining.

5) Upcoming Bargaining Dates

The Negotiating Team will continue to work together on counter proposals before resuming bargaining on December 16 and 17.

6) Show Your Support – Yellow Shirts and Visible Solidarity

Wearing your yellow solidarity shirt at university events, in the classroom, around campus, and online sends a clear signal that Contract Faculty are united and watching closely as negotiations unfold. Each show of support, no matter how small, strengthens your Negotiating Team and reminds the Administration that Contract Faculty are organized and expect meaningful progress at the table.

If you have not yet picked up your shirt, you can still get one:

- Pick up – Waterloo: 202 Regina St. N, Room 128, Tuesday to Thursday, 8:30 am to 4:30 pm
- Pick up – Brantford: Carnegie Building (CB106). Email to confirm availability.
- Delivery by inter office mail: Email your size and campus address to rladner@wlu.ca

You can also request a personalized virtual background slide for your online meetings. Share your name, pronouns, and official title and a background will be created for you to show your support during your online meetings.



Laurier's
Gigification
of Teaching



(NAME)

(Title/Faculty/Department/Area)

I Stand with Contract Faculty
#Fairness4CF

7) Stay Connected

For updates, solidarity photos and Contract Faculty stories, follow WLUF:

- X / Twitter: <https://x.com/WLUF>
- Instagram: https://www.instagram.com/wluf_1/
- Facebook: <https://www.facebook.com/wluf/>
- Bluesky: <https://bsky.app/profile/wluf.bsky.social>

Questions or ideas to share with the Negotiating Team? Contact:

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