



## Collective Bargaining Bulletin #11 – Contract Faculty Unit

### Conciliation sessions on January 23 and January 30, 2026

**Note:** Conciliation is a provincially mandated process that involves a provincially appointed conciliator who assists both sides as they continue to work towards an agreement. If no agreement is reached, then the conciliator files a 'no-board' report to the Minister of Labour.

After two days of conciliation on Friday, January 23 and Friday, January 30, WLUFU's Negotiations Team has asked the conciliator to file a request for a **no-board report** with the Ontario Ministry of Labour, Immigration, Training and Skills Development on Monday, February 2, 2026.

### 1) At the Table – Conciliation Sessions

Remaining articles at the table during conciliation:

Focus Area	Articles / Appendices	High level summary
Appointment Process	Art. 13	Continued discussions on various aspects of CF appointments and job security, including seniority, and the Lecturer and Senior Lecturer Appointments.
Leaves	Art. 18	Continued discussion on various leaves.
Compensation	Art. 25	Awaiting final compensation package.

### 2) What a No-Board Report Means and the Waiting Period

A no-board report is a procedural step in Ontario's bargaining process. It does not mean that a strike is happening now, and WLUFU is not on strike. Bargaining can continue while the Ministry's timelines proceed, and the parties can still reach a negotiated settlement at the table.

The waiting period (sometimes called the cooling off period) begins once the Ministry releases the no-board notice. Under Ontario's process, the parties cannot legally strike or lock out until the 17th day after the day the no-board notice is released. This waiting period

is meant to provide additional time for continued bargaining before any labour disruption is possible.

Even after that date, a strike or lockout can only happen if the required legal steps are met, including required advance notice. Until then, members should report to work as usual.

Ontario collective bargaining overview: <https://www.ontario.ca/page/collective-bargaining>

For additional information about the steps and terms of collective bargaining please consult WLUFA's Collective Bargaining 101 – Bargaining Guide [here](#).

### 3) 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 and their allies 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 matter at Laurier and 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](mailto: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.

### 4) Stay Connected

For updates, solidarity messages and Contract Faculty stories, follow WLUFA:

- X / Twitter: <https://x.com/WLUFA>
- Instagram: [https://www.instagram.com/wlufa\\_1/](https://www.instagram.com/wlufa_1/)
- Facebook: <https://www.facebook.com/wlufa/>
- Bluesky: <https://bsky.app/profile/wlufa.bsky.social>

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