



Contract Faculty Bargaining Unit Meeting

February 5, 2026

CF Negotiating Team

Anne-Marie Allison (CF - Mathematics) - Co-Chief Negotiator

Terry Poirier (WLUFA Executive Director) - Co-Chief Negotiator

Brent Hagerman (CF - Music, Arts)

David Meurer (CF - Liberal Arts)

Evren Altinkas (CF - Political Science)

Mariette Stephenson (CF – Music)

Sobia Iqbal (CF - Biology, Health Sciences)

Linda Watson (WLUFA Staff)

Ryan Ladner (WLUFA Membership Engagement & Communications Officer)

Member Priorities

Equity Dignity Integrity Well-being

meaningful job security,
pathways to permanence,
employer-paid benefits,
fair and equitable compensation,

...

Timeline to January 30

- May 30 – WLUFA gave official notice to bargain
- June 2 – Negotiated bargaining protocols
- June 5, 16, 17, 18, 23, 24, 25, 26, 27 – At the table
- August 25, 28 – Table dates that unfortunately had to be cancelled
- August 31 – Collective Agreement expired
- September 5, 10, 15, 17, 19, 22, 23 – At the table
- September 23 – Admin refused to table their compensation proposal

Unfair Labour Practice Concern

Both parties had agreed to table proposals for similar Articles/Appendices on the same day, including compensation related proposals for Sept 23.

On Sept 23, the Admin tabled that they *intend to propose* a “fair and equitable” across the board (ATB) increase.

WLUFA raised concerns using legal counsel about an unfair labour practice by the Admin for not following the mutually agreed-upon protocol to table compensation proposals on Sept 23.

Strike mandate vote in October

A strike mandate vote was held Oct 1—Oct 6:

84.5% voted YES

A show of strong solidarity with the Negotiating Team!

- Negotiations continued: Oct 6, 9 – At the table

Admin Tabled Compensation Oct 10

Oct 10, the Administration finally tabled their specific compensation (ATB) proposal:

Year 1: 3% + 0.5% market adjustment

Year 2: 2%

Year 3: 2%

Do you think that's "fair and equitable"?!

Negotiations continued

The Negotiating Team continued to negotiate for gains on non-monetary proposals:

- Oct 21, 27, 29; Nov 3, 10, 18, 24, Dec 1, 3 – At the table

Negotiations Update Bulletins have been emailed periodically and posted on the WLUFAs website.

CAUT Defence Fund

The CAUT Defence Fund provides financial support to Faculty Associations engaged in difficult rounds of bargaining, up to and including strike action.

- Late November: WLUFA's Co-Chief Negotiators applied to the CAUT Defence Fund.
- December 1 the application was approved for funding and loan support, should job action be required.

This approval means that, if needed, WLUFA will have access to additional resources to help protect Contract Faculty Members and to sustain any authorized job action that is taken by the Membership.

Far Apart

Despite making strides on various issues, and that negotiations continue, the Parties remained far apart on:

- Permanent-type positions
- Extending the salary experience grid
- Overall compensation
- Compensation for large classes
- Employer-paid benefits equivalent to those for full-time faculty
- IP and workload issues related to AI
- Validity clause regarding future re-opening the CA should any part be deemed unconstitutional (e.g., Bill 124)

Conciliation

To help the Parties reach a negotiated settlement, both Parties filed jointly for Conciliation on Dec 5:

- A provincially appointed Conciliator has been assigned
- Conciliation was scheduled for Jan 23 and Jan 30

Meanwhile, negotiations (pre-Conciliation) continued:

- Dec 16, 17 – At the table
- Four more bargaining dates were scheduled for January prior to and in between Conciliation (Jan 15, 16, 22, 29); two were cancelled (campus closure, illness)

Conciliation (continued)

Bargaining continued in January:

- Jan 22
- Jan 23 (with the Conciliator)
- Jan 29
- Jan 30 (with the Conciliator)

On Jan 30, the Administration refused to table their promised counter on all compensation related proposals.

The Negotiating Team decided to request that the Conciliator file a “no-board” report to the Minister of Labour. It was filed on Monday February 2.

No-board Report

Bargaining is allowed to continue once Conciliation fails and the No-board Report is filed with the Minister of Labour.

The Parties continue to work on counterproposals.

One more day of bargaining has been scheduled:

- Feb 10

No-board Report Received

The No-board Report was received Wednesday, Feb 4

Now the strike / lock-out clock starts to tick:

- ▶ 17 days from the date of receipt of the No-board Report, we are in a legal strike or lock-out position
- ▶ Mediation has been scheduled for Feb 22
- ▶ The Parties have agreed to extend the legal strike or lock-out date to be Mon Feb 23
- ▶ The Parties can continue to bargain prior to Mediation (Feb 10 remains scheduled)

Stay Tuned