



Collective Bargaining Bulletin #1 – Full-time Bargaining Unit

Opening Bargaining Sessions: June 17, 18, and 19, 2026

WLUF issued official [Notice to Bargain](#) on June 16, 2026, formally beginning the next stage of the collective bargaining process for the Full-time Bargaining Unit.

Ahead of formal bargaining, the Parties met for a protocol meeting on May 22, 2026. This meeting provided an opportunity to discuss and mutually agree to the protocols for bargaining.

The Full-time Negotiating Team met with the Employer for full-day bargaining sessions on June 17, 18, and 19.

The next scheduled bargaining sessions are:

- June 22, 2026: Full day
- June 23, 2026: Afternoon

For more information about the collective bargaining process, please consult WLUF's [Collective Bargaining 101 – Information Pamphlet](#).

1) At the Table – Items Opened for Bargaining

During the first three bargaining sessions, WLUF and the University identified the Articles, Appendices, and Letters of Understanding they are proposing to discuss during this round of bargaining.

The tables below provide a high-level overview of the items opened by each Party and their current status. Discussions remain at an early stage. The exchange of counter-proposals means that the Parties have begun working through the relevant language. It does not mean that agreement has been reached.

Table 1: Articles and New Letters of Understanding Opened by WLUFA

Type	Number or identifier	Official title or description	Status
Article	4	General Administration	Opened for bargaining
Article	7	Academic Freedom	Opened for bargaining
Article	10	Evaluation of a Member's Performance	Discussed and counter-proposals exchanged
Article	13	Appointment of Faculty	Discussed and counter-proposals exchanged
Article	14	Appointment of Librarians	Opened for bargaining
Article	17	Leaves	Discussed and counter-proposals exchanged
Article	18	Duties, Responsibilities and Workload of Faculty Members	Discussed and counter-proposals exchanged
Article	19	Librarian Members' Duties, Responsibilities and Workload	Opened for bargaining
Article	21	Administration of Academic Sub-units	Opened for bargaining
Article	22	Employment Equity	Discussed and counter-proposals exchanged
Article	25	Harassment	Discussed and counter-proposals exchanged
Article	26	Discipline	Discussed and counter-proposals exchanged
Article	27	Grievances and Arbitration	Discussed and counter-proposals exchanged
Article	28	Benefits	Opened for bargaining
Article	30	Compensation	Opened for bargaining
Article	31	Student Course Feedback	Discussed and counter-proposals exchanged
Article	32	Pregnancy & Parental Leave	Discussed and counter-proposals exchanged
Article	35	Termination and Alteration of Employment	Discussed and counter-proposals exchanged

Type	Number or identifier	Official title or description	Status
Article	36	Intellectual Property, Patents and Copyright	Discussed and counter-proposals exchanged
Article	38	Funding Support for Teaching, Research and Professional Activities	Opened for bargaining
Proposed new Article	Article XX	Working title or subject to be confirmed	Opened for bargaining
Proposed new LOU	New LOU 1	Working title or subject to be confirmed	Opened for bargaining
Proposed new LOU	New LOU 2	Working title or subject to be confirmed	Opened for bargaining

Table 2: Articles, Appendices, and Letters of Understanding Opened by the University

Type	Number or identifier	Official title or description	Status
Article	2	Definitions	Opened for bargaining
Article	3	Recognition, Rights and Privileges of the Association	Discussed and counter-proposals exchanged
Article	4	General Administration	Opened for bargaining
Article	5	Joint Liaison Committee	Discussed and counter-proposals exchanged
Article	6	Correspondence & Information	Discussed and counter-proposals exchanged
Article	9	Conflict of Interest	Opened for bargaining
Article	10	Evaluation of a Member's Performance	Discussed and counter-proposals exchanged
Article	11	University Governance	Discussed and counter-proposals exchanged
Article	12	Members' Official Files	Discussed and counter-proposals exchanged
Article	13	Appointment of Faculty	Discussed and counter-proposals exchanged
Article	14	Appointment of Librarians	Opened for bargaining
Article	15	Promotion and Tenure of Faculty	Opened for bargaining
Article	16	Promotion and Continuing Appointment of Librarians	Opened for bargaining

Type	Number or identifier	Official title or description	Status
Article	17	Leaves	Discussed and counter-proposals exchanged
Article	18	Duties, Responsibilities and Workload of Faculty Members	Discussed and counter-proposals exchanged
Article	19	Librarian Members' Duties, Responsibilities and Workload	Opened for bargaining
Article	20	Appointment with Reduced Workload	Opened for bargaining
Article	21	Administration of Academic Sub-units	Opened for bargaining
Article	22	Employment Equity	Discussed and counter-proposals exchanged
Article	24	Financial Exigency	Discussed and counter-proposals exchanged
Article	25	Harassment	Discussed and counter-proposals exchanged
Article	26	Discipline	Discussed and counter-proposals exchanged
Article	27	Grievances and Arbitration	Discussed and counter-proposals exchanged
Article	28	Benefits	Opened for bargaining
Article	29	Pensions	Opened for bargaining
Article	32	Pregnancy & Parental Leave	Discussed and counter-proposals exchanged
Article	34	Employment of Non-Members	Opened for bargaining
Article	35	Termination and Alteration of Employment	Discussed and counter-proposals exchanged
Article	38	Funding Support for Teaching, Research and Professional Activities	Opened for bargaining
Article	39	Bargaining Unit Status of Administrators	Opened for bargaining
Article	43	Term of the Agreement – Duration	Opened for bargaining
Appendix	B	Appeal of Research Grants	Discussed and counter-proposals exchanged
Appendix	C	Canada Research Chairs (CRC)	Opened for bargaining
Appendix	D	Phased-in Retirement Option and Courses Taught by Non-Members Under Article 34	Opened for bargaining
Appendix	H	Merit Procedures	Opened for bargaining
Appendix	J	Guidelines for Position Advertisements	Opened for bargaining

Type	Number or identifier	Official title or description	Status
Appendix	K	Guidelines for Tenure and Promotion and Promotion to Associate Professor	Discussed and counter-proposals exchanged
LOU	3	Pension Plan Contribution Threshold and Surplus	Opened for bargaining
LOU	4	Balsillie School at Laurier	Opened for bargaining
LOU	6	Studio Classes in the Faculty of Music	Opened for bargaining
LOU	Y	Penalty Suspended Under Article 34.5	Opened for bargaining

As bargaining progresses, WLUFAs will continue to provide Members with regular, high-level updates. These bulletins are intended to keep Members informed while protecting confidential strategy, detailed proposal language, and the integrity of the bargaining process.

2) Your Negotiating Team

As a reminder, your Full-time Negotiating Team members are:

- Renee MacPhee, Faculty of Science, Co-Chief Negotiator
- Terry Poirier, Executive Director, WLUFAs, Co-Chief Negotiator
- Chima Mbagwu, Lazaridis School of Business and Economics
- Jennifer Root, Faculty of Social Work
- Greig de Peuter, Faculty of Arts
- Derek Gray, Faculty of Science
- Ryan Ladner, Member Engagement and Communications Officer, WLUFAs
- Linda Watson, Senior Administrative Assistant, WLUFAs

3) Between Session Work

Between bargaining sessions, your Negotiating Team has been:

- Reviewing and refining proposals and counter-proposals.
- Preparing for upcoming discussions with the Employer.
- Reviewing current and previous Collective Agreement language.
- Working with WLUFAs staff and sector partners to support the bargaining process.
- Ensuring that proposals continue to reflect Member priorities and the needs of the Full-time Bargaining Unit.

4) Upcoming Bargaining Dates

The next scheduled bargaining sessions are:

- June 22, 2026: Full day
- June 23, 2026: Afternoon

Further updates will be shared with Members as bargaining progresses.

5) Looking for More Information?

Additional information for Full-time Faculty and Professional Librarians can be found on the Full-time Faculty section of the WLUFA website:

<https://www.wlufa.ca/full-time-faculty/>

Members are encouraged to check this page for bargaining updates, Collective Agreement resources, and other Full-time Bargaining Unit information.