



Collective Bargaining Bulletin #2 – Full-time Bargaining Unit

Bargaining Sessions: June 22 and 23, 2026

The Full-time Negotiating Team met with the Employer on June 22 and 23 for the fourth and fifth bargaining sessions of this round.

During these sessions, the Parties continued discussing proposals and counter-proposals and reached agreement on a number of specific changes within several Articles, Appendices, and Letters of Understanding.

Discussions remain at an early stage. Agreement on specific language does not necessarily mean that the entire Article or Appendix has been resolved. Other provisions within the same item may remain under discussion. All agreed changes remain subject to the conclusion and ratification of a renewed Collective Agreement.

The Negotiating Team will return to the bargaining table in August.

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

1) At the Table – Current Status

The tables below provide an updated, high-level overview of the items opened by each Party and their status following the June 22 and 23 bargaining sessions.

The status descriptions provide a high-level view of progress without disclosing detailed proposal language.

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	Agreed changes to specific language
Article	13	Appointment of Faculty	Discussed and counter-proposals exchanged
Article	14	Appointment of Librarians	Some changes tentatively agreed; other language remains under discussion
Article	17	Leaves	Agreed changes to specific language
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	Agreed changes to specific language
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	Agreed changes to specific language
Article	28	Benefits	Agreed changes to specific language
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	Agreed changes to specific language
Article	36	Intellectual Property, Patents and Copyright	Discussed and counter-proposals exchanged

Type	Number or identifier	Official title or description	Status
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	University proposal at Article 3.1.2 withdrawn
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	Agreed changes to specific language
Article	10	Evaluation of a Member's Performance	Agreed changes to specific language
Article	11	University Governance	Agreed changes to specific language
Article	12	Members' Official Files	Agreed changes to specific language
Article	13	Appointment of Faculty	Discussed and counter-proposals exchanged
Article	14	Appointment of Librarians	Some changes tentatively agreed; other language remains under discussion
Article	15	Promotion and Tenure of Faculty	Opened for bargaining
Article	16	Promotion and Continuing Appointment of Librarians	Opened for bargaining
Article	17	Leaves	Agreed changes to specific language
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	Agreed changes to specific language
Article	22	Employment Equity	Discussed and counter-proposals exchanged

Type	Number or identifier	Official title or description	Status
Article	24	Financial Exigency	Agreed changes to specific language
Article	25	Harassment	Discussed and counter-proposals exchanged
Article	26	Discipline	Discussed and counter-proposals exchanged
Article	27	Grievances and Arbitration	Agreed changes to specific language
Article	28	Benefits	Agreed changes to specific language
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	Agreed changes to specific language
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	Agreed changes to specific language
Appendix	B	Appeal of Research Grants	Agreed changes to specific language
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	Agreed changes to specific language
Appendix	K	Guidelines for Tenure and Promotion and Promotion to Associate Professor	Agreed changes to specific language
LOU	3	Pension Plan Contribution Threshold and Surplus	Removal agreed
LOU	4	Balsillie School at Laurier	Removal agreed
LOU	6	Studio Classes in the Faculty of Music	Opened for bargaining
LOU	Y	Penalty Suspended Under Article 34.5	Removal agreed

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 will be:

- Reviewing and refining proposals and counter-proposals.
- Preparing responses to outstanding Employer proposals.
- Developing language for the items that remain under discussion.
- 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 Full-time Negotiating Team will return to the table on:

- August 20, 2026
- August 21, 2026
- August 24 to 28, 2026

These dates will provide the Parties with an extended period to continue working through the outstanding proposals and counter-proposals.

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 WLUFAs 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.