



Collective Bargaining Bulletin #3 – Full-time Bargaining Unit

Bargaining Sessions: August 20 and 21, 2026

The Full-time Negotiating Team returned to the bargaining table on August 20 and 21, continuing the work that began during five bargaining sessions in June.

During the August sessions, the Parties continued presenting, responding to and discussing proposals and counter-proposals across a wide range of issues affecting Full-time Faculty and Professional Librarian Members. Since Bulletin #2, a number of items have moved beyond being simply opened and are now at the stage of further proposals, counter-proposals, discussion, and sign-off.

As noted in previous bulletins, the presentation or receipt of a proposal or counter-proposal does not mean that agreement has been reached. Tentative agreement on a specific change also does not necessarily mean that an entire Article, Appendix or Letter of Understanding has been resolved. Other language within the same provision may remain under discussion.

1) At the Table – Current Status

The tables below provide an updated, high-level overview of bargaining activity since Bulletin #2. The status language is intended to show movement at the table without disclosing detailed proposal language or bargaining strategy.

Table 1: WLUFA Proposals – Current Status

Article / Issue	Bulletin #2 Status	Current Status
Article 4 – General Administration / Working Environment	Opened for bargaining	sign-off pending.
Article 7 – Academic Freedom	Opened for bargaining	WLUFA proposal presented; Employer reviewing.
Article 13 – Appointment of Faculty	Proposals and counter-proposals exchanged	WLUFA proposal presented; Employer response received; discussion continuing.
Article 14 – Appointment of Librarians	Specific changes tentatively agreed; other language under discussion	WLUFA proposal presented; Employer response received; discussion continuing.
Article 17 – Leaves	Tentative agreement on specific changes	WLUFA proposals presented; Employer counter-proposals received.

Article / Issue	Bulletin #2 Status	Current Status
Article 18 – Faculty Duties, Responsibilities and Workload	Proposals and counter-proposals exchanged	WLUFA proposals presented; Employer counter-proposals received; discussion continuing.
Article 19 – Professional Librarian Duties, Responsibilities and Workload	Opened for bargaining	WLUFA proposals presented; Employer reviewing.
Article 21 – Administration of Academic Sub-units	Tentative agreement on specific changes	WLUFA proposals presented; Employer counter-proposals received; discussion continuing.
Article 22 – Employment Equity	Proposals and counter-proposals exchanged	WLUFA proposal presented; Employer counter-proposals received; sign-off pending.
Article 25 – Harassment	Proposals and counter-proposals exchanged	sign-off pending.
Article 26 –Discipline	Proposals and counter-proposals exchanged	WLUFA proposal presented; Employer counter-proposal received;
Article 28 – Benefits	Proposals and counter-proposals exchanged	WLUFA proposal presented. Employer reviewing.
Article 30 – Compensation	Opened for bargaining	WLUFA proposals to be presented.
Article 31 – Student Course Surveys	Proposals and counter-proposals exchanged	WLUFA proposal presented; Employer counter-proposals received; discussion continuing.
Article 32 – Pregnancy and Parental Leave	Proposals and counter-proposals exchanged	WLUFA proposals presented; Employer counter-proposals received; discussion continuing.
Article 35 – Termination and Alteration of Employment	Proposals and counter-proposals exchanged	Additional WLUFA language proposed; discussion continuing.
Article 38 – Funding Support for Teaching, Research and Professional Activities	Opened for bargaining	WLUFA proposals to be presented.
Health & Safety	New proposal	WLUFA proposal presented; Employer counter-proposal received; discussion continuing.
Generative Artificial Intelligence	New proposal	WLUFA proposal package presented; Employer reviewing.
Academic Misconduct Process	New proposal	WLUFA proposal presented; Employer reviewing.

Table 2: Employer Proposals and Counter-Proposals – Current Status

Article / Issue	Bulletin #2 Status	Current Status
Article 2 – Definitions	Opened for bargaining	sign-off pending.

Article / Issue	Bulletin #2 Status	Current Status
Article 4 – General Administration / Working Environment	Opened for bargaining	sign-off pending.
Article 12 – Members’ Official Files	Opened for bargaining	sign-off pending.
Article 13 – Appointment of Faculty	Proposals and counter-proposals exchanged	Employer counter-proposals received; WLUFA response and discussion continuing.
Article 14 – Appointment of Librarians	Proposals and counter-proposals exchanged	Employer counter-proposals received; WLUFA response and discussion continuing.
Article 15 – Promotion and Tenure of Faculty	Opened for bargaining	Employer proposal presented; WLUFA reviewing.
Article 17 – Leaves	Tentative agreement on specific changes	Employer counter-proposals received; WLUFA response and discussion continuing.
Article 18 – Faculty Duties, Responsibilities and Workload	Proposals and counter-proposals exchanged	Employer proposals received; WLUFA response and discussion continuing.
Article 21 – Administration of Academic Sub-units	Proposals and counter-proposals exchanged	Employer counter-proposals received; WLUFA response and discussion continuing.
Article 22 – Employment Equity	Proposals and counter-proposals exchanged	Employer counter-proposals received; WLUFA response and discussion continuing.
Article 24 – Pension	Proposals exchanged	sign-off pending.
Article 25 – Harassment	Proposals and counter-proposals exchanged	sign-off pending.
Article 26 – Discipline	Proposals and counter-proposals exchanged	Tentative agreement on specific changes
Article 28 – Benefits	Proposals exchanged	Employer proposals received; discussion continuing.
Article 31 – Student Course Surveys	Proposals and counter-proposals exchanged	Employer counter-proposals received; discussion continuing.

Article / Issue	Bulletin #2 Status	Current Status
Article 32 – Pregnancy and Parental Leave	Proposals and counter-proposals exchanged	Employer counter-proposals received; discussion continuing.
Article 34 – Non-Members	Proposals exchanged	Employer proposals received; discussion continuing.
Article 35 – Termination and Alteration of Employment	Proposals and counter-proposals exchanged	Tentative agreement on specific changes
Article 38 – Funding Supports for Teaching, Research and Professional Activities	Proposals exchanged	Employer proposals received; discussion continuing.
Article 43 – Terms of Agreement	Proposals exchanged	Employer proposals received; discussion continuing.
Appendix B	Opened for bargaining	sign-off pending.
Appendix C	Opened for bargaining	Employer proposals received; discussion continuing.
Appendix D	Opened for bargaining	Employer proposals received; discussion continuing.
Appendix H	Opened for bargaining	Employer proposals received; discussion continuing.
Appendix J	Opened for bargaining	sign-off pending.
Appendix K	Opened for bargaining	sign-off pending.
LOUs 3, 4, 5, 6 and Y	Opened for bargaining	sign-off pending.

2) Where Bargaining Stands

With bargaining underway again in August, the Parties have now met for seven bargaining sessions in this round. The tables above show that a growing number of issues have moved beyond their initial opening and are now being addressed through further proposals, counter-proposals, responses, rationales, discussion and sign-off.

The Negotiating Team remains focused on priorities identified by Full-time Faculty and Professional Librarian Members.

3) Bargaining Unit Town Hall – Watch for Updates

The Negotiating Team is preparing for a Bargaining Unit Town Hall. The Town Hall will provide Members with an opportunity to receive a bargaining update directly from the Negotiating Team, ask questions and hear more about where negotiations stand.

The timing of the Town Hall will be determined by developments at the bargaining table.

Members are encouraged to watch their email closely for an announcement about the date and time. As bargaining progresses, timely communication and Member participation may become increasingly important. We encourage all Full-time Faculty and Professional Librarian Members to stay connected and watch for further information from WLUFA.

4) Looking for More Information?

Members can find bargaining updates and resources in the [Full-time Faculty section](#) of the WLUFA website:

Please continue to watch your WLUFA communications for bargaining updates and information about the upcoming Bargaining Unit Town Hall.