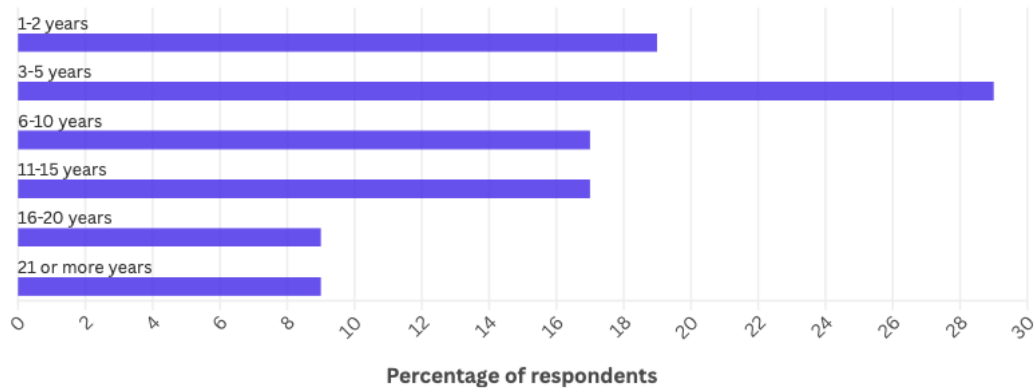


## Contract Faculty Statistics Based on Survey Data, Statistics Canada and Collective Agreement Language 2022-2025

### How many years have you worked as Contract Faculty at Laurier?

Contract teaching is often characterized as "temporary" to justify reduced access to pension and benefits, and lack of job security.

However, more than 50% of CF have taught at WLU for 6 or more years and less than 20% have been teaching at WLU for two years or less.



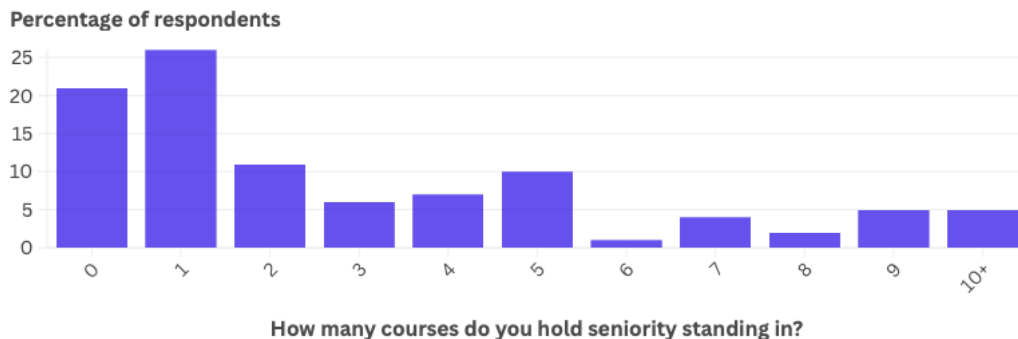
Source: Contract Faculty Negotiating Team Bargaining Survey #1

### What percentage of Contract Faculty hold seniority standing in courses?



It is sometimes claimed that CF only teach under contract on a temporary basis.

However, 79% of survey respondents hold seniority standing in at least one course and 28% of respondents hold seniority standing in 5 or more courses. Seniority standing can only be granted after teaching a course a minimum of 4 times. That's not temporary.



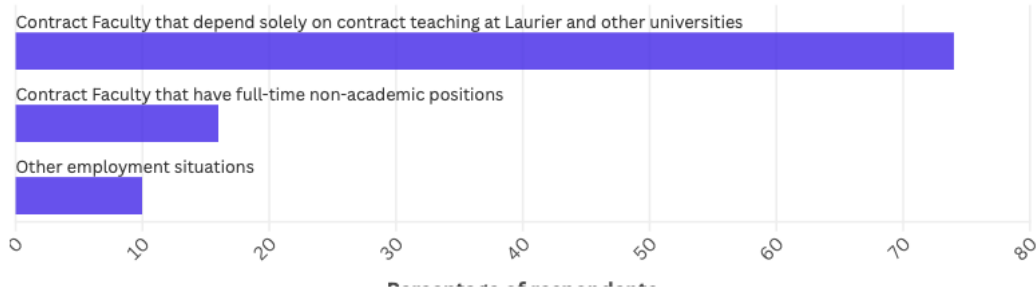
Source: Contract Faculty Negotiating Team Bargaining Survey #2

## What percentage of Contract Faculty depend entirely on teaching for income?



It is sometimes claimed that CF don't need benefits or pension plans because they just teach "on the side" and have full-time jobs elsewhere.

The reality is that a majority of CF depend solely on teaching income.

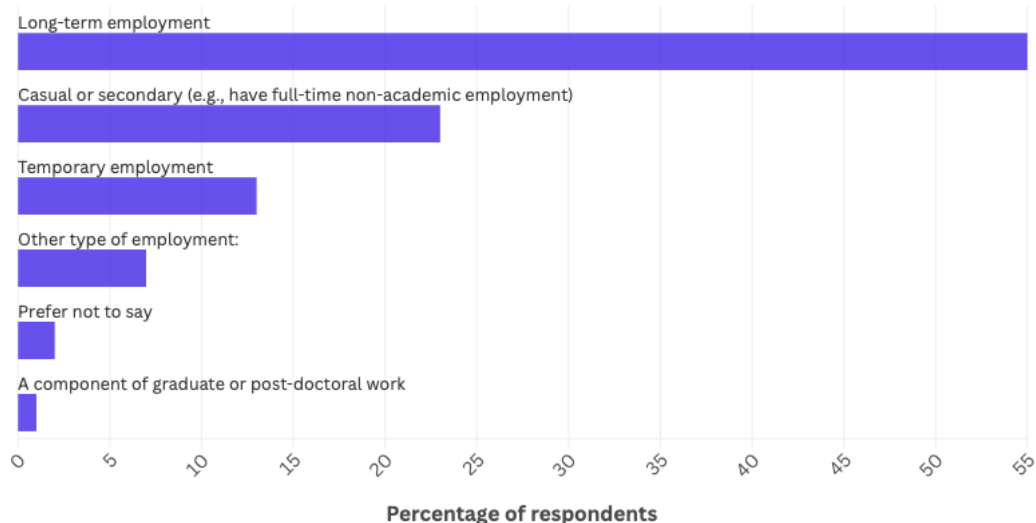


Source: Contract Faculty Negotiating Team Bargaining Survey #1

## What kind of employment do you consider your CF work at Laurier or elsewhere to be?

CF teaching jobs are often characterized as short-term, temporary, supplementary or stepping stones to full-time jobs.

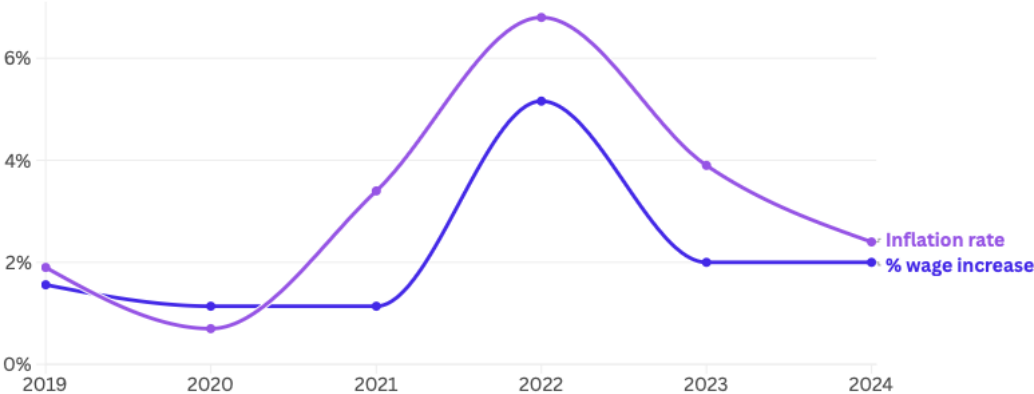
However, a majority of CF consider their work to be long-term employment.



Source: Contract Faculty Negotiating Team Bargaining Survey #3

# WLU Contract Faculty wage gains vs. inflation (Sept. 2019 - Sept. 2024)

The wage gains of the past two collective agreements have been significantly outpaced by increases to the cost of living. The cumulative gap is 6.1% - the equivalent of \$552.39 per course in 2024-2025. CF and their families are being left behind.



Source: Statistics Canada, Collective Agreement WLU-WLUFA Sept. 1, 2019 - Aug. 31, 2022, Collective Agreement WLU-WLUFA Sept. 1, 2022 - Aug. 31, 2025 • (Wage increase is calculated on the base rate plus pay in-lieu-of benefits and vacation pay.)