The University of Regina and the University of Regina Faculty Association (URFA) are currently involved in contract negotiations.

The University of Regina remains committed to continuing negotiations with URFA in a respectful and collegial manner. We remain focused on achieving a settlement through open and honest bargaining at the table and are optimistic that an agreement will be reached and any labour disruptions will be avoided.

The University has learned that URFA received a strike mandate from its members.

The following questions and answers have been developed to assist the campus community:

Q. **What is a strike mandate?**
A. A strike mandate is the approval given by union members to their elected bargaining committee to take future strike action, if and when the committee deems necessary.

Q. **What is a strike?**
A. A strike is a process whereby members of the union discontinue the provision of work in an effort to put pressure on the employer to agree to certain concessions in the collective bargaining process.

Q. **When can a strike occur?**
A. The parties (the University and URFA) are obligated to continue to bargain until they have reached a tentative agreement for ratification or declare an impasse.

At this point the parties are still actively negotiating as there are several proposals outstanding.

Neither party has provided notification that an impasse has been reached.

In the event that negotiations reach an impasse, the provincial Minister of Labour Relations and Workplace Safety (the Minister) must be notified. The Minister will appoint either a labour relations officer, special mediator or conciliation board to assist the parties to resolve the impasse. During this process the union cannot engage in any job action including a strike.

If, the appointed person produces a recommendation to the Minister, which is rejected by either party, or if the appointed person does not produce a recommendation, then a strike is possible.
Once the labour relations officer, special mediator, or conciliation board has informed the Minister that the dispute has not been settled, a 14 day cooling-off period must occur before any strike can commence.

No strike can occur before 48 hours’ notice is provided to the other party, and promptly served upon the Minister, confirming the date and time the strike will commence.

In addition, a strike vote must be taken among employees in the bargaining unit and a majority of employees must vote in favor of taking strike action.

Q. What happens to classes and labs?
A. At this point, there is no impact on classes and labs: they will continue.

Q. How will I receive information on the ongoing bargaining process?
A. Updates will be posted on the University of Regina Human Resources Collective Bargaining Updates page.