Academic Bargaining Update
4 February 2019

Today, the University of Regina Faculty Association (URFA) advised the University it believes an impasse has been reached in negotiations for a collective agreement.

The University has been bargaining since March 2018. Talks were generally constructive and positive. Progress was being made as the University tried to achieve the best possible collective agreement for students, professors and the broader campus community.

Unfortunately, the University and URFA were not able to reach agreement on several proposals.

URFA has now called an impasse.

This does not mean there will be a strike. This does not mean any disruption to classes or to campus life.

As required by provincial law when an impasse in negotiations occurs, the Minister of Labour Relations and Workplace Safety must be notified. The Minister will then appoint either a labour relations officer, special mediator or conciliation board to help resolve this impasse.

During this process the University and URFA cannot engage in any job action, including a strike.

The University is now focused on this next step in the collective bargaining process, and on working with URFA and a mediator to achieve a revised collective agreement.

As noted earlier, URFA and the University were able to settle on issues around merit, performance review, improvements for sessional lecturers including a parental leave “top-up” and increases to the Flexible Spending Account and Family Tuition Benefit.

However, there remain several areas in which we have not been able to agree, including compensation.

Last year, the University reached agreement on two contracts with other employee groups. Both of these resulted in four-year agreements, with modest monetary enhancements that reflect the fiscal situation facing the province and the need to keep tuition and fees affordable.

The University is working under the same principles with URFA.

I will keep you updated regularly. The University will post bargaining status updates on the Human Resource website at https://www.uregina.ca/faculty-staff/.

Thomas Chase
Provost and Vice-President (Academic)