The University of Regina is negotiating a collective agreement with the University of Regina Faculty Association (URFA) that is focused on providing students with the best post-secondary experience.

1. **How long have negotiations been going on?**

   Negotiations began in March 2018 and have progressed well since. Throughout the process, the University remains committed to bargaining in good faith and as transparently as possible. We have done so, too, with students always as our priority.

   On Feb. 5, 2019, URFA advised the University that it believes an impasse has been reached in negotiations for a collective agreement. This is another step in the bargaining process.

2. **What is the main issue?**

   There are a number of issues on the table as is the usual process when negotiating a collective agreement. Outstanding issues include the following: salaries, pensions, work-life balance, and improvements for sessionals. However, our focus is always on ensuring that any agreement is positive for students.

3. **URFA has received a strike mandate. What does that mean?**

   URFA members gave their negotiators a strike mandate. This is part of the collective bargaining process and does not mean a strike is imminent. Rather, it is one tool in the toolbox.

4. **What is the relationship like between the University administration and URFA?**

   The tone of the negotiations is positive and constructive. Throughout this process, the University has been committed to efficient, collective bargaining and a respectful and collegial process to ensure we all emerge from this more unified while providing the best services to our students.

5. **If talks break down, what happens next?**

   According to the Saskatchewan Employment Act, once an impasse is reached, the Minister will be notified and appoint a labour relations officer, special mediator or conciliation board to address the dispute. No strike can occur at this point. 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.
6. **What about classes?**
   At this point, there is no impact on classes. If classes are impacted, the University will provide students with regular updates on classes and other relevant information.

7. **What happens to classes and labs if there is a strike?**
   At this point there is no impact on classes and labs. They will continue.

8. **Will exams be affected? Will I be able to graduate?**
   At this point there is no indication that exams or graduation will be affected.

9. **As a student, can I cross a picket line if there is a strike?**
   Yes, it is your choice. If your classes and/or labs continue, it is your responsibility as a student to attend, meet deadlines, and take exams. Class attendance is recorded during a strike the same way it always is, and normal procedures should be followed. Information about how to cross a picket line safely will be shared in the event of a strike.

10. **How will I receive information on the bargaining process?**
    The University will post regular updates for students. Information can be found at [https://www.uregina.ca/hr/collective-bargaining-updates.html](https://www.uregina.ca/hr/collective-bargaining-updates.html)