URFA-Academic Bargaining

Position Statement #1 – Monetary Package

We are in challenging fiscal times. In 2017-18 the University experienced a multimillion dollar cut to its operating grant that covers the greater part of salary and benefit costs for all U of R faculty and staff. That cut has not been restored. In 2018-19, the University saw a zero per cent increase to the operating grant.

We anticipate another zero per cent on the 2019-20 grant when the provincial budget is announced later this month.

At the same time, our enrolments continue to grow, and with them tuition and fee revenues. Those revenues are what makes possible the University’s offer to URFA. This offer represents everything the University can do in current economic circumstances to enhance faculty members’ monetary packages.

The University’s four-year offer (July 2017 to June 2021) contains a $5.645 million increase, or 8.55 per cent additional money, to salaries and benefits of academic staff.

This includes a 3.75 per cent salary increase over the four-year contract - zero per cent in both year one and year two, 1.75 per cent increase in the third year and a two per cent increase in the fourth year of the contract. It also includes a one-time $1,900 lump sum payment, a $1,000 signing bonus and a $12,000 professional development fund for sessional lecturers, along with all other benefit improvements already agreed to at the bargaining table.

URFA’s current request would require $7.697 million, or 10.93 per cent additional money, over the four-year contract. This includes a six per cent salary increase with an 11 to 15 per cent increase for sessional lecturers in the third year of the contract, along with all other benefit improvements already agreed to by the parties.
We are unable to meet that request without a significant increase in tuition rates.

**Some additional context:**
Over the past year we settled four-year contracts with APT (Administrative, Professional and Technical), CUPE 5791 (Administration, Trades, Technical and Custodial) and CUPE 2419 (Teaching Assistants) for 7.28 per cent, five per cent and 3.28 per cent respectively. In each of the first two years of the three contracts, increases were zero; all contracts also included lump sums.