Academic Collective Bargaining
Student FAQs

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. During this time, the parties have come to agreement on a significant number of proposals. Throughout the process, the University has remained committed to bargaining in good faith and as transparently as possible. We have done so, too, with students always as our priority.

2. What is the current state of negotiations?

The University and URFA had reached an impasse and a conciliator was appointed to address the dispute. After four days of mediation, the University’s final offer was rejected by the URFA-Academic Bargaining Committee. The provincially-appointed conciliator informed the Minister of Labour and Workplace Safety the dispute has not been settled, and we have now entered a 14-day cooling-off period, during which we have two days scheduled to continue negotiations.

We believe our final offer is fair and reasonable. Details about the offer can be found in the final offer communication distributed by the Provost. 
https://www.uregina.ca/hr/assets/docs/pdf/employee-relations/2019-03-12-To-the-University-Community-Final-Offer.pdf

3. What is the main issue?

Outstanding issues include the following: monetary packages, pensions, sessional and teaching hours, liability insurance and instructor ratios.

You can find an overview of the University’s position on outstanding items at https://www.uregina.ca/hr/collective-bargaining-updates.html.

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

The tone of the negotiations has been 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. So, what happens next?

After the URFA Academic Bargaining Committee’s rejection of the University’s final offer, we have now entered a 14-day cooling-off period, which must be concluded before any strike can commence.
URFA would be in a legal position to strike any time beginning March 28, but 48 hours’ prior notice is required before taking any job action. We will continue to provide the campus and wider community with up-to-date information.

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. Students will be informed of any impact on class and lab schedules in the event of a strike.

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)