Strike Mandate Update:
U of R Academic Staff

October 30, 2018
Your Bargaining Committee is asking for a strong mandate to return to the table and move the University towards a reasonable negotiated settlement.

If job action is eventually undertaken, it will be with the goal of reaching a settlement. This means designing action that brings the University to the table while having minimal impact on our members, the students, and the public at large.
Saskatchewan Employment Act: Legalities and Timeline

• “Strike vote” the legal term used in the Act
  • It is designed to intimidate unionized employees

• At any time during the bargaining process, the union may take a strike vote, or the employer may commence lockout procedures

• Both union and employer have tools (strike/lockout) to strengthen bargaining positions
Getting from a Strike Vote to Picket Lines Would Take Months

- Step 1: Begin active bargaining
- Step 2: University is not engaging in meaningful and productive bargaining
- Step 3: Bargaining Committee and URFA Executive call a strike vote
- Step 4: Return to bargaining table empowered with strike mandate to negotiate a fair and reasonable collective agreement
  - Timeframe: several weeks at a minimum
Getting from a Strike Vote to Picket Lines Would Take Months

We negotiate a fair and reasonable collective agreement. Yay!

OR

• Step 5: Continue to bargain, and reach impasse
  • Timeframe: several more weeks, at a minimum

• Step 6: After impasse, must apply to Minister of Labour Relations for mediated bargaining
  • Timeframe: several more weeks, at a minimum
Getting from a Strike Vote to Picket Lines Would Take Months

We negotiate a fair and reasonable collective agreement. Woo-hoo!

OR

• Step 7: After failed mediation, mandatory 14-day “cooling-off” period
• Step 8: Picket lines possible, after 48-hours’ notice served to Minister

Total Timeframe: Months and months.
Some Non-“Strike” Job Actions

• wearing buttons
• displaying materials
• Information campaign
• In class announcements about bargaining
Some Strike Actions (Only after step 8)

- Withholding or slowing grades
- Withholding quorum for University meetings
- One day walkouts
- Multiday walkouts
- Targeted pickets
- Full picket lines
URFA Strike Committee

• Will consult to determine next steps
• Will provide answers to logistical questions
• Will communicate strike pay, duties, etc. as needed
Outstanding Issues

• Standardized Teaching Hours
• Job Security for Sessionals
• Instructor/Faculty ratio proposal
• Performance review and career progress
• New merit system
• Pension and benefits
• Compensation
Standardized Teaching Hours

• URFA is **NOT** proposing hours of work

• The University can currently assign you to teach at any time on any day. (Early mornings, late evenings, weekends)

• At least 8 other universities have protections in place in their collective agreements

• URFA’s proposal: “An academic staff member shall not be required to teach outside the hours of 8:30 am to 4:30 pm Monday to Friday without the explicit approval of that academic staff member.”
Previous URFA – UofR Strike Votes

• 2016 APT Members give URFA a strike mandate
  • Strong collective agreement negotiated
  • No strike

• 1996 Academic Staff Members give URFA a strike mandate
  • Strong collective agreement negotiated
  • No strike
Recent Strike Votes At Canadian Universities

• Oct, 2017- Acadia faculty vote to strike
  • Agreement reached in November, 2017

• Nov, 2017- Contract faculty at U of Toronto Vote to strike
  • Agreement reached in December, 2017 without strike

• Fall, 2017- Faculty at Dalhousie vote to strike
  • Agreement reached February, 2018 without strike

• Oct, 2017- Part time faculty at U of Ottawa vote to strike
  • Agreement reached 9 days later without strike

• May, 2018- Faculty at Carleton vote to strike
  • Agreement reached weeks later following mediation
Lockouts of Academic Staff at Canadian Universities

• St Thomas University- Locked out in Dec. 2007
  *The first time a Canadian academic institution has pre-emptively locked out its academic staff before a strike
• Carleton University- Threatened with Lock Out in May, 2018
• Université du Québec à Trois-Rivières- Locked Out in May, 2018
  *Government eventually ordered University to end its lockout
The stronger the strike mandate, the less likely a strike!
Ballot Information

• Voting will be conducted via online ballot
• A link to your individual ballot will be sent to your email
• Voting will begin on **Wednesday, Oct. 31**
• Voting will close the **evening of Friday, Nov. 2**

A copy of this presentation will be posted online, as well as emailed to all members. A recording of today’s meeting is also available for those who were unable to attend the meeting. If you would like a copy of the recording, please email URFA Communications Officer Eric Bell at [eric.bell@uregina.ca](mailto:eric.bell@uregina.ca).
Stay Informed and Show Your Support

• Read the regular URFA bargaining update emails
• Visit the bargaining team tabling on campus
• Show support by wearing a button
• Like and Follow URFA on Facebook and Twitter
• Contact the URFA Academic Bargaining team at any time if you have questions