Bargaining Update:
U of R Academic Staff

January 25th, 2019
Dec. and Jan. Bargaining Update

Recent bargaining sessions – Dec. 19 (full), Jan. 11 (full), 16 (half), 21 (‘full’)

University Administration has rejected:

• Three year contract
• Standardized teaching hours
• Faculty to student ratio to replace violated Instructor Ratio
• Compensation that keeps place with inflation
• Pension parity with out-of-scope
• Parental leave top up for full-time equivalent sessionals
• Liability insurance to protect academic freedom
Agreement at the Table

• New review process for senior ranks
• More transparent hiring process
• Sessional priority and preference
• Sessional performance review
• Online course development
• Clearer criteria for tripartite review
• Flexible spending account
Outstanding Issues/URFA Proposals

Academic Mission
- Instructor Ratio
- Merit
- Liability

Work-life balance
- Teaching Hours – notice and rest
- Parental leave top up
- Pension

Compensation
- Pension
- Inflation
- Equal pay for equal teaching
Academic Mission
Instructor Ratio

URFA’s proposal is designed to protect the research portion of the academic mission.

- Maintains a complement of research faculty to student enrollment
- Allows instructor hiring where needed
- Zero cost
- Allows for short-term enrollment fluctuations
Instructor Ratio

• The University Admin’s proposal:
  • Removes Nursing from ratio calculation
  • Identical to proposal made and rejected in 2013
  • Does not protect the research mission of the institution
  • Rewards past violation
  • Doesn’t address the underlying challenge
Merit

URFA’s position maintains a recognition and reward system for meritorious contributions to the Academic Mission:

• Status quo is workable
• Willing to entertain mutually beneficial proposals
Merit

The University Admin’s proposal:

- Any time exceptional performance
- Tied to review cycle for well above average performance
- Removes the Deans through centralized decision making post review committee recommendation
- Decisions cannot be appealed
Liability Insurance

URFA’s position is that members need liability insurance coverage to ensure academic freedom:

• The University already carries insurance that covers the institution, not our members
Liability Insurance

The University Admin’s proposal:
- Only the institution needs to be covered
- Coverage in support of academic freedom is too broad
Work-Life Balance
Teaching Hours – Notice and Rest

URFA’s position is that work-life balance requires predictability and rest.

- 8 months’ notice prior to a class that starts outside of 8:30 – 4:30 or on weekends
- 12 hours of rest between the end of a teaching day and the start of the next teaching day
Teaching Hours – Notice and Rest

The University Admin’s proposal:
  • pending
Parental Leave Top Up

URFA’s position is that paid parental leave for full-time equivalent sessionals supports work-life balance and equity by reducing the precarity of sessional employment.

- Top up for full-time equivalent sessionals
Parental Leave Top Up

The University Admin’s proposal:
  • No
Pension

URFA’s position is that adequate pensions are essential to ensure work-life balance – inadequate pensions delay retirement and reduce quality of life.

• Pensions parity with out-of-scope
• Key to faculty renewal
Pension

The University Admin’s proposal:

• No
Compensation
The proportion of the overall budget for academic staff is less at the University of Regina than in the average of our comparators, and the gap is increasing.
Underfunded Academic Budget

The U of R pays notably less at the Full and Associate ranks.
The U of R has chosen to pay some out-of-scope administrators competitively, while faculty salaries remain below comparators’

<table>
<thead>
<tr>
<th>Position</th>
<th>University of Regina: $</th>
<th>University of Toronto: $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dean of Nursing</td>
<td>242,341.00</td>
<td>231,465.97</td>
</tr>
<tr>
<td>President</td>
<td>365,998.00</td>
<td>409,501.00</td>
</tr>
<tr>
<td>Provost</td>
<td>399,999.96</td>
<td>292,500.00</td>
</tr>
</tbody>
</table>
Pension

URFA’s position is that the transition from DB to DC has reduced and will continue to reduce the value of benefits.

- The DC plan is underfunded
- This has been recognized for out-of-scope employees
- Why are academic staff less valued?
Pension

The University Admin’s proposal:

- No
Inflation

URFA’s position is that wages must at least keep pace with inflation

- Year 1: 3%
- Year 2: 2%
- Year 3: 2%
- Year 4: 2%
Inflation

The University Admin’s proposal:
- Year 1: 0%
- Year 2: 0%
- Year 3: 1%
- Year 4: 1%
- A real wage cut of up to 10.5%
Equal Pay for Equal Teaching

URFA’s position is that comparable teaching should be compensated at the same rate.

- Sessional lecturers are paid $780 - $3300 less per course than instructors with the same qualifications
- This recognizes service and research are not part of sessional duties
Equal Pay for Equal Teaching

- *Instructor Per Course* = \( \frac{\text{Floor of Salary Range} - 30\% (\text{for service})}{6 \text{ Courses per year}} \)

- *Instructor III Per Course* = \( \frac{\$77,259 - 30\% (\text{for service})}{6 \text{ Courses per year}} \) = $9,116

- *Current Sessional III per course* = $7,916
Equal Pay for Equal Teaching

• Removes the incentives to replace permanent positions with sessionals
• Removes the incentives to rely on sessionals to teach an expanding student body
Equal Pay for Equal Teaching

The University Admin’s proposal:
  • No
Provost Web Update

• This update ignores that these gains were originally proposed by URFA and only agreed to after the membership presented a strike mandate
• Sessional benefits agreed thus far (dental and extended health coverage) were already mandated by law (Saskatchewan Employment Act 2-39; Regulations Section 35, subsection 4B)
• “Double” equals what full time employees already get
• Budgets – even with financial constraints, budgets are choices; they need to make better choices
• Tuition has risen even when we get zero
## Growth in Expenses at the U of R

<table>
<thead>
<tr>
<th>Function</th>
<th>Growth in Expenses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Credit Instruction</td>
<td>+0.86%</td>
</tr>
<tr>
<td>Non-Credit Instruction</td>
<td>-3.03%</td>
</tr>
<tr>
<td>Library</td>
<td>-0.35%</td>
</tr>
<tr>
<td>External Relations</td>
<td>+3.21</td>
</tr>
<tr>
<td>Computing</td>
<td>-0.86%</td>
</tr>
<tr>
<td>Administration and General</td>
<td>+7.44%</td>
</tr>
<tr>
<td>Facilities</td>
<td>+3.95%</td>
</tr>
<tr>
<td>Ancillary</td>
<td>-1.93%</td>
</tr>
<tr>
<td>Special Projects</td>
<td>+17.32%</td>
</tr>
<tr>
<td>Capital</td>
<td>-6.99%</td>
</tr>
<tr>
<td>Research</td>
<td>+1.85</td>
</tr>
<tr>
<td>Trust &amp; Endowment</td>
<td>-6.86%</td>
</tr>
</tbody>
</table>

- From note 20 (Expenses by Function) of the University's Annual Report (2018)
What I can I do?

Tell Senior Administration how you feel:
Tom Chase
   email: provost@uregina.ca
BoG Chair
   Cathy Warne
Vianne Timmons
   email: the.president@uregina.ca
Stay Informed and Show Your Support

• Read URFA bargaining update emails
• Visit the bargaining team tabling on campus
• Show support by wearing a button and displaying postcards
• Like and Follow URFA on Facebook and Twitter
• Contact the URFA Academic Bargaining team at any time if you have questions
Questions?
The Path Towards a Collective Agreement

Notice to Bargain → Bargaining Negotiations → Agreement → Ratification Vote

Members Vote for Strike Mandate

Mediation

Strike

Members can vote for a strike mandate at any time during the bargaining process. A vote on a strike mandate does not necessarily lead to job action, but it is a significant source of bargaining power that can be used to resolve priority issues.

A strike does not necessarily mean picket lines. A strike can include everything from wearing buttons, displaying posters, up to work interruption, rotating pickets, and full work stoppage.

Collective Agreement