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Mediation with University administration fails to reach agreement for U of R Academic Staff

Despite investing approximately 40 hours over four days in mediation with University administration, URFA has not been able to reach a fair and reasonable collective agreement for U of R Academic staff, opening up the possibility of job action before the end of the semester.

“We were hopeful that with the assistance of the mediator we would be able to reach an agreement and avoid the possibility of job action,” said URFA President Sylvain Rheault. “Unfortunately university administration remains unwilling to come to an agreement that meaningfully addresses our core outstanding issues. With the mediation process now exhausted, URFA could be in a legal strike position as early as March 28th.”

“It is now a very real possibility that reaching an agreement will require some form of job action,” Rheault said. “While URFA is still hopeful that an agreement can be reached, preparations for possible job action are currently underway.”

“In terms of total financial package, URFA and the University are not far apart. We seek to ensure the University’s commitment to its mission statement. We believe the community deserves a university that fosters innovative research, provides quality instruction, and offers an exemplary working and learning environment for faculty and students,” Rheault said. “We implore the University Administration to work with us to reach an agreement as soon as possible to ensure that a fair and reasonable contract is negotiated without having to resort to job action that would interrupt students and put the end of the semester at risk.”

The Collective Agreement covering University of Regina Academic Staff members, which includes faculty, instructors, laboratory instructors, librarians, and sessionals, expired in June 2017. Negotiations with University management have been ongoing since April, 2018.

Outstanding issues include a faculty ratio that prioritizes research, pension contributions, compensation that keeps pace with the rate of inflation, equal pay for equal teaching, and hiring sufficient permanent teaching staff to provide excellent teaching for students.
The University of Regina Faculty Association is the certified bargaining agent for 1,400 full and part-time employees in seven bargaining units at the University of Regina, First Nations University of Canada, Campion College, and Luther College.

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