Article 23.5.2.2 – Record of Employment Hours; Sessional Contracts

Currently, the collective agreement deems one three-credit-hour class the equivalent of 208 hours in determining hours for records of employment. The determination of 208 hours was made over 14 years ago and no longer accurately reflects today’s teaching demands. Sessional members have concerns that the hours reported on their records of employment do not adequately reflect the present state of delivering courses at the University of Regina.

To address our member’s concerns surrounding record of employment hours, we proposed an increase from 208 hours to 235 hours per one three-credit-hour class on April 17th, 2018. In determining hours of employment, URFA considered the changes to the teaching landscape over the past 14 years (larger class sizes, increase in accommodations, larger international study body), the hours allocated across other Canadian Universities, and the First Nations University of Canada collective agreement, which defines one three-credit-hour class as the equivalent of 235 hours. URFA believes all courses delivered under the University of Regina should be considered equivalent.

This language remained in proposals handed over on two subsequent bargaining sessions (November 14th and December 19th, 2018). On each occasion, the University rejected the proposed language outright. At each session, the University expressed that hours of employment of 208 hours for one three-credit-hour class was previously negotiated with URFA and they were sticking to that number.

When this language was presented once again by URFA on January 21st, 2019, URFA reiterated the fundamental reasons this change in record of employment hours per course was necessary. Specifically, URFA noted that that student body has increased 33% over 10 years and as a result, class sizes have increased significantly. Moreover, teaching requires more administrative work and student make-up has changed, including a larger international study body and increased accommodations. The University response that day was a recognition of an increase in teaching demands and course delivery, and outright rejection, once again of the proposed language stating that 208 hours is sufficient, and they have no reason to change these hours.

URFA believes the University’s refusal to increase the hours of employment from 208 to 235 hours per one three-credit-hour class to match the hours at First Nations University
of Canada and more accurately reflect today’s teaching landscape flies in the face of their professed commitment to education. This leaves students with fewer teachers who have the time to meet with them one-on-one for clarifications, advising, tutoring, and motivation to succeed, despite an increase of 36% in tuition over the last 10 years.

URFA believes those delivering at least 50% of the undergraduate courses should have the ability to spend more time interacting with students. The more formal and informal face time students can get with their educators, the better off they are academically and the better they’ll be at coping with the demands of university life. In contrast, there’s a limit to how much time even the most dedicated sessionals can spend with their students, especially considering they are unrecognized for the time and efforts required to perform teaching duties.