Following 6 months of negotiations, on December 7, 2016, a Tentative Agreement was reached on behalf of the Academic Staff bargaining unit at First Nations University of Canada. Between January 6 - January 17, 2017, a secret ballot ratification vote was held in accordance with the provisions of the Saskatchewan Employment Act and the URFA Constitution and Bylaws.

The membership of the Academic Staff bargaining unit has voted to ratify the Tentative Agreement.

The University's ratification process was completed in late-January. The task of finalizing and implementing the new Collective Agreement has begun.

**Summary of Gains**

1. **Wages, Parity and Retroactivity**
   * U of R salary scale and increments adopted as of January 1, 2016 (see chart)
   * Retained modified parity language (App. B.1)
   * Employees brought to new floor January 1, 2016
   * New ceiling applies January 1, 2016
   * 1% retroactive to January 1, 2016 and annually
   * Overload rate increased from $6200 to new Sessional 1 rate of $7063, increasing January 1, 2018 by 1%
   * Department head stipend increased from $5500 to new Sessional 1 rate of $7063, increasing January 1, 2018 by 1%, and may be taken as stipend or course release
   * Coordinator stipend increased from $2750 to $3531.50 (SL1 rate), increasing January 1, 2018 by 1%

2. **Benefits**
   * New supplemental benefit for employees who are eligible for benefits
   * Reimburses costs for items/services allowable under CRA guidelines
   * $450 effective January 1, 2017
   * Increases to $750 as of January 2018, and annually thereafter
   * Unused balance carries forward for one year

3. **Appointments**
   Tenure-Track & Tenured Appointments
   * “Permanency” replaced with tenure and tenure-track appointments
   Administrative Appointments
   * Limitations and consultation regarding renewals
   Sessional Appointments
   * Information pertaining to sessional appointments moved to new agreement
4. Performance Review
* Expanded role of consultation in committee in development of criteria documents
* Limited and fairer use of student evaluations
* Created general procedures for review board

5. Working Conditions
* Merged and improved discrimination and harassment protections (into Article 5)
* Improved workplace accommodation language, and moved from an appendix into body of agreement
* Improved health and safety provisions pertaining to ergonomics and surveillance

6. Academic Planning and Consultation
* Consultation with members affected by changes to programs
* Due consideration to staffing levels and workload due to planning initiatives
* Expanded role for consultation in committee throughout the agreement

7. Other
* Updated union membership provisions in accordance with the SEA and URFA constitution and by-laws
* A seat on the Joint Relations Committee for a member of the bargaining unit
* Improved language on sharing of information between the parties

Thank you to the membership, the Bargaining Committee, and everyone at URFA for your work and support during these negotiations.