**MARK YOUR CALENDAR**

**URFA Spring General Meeting**
Thursday, March 30, 2017
2:30 – 4:30 p.m.
Shu Box Theatre

All URFA members are encouraged to attend! Please watch your email for further announcements!

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**COUNCIL OF REPRESENTATIVES**

Vacancies still exist on the Council of Representatives. All terms commence May 1, 2017. For information on the vacancies, visit [here](#).

For further information contact URFA at urfa@uregina.ca or call 306-585-4378.

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**EQUITY CONFERENCE REPORT**

This month, URFA members attended the Regina & District Labour Council’s Fifth Annual Equity & Human Rights Conference. [Read more...](#)

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**WELCOMING OUR NEW ED**

It is with great pleasure we announce Kevin Siebert as our new Executive Director. He joins URFA from the University of Saskatchewan, College of Medicine.

Kevin is a husband and father to four busy children and is very excited to return to the University and help the association achieve their goals and objectives.

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**BUDGET DEVELOPMENT FORUM**

The next open forum will be held on Monday, February 27th, 1:00-2:00pm, Language Institute 215.

See [Budget](#)

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**2017 Annual Call For Volunteers**

The Faculty Association is seeking members to serve as URFA representatives on various [Joint University Committees](#) across campus and on various URFA Standing Committees. All appointments to committees are open to URFA members of the appropriate bargaining units and, unless otherwise indicated, are subject to terms commencing May 1, 2017 and ending April 30, 2018. The Annual Call for Volunteers will close at 4:30 p.m. on Tuesday, February 28, 2017. Further information can be found [here](#)

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The **Call for Nominations for the Council of Representatives** closed on February 1, 2017. Please join URFA in congratulating the members that were nominated and acclaimed: **Darlene Juschka** (Faculty of Arts), **Shelagh Campbell** (Faculty of Business Administration), **Amy Snider** (Centre for Continuing Education), **Nola Erhardt** (Lab Instructor), **Ann Ward** (Campion College), **Bettina Schneider** (FNUniv Academic), **Loanne Myrah** (UR APT), and **Juliet Bushi** (Sessional).

**FNUniv Collective Agreements Ratified**

Following extensive negotiations last Fall, Collective Agreements have been reached for both **tenure-track** and **sessional academic staff members at First Nations University of Canada**. Secret ballot ratification votes were held in accordance with the provisions of the Saskatchewan Employment Act and the URFA Constitution and Bylaws, and the membership of the bargaining units voted to ratify the new agreements. The **University Board ratified** both agreements in late January, and the final documents are now being produced.

**Minister of Advanced Education letter on Public Sector Compensation**

The University of Regina, Campion College, Luther College and First Nations University of Canada received compensation restraint letters from the Minister. With bargaining preparations well underway, URFA has requested a copy of the letter and is making all efforts to engage the employer in discussion. [Continue reading...](#)

The following **letter of response to the Quebec City mosque attack** on January 29 was kindly shared by the Royal Roads University Faculty Association. “RRUFA unequivocally condemns xenophobia and Islamophobia and all other hate speech used by politicians and others who seek to undermine our common human values and dignity.” URFA supports these statements and thanks all URFA members who supported local vigils. [Continue reading...](#)

**The UofR Academic Staff and APT Collective Agreements expire on June 30, 2017.** Following a call for volunteers, the URFA executive approved the academic and APT bargaining teams at its October meeting. Your academic and APT bargaining teams can be found [here](#). Don’t forget to submit your Workplace Issues to the URFA [Suggestion Box](#).

**Mobilization and communication efforts** will be coordinated by Shelagh Campbell, assistant professor of business administration, and the URFA staff will provide administrative and logistic support. The bargaining teams will begin meeting within the next month and will soon start to solicit input from academic staff and APT members about the issues that are collectively important for this round of bargaining. Thank you in advance for your support!
FNUniv APT Negotiations – What do you think?

The members of the FNUniv APT Negotiating Committee – Cory Gauthier, Lisa Bighead, Amy Morris and Debbie Sagel – have begun getting ready to negotiate changes that you want in the APT collective agreement. The agreement is due to expire on March 31, 2017. The committee has met twice and is planning how it will collect information from the membership.

We anticipate starting to negotiate in the month of April. The parties have agreed to interest based negotiations (IBN) again for this round. We are looking at negotiating for three full days per week for three weeks in April. The bargaining is facilitated by a representative from the Labour Relations and Mediation Division of the Government of Saskatchewan and will begin with refresher training on the principles of IBN and then will move directly into bargaining.

In the meantime, the team is working on consulting the APT members, beginning with a meeting in Prince Albert on February 21st. An additional meeting will be held in Regina for the APT members there.

IMPORTANT DATES ~

January 1 – FNUniv Sessional wages increase by 10% (retroactive payments coming soon); FNUniv Academic HCSC begins

February 28 – Deadline for academic staff to cancel a sabbatical that has already been granted (Campion, Luther, UofR)

March 1 – Deadline for FNUniv academic staff to cancel a sabbatical that has already been granted to commence July 1

March 1 – April 1, 2017 – Requests for paid out vacation must be submitted by UR APT members to the Out of Scope Head or Designate between March 1 and April 1

March 15 – Deadline for Dean, Director to meet with FNUniv APT member and discuss the Annual Information Form

March 31 – Deadline for Dean, Director to complete final assessment of FNUniv APT Performance Review Form

March 31 – Deadline for Education Leave Committee to submit decision on FNUniv APT Education Leave Applications

March 31 – Deadline for notifying tenure-track staff members if their appointment has been renewed or if they have been granted tenure (Campion, FNUniv, Luther, U of R)

April 1 – FNUniv APT increments are awarded; FNUniv Sessional Pension Plan begins

Within 30 days of Notification of Appointment Renewal or Granting of Tenure & No Later than April 30 – Academic staff members who wish to appeal a negative decision regarding appointment renewal or tenure must file a notice of appeal with the Faculty Association (Campion, Luther, U of R)

April 30 – Year end for performance review for UR APT members

April 30 – Fiscal year end for Accountable Professional Expense Account for UR APT members

May 1 – Deadline for UR to provide APT members with performance review forms; FNUniv Sessional Benefit Plan begins

Within 30 days of receipt of Notification of Non-renewal of Probationary Appointment or Denial of an Appointment with Permanency and no later than June 15 – Deadline for FNUniv Academics for filing an appeal to the Faculty Association. In cases of non-renewal of a probationary appointment or denial of an appointment with permanency (regardless of whether it is the final year of probation), a Notice of Appeal must be filed by the academic member as above.