



UNIVERSITY OF REGINA
FACULTY ASSOCIATION

U of R Academic Bargaining Update

March 26, 2019

Dear U of R Academic Staff Members,

As you may know, your Bargaining Committee reached a tentative agreement shortly after 6:00 pm on March 25th, 2019. The gains we made at the table came only as the result of concerted and coordinated efforts from so many different people. We would not have reached a tentative agreement at this time without support from across the University of Regina community.

We want to thank the URFA Executive Committee for assistance, insight, and their creative ideas. Their unwavering solidarity throughout the bargaining process saw us through the work of bargaining, and kept us on track.

We would like to express our gratitude and admiration for the URFA Job Action Committee. Their incredible work on member and public communications, organizing strike training, planning logistics, and generating support for strike readiness has been inspirational and absolutely crucial in this round of bargaining.

We want to thank the Regina Public Interest Research Group (RPIRG) for organizing and hosting an excellent town hall, and for helping students engage with and navigate the issues that could have come from job action. RPIRG's solidarity and support has been heartening.

Thanks also to the University of Regina Students' Union (URSU) for engaging with their members about the bargaining process and potential job action. We know we would not have reached an agreement without student support and involvement.

We would like to express our gratitude to U of R students and the larger community for communicating their interests to the University Administration, and helping move us toward a University we can all be proud of.

Of course, we could not have achieved a tentative agreement without the support and engagement of the entire U of R Academic membership; our U of R Administrative, Professional, and Technical (APT) colleagues; fellow URFA members at Campion, Luther, and FNUniv; and the solidarity of the CUPE bargaining units.

We would like to acknowledge the efforts of the University Administration bargaining team over the course of negotiations. The Academic Bargaining Team also thanks Michael Kozdron, who was our Chief Negotiator until November 2018.

Full details of the tentative agreement will be provided at a **Meeting early next week**. The date and time for the meeting will be emailed to members as soon as a meeting space has been confirmed. Those

working remotely will be able to join via Zoom. A ratification vote will be conducted via online ballot following the conclusion of the meeting.

We believe concessions were made on both sides, and there is lots of work to do in the next round and during the interim. We made some important improvements in the way the University Administration will engage our members now and into the future. The tentative agreement is a different document than what the University Administration originally proposed, which is an accomplishment that came from the hard work of all the people and groups who engaged with us during negotiation. Thank you to everyone who has supported us; we could not have done this alone.

In solidarity,

Your U of R Academic Bargaining Committee

Jason Childs (Chief Negotiator, Economics)

Kate Cushon (Library)

Britt Hall (Biology)

Andi Céline Martin (KHS)

Colin Tether (URFA MSO)