



**UNIVERSITY OF REGINA
FACULTY ASSOCIATION**

June 24, 2019

UFRA files policy grievance over Add One/Drop One implementation

U of R Academic Members,

After consulting with our legal counsel, URFA has filed a policy grievance over the University's stated method of implementation of the Add One/Drop One increment in Appendix A of the 2017-2021 collective agreement.

It has always been URFAs position that incremental increases were negotiated for all term, tenure track and tenured employees through the Add One/Drop One provisions, not just those at the top and bottom of the salary scales. As we have mentioned before, when discussing the Add One/Drop One at the bargaining table, the bargaining committee was told specifically by university administration that "everyone will get one," and that it would be of great benefit to U of R Academic members.

When the bargaining committee did agree to include the Add One/Drop One increment in the collective agreement they believed, based on the representations made by the university administration at the bargaining table, that everyone would receive this benefit in year three of the collective agreement. By filing this grievance, URFA is making every effort to hold the university administration to its word.

We will continue to update members as we move forward with the grievance process.