

Bargaining Update: FNUniv Academic Staff

September 30, 2019



UNIVERSITY OF REGINA
FACULTY ASSOCIATION

Introductions

FNUniv Academic Bargaining Team:

- Ed Doolittle
- Colin Tether
- Tara Turner (Chief Negotiator)

We would also like to thank Jody Bellegarde and Leta Kingfisher for serving in an advisory capacity.

Survey Results

- There were 13 responses out of 31 members
- Wages and Pensions continue to be top priority – 85% of respondents placed these in the top three.
- Working Conditions and Non-Salary Financials were also rated in the top three priorities by 54% and 30% of the respondents respectively
- Workplace Equity and Governance were each placed in the top three priorities by 15% of the membership
- No other priorities were identified

#	Field	1	2	3	4	5	6	7	Total
1	Wages and Salary (includes increments, merit, pay ladders, etc.)	30.77% 4	15.38% 2	38.46% 5	7.69% 1	0.00% 0	7.69% 1	0.00% 0	13
2	Pensions and Benefits (Contribution Rates, Health and Dental, Vision, Spending Accounts, etc.)	38.46% 5	30.77% 4	15.38% 2	7.69% 1	7.69% 1	0.00% 0	0.00% 0	13
3	Non-salary financials (APEA, research grants, sabbatical research grants, etc.)	7.69% 1	30.77% 4	7.69% 1	23.08% 3	15.38% 2	15.38% 2	0.00% 0	13
4	Workplace Equity (harassment, discrimination, pay equity, postings and appointments, etc.)	7.69% 1	0.00% 0	7.69% 1	38.46% 5	38.46% 5	7.69% 1	0.00% 0	13
5	Governance (consultation and participation in university policy creation, etc.)	15.38% 2	0.00% 0	0.00% 0	7.69% 1	38.46% 5	38.46% 5	0.00% 0	13
6	Working Conditions (class size, teaching load, time spent on service, etc.)	0.00% 0	23.08% 3	30.77% 4	15.38% 2	0.00% 0	30.77% 4	0.00% 0	13
7	Other - Please Specify	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 13	13

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Bargaining Timeline

2018-05-02 – Notice to bargain provided by URFA

2018-06-30 – Contract Expired

2019-03-25 – Academic Priority Survey Closed

2019-10-03 – Interest Based Negotiations Training Scheduled

2019-10-09 – Pipe Ceremony Scheduled

Interest Based Bargaining

“[A] process which focuses on the identification of common issues of concern to a trade union and management . . . It is a co-operative effort. The first objective is to obtain mutual agreement on the issues faced by the parties, followed by collaboration and analysis of the various solutions” (Corry, David J. 2001: 1-1)

Bargaining Priorities

Your bargaining team has identified a number of interests that we intend to negotiate including:

- Improvements to Pension contributions
- The creation of a wellness account to supplement benefits and taxable health expenditures such as gym memberships etc.
- Enhance leave for ceremonies by providing travel and expense funds
- Maintain salary and benefits parity with the University of Regina
- Clarifying the hiring process and procedures including the process for converting term positions to tenure-track
- Addressing workload concerns with a focus on establishing uniform TA and Tech support
- Address growing workload demands for Department Heads
- Clarify the process for recognizing non-academic credentials

The bargaining team is also currently conducting a review of all articles to ensure consistency between agreements wherever possible and to make various housekeeping improvements to the Collective Agreement

Stay Informed and Show Your Support

- Read URFA bargaining update emails
- Like and Follow URFA on Facebook and Twitter
- Contact the FNUniv Academic Bargaining team at any time if you have questions

Questions?

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The Path Towards a Collective Agreement

