



**UNIVERSITY OF REGINA  
FACULTY ASSOCIATION**

**Appendix A- Timeline changes**

The following timeline changes have been put in place for UFRA members as a result of the COVID-19 pandemic.

**Tenure Track Extension by one year**

The University **has added one year to the tenure-track period for any academic staff member who is in a tenure-track appointment as of January 1, 2020.**

This increases the initial tenure-track period to six years for this group of academic staff members.

For academic staff members who have either requested the two-year extension under Article 14.4.3.4 or applied for the extension under this article, the maximum time spent in the tenure-track appointment will be 8 years.

As academic staff members can apply for tenure at any time over the tenure-track period, no academic staff member will be disadvantaged by this change. If an academic staff member's research is not affected by the COVID-19 pandemic, they can apply for tenure in their normal time frame.

All new tenure track appointments **after July 1, 2020** will fall under the regular collective agreement provisions.

**Research Grant Extensions**

Grant agencies have given the option to extend research grants to those whose research was delayed due to COVID-19. The research office was to contact people individually to see if they were planning on requesting an extension or not.

**Performance Review Delayed until September (APT)**

According to Article 11.2 of the URFA/U of R APT Collective Agreement, the performance review process is set to begin in May. However, the University has requested to delay the performance review process until September. Given the circumstances, URFA is in favour of this decision, and is granting the University approval to do so. The University created a simplified performance review form for the 2019-20 year that is to be completed and submitted to HR by **September 30**.

### **Vacation Carryover (APT)**

According to HR, U of R APT members **may carry over 10 days of vacation from 19-20 into the 20-21 vacation year. All vacation, including carry over from 19-20, must be used within the 19-20 vacation year.**

However, According to article 21.5 of the University of Regina's collective agreement with APT members, "an APT member may carry over up to 5 days vacation entitlement from one year to the next. With the written permission of the Out-of-Scope Head or Out-of-Scope Designate, additional carry over up to the full amount of the vacation entitlement, may be carried over from one year to the next under special circumstances.

The University has extended the carry-over allotment for this year to 10 days. But this may still be insufficient for some members. URFA's position is that the COVID-related changes that have occurred since March represent precisely the "special circumstances" envisioned in the collective agreement. If you feel that these circumstances have resulted in your requiring more carry over than the 10 days offered by the University, you should immediately make a written request to your Out-of-Scope Head for permission to carry over as many days as necessary up to the full amount of your entitlement. Should this permission be denied, please contact the URFA office immediately so that appropriate steps may be taken to protect your rights under the collective agreement.

### **Vacation Carryover (Academic)**

U of R Academic members may carry over vacation days from one academic year into the next year upon a written request to their Dean, as is the current provision in the collective agreement.