



**UNIVERSITY OF REGINA  
FACULTY ASSOCIATION**

May 10, 2019

**Update to U of R Academic Bargaining “add one/drop one” issue**

U of R Academic Members,

URFA has engaged our legal counsel and will be taking every action possible to challenge the University's implementation of the add one/drop one increment in the new collective agreement.

To be clear, the implementation of add one/drop one in the 2014-2017 contract did not include those in the faculty ranks and the language is **not** identical to what was agreed to in this contract as the University has claimed. No two URFA academic contracts have contained identical "add one/drop one" language.

Specifically, we were told at the table when discussing the costing of the add one/drop one that "everyone will get one" and this would be a great benefit to our members. At best the university administration's statements in their communication to deans and directors are incomplete, at worst they are deliberate misrepresentations of the facts.

When we agreed to include an "add one/drop one" in the collective agreement we believed, based on the representations of the university administration made at the bargaining table, that every term, tenure track, and tenured academic staff member of the URFA Academic bargaining unit would receive a benefit of the add one/drop one in year three of the contract. This is exactly the position we will take going forward as we make every effort to hold the university administration to its word.

We will continue to update members as we work to find a resolution to this issue.

Sincerley,

Your U of R Academic Bargaining Committee