



UNIVERSITY OF REGINA
FACULTY ASSOCIATION

welcome
to URFA

Your union on campus.

Table of contents

Who we are	4
Strategic plan 2021-2026	5
History	6
Working for you	7
Your elected representatives	9
Your collective agreement	11
Membership benefits	13
Get involved	14
Contact us	15

The purpose of the University of Regina Faculty Association is:

- a. to enhance the freedom and quality of teaching, learning, scholarship, debate, thought and research within the university community,
- b. to improve the working conditions of its members;
- c. to uphold the principles of equality of opportunity and human rights;
- d. to promote the sustainable economic development of the University;
- e. to promote the ecological sustainability of the University;
- f. to promote solidarity with the labour movement;
- g. to advocate university affairs to all levels of government and the broader community.



URFA is more than 1,500

members across Campion College, First Nations University of Canada, Luther College and the University of Regina campuses who are working to advance the academic mission of our universities and colleges.

Who we are

The University of Regina Faculty Association (URFA) is a union of more than 1,500 professionals working to advance the academic mission of the, Campion College, First Nations University of Canada, Luther College and University of Regina.

Members of URFA include faculty; sessionals; librarians; instructors; laboratory instructors; and administrative, professional, and technical (APT) employees across seven bargaining units on campuses in Regina, Saskatoon and Prince Albert, along with multiple satellite locations across the province.

URFA is made up of seven different bargaining units, each with their own collective agreement:

- Campion College Academic
- First Nations University Academic
- First Nations University Administrative, Professional and Technical
- First Nations University Sessional Academic Staff Members
- Luther College Academic
- University of Regina Academic
- University of Regina Administrative, Professional and Technical

URFA works for its members to negotiate strong collective agreements, ensure a safe and healthy working environment, and to provide guidance, assistance and support to members on a number of workplace issues.

URFA members work as faculty; sessionals; administrative, professional and technical employees; librarians; instructors; and lab instructors.

Strategic plan 2021-2026

VISION

University of Regina Faculty Association members are diverse, engaged and secure in their employment and physical, mental, spiritual and emotional health. In an environment of academic freedom, freedom of expression, collegiality and respect, they drive a culture of teaching, research and community engagement that makes the world a better place.

An URFA member is:

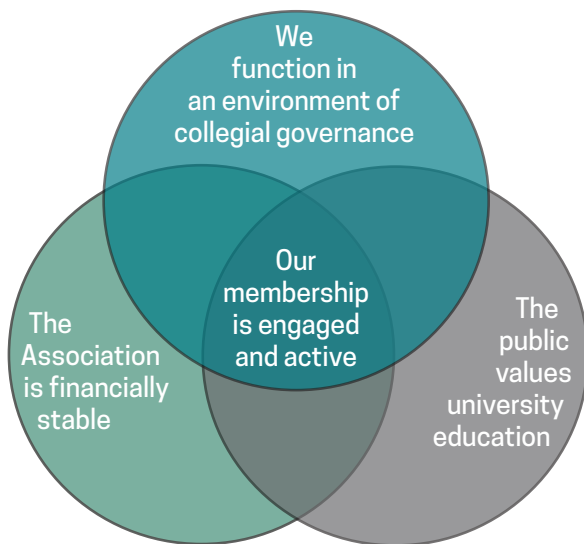
- Respectful
- Inclusive
- Collegial
- Inquiring

VALUES

MISSION

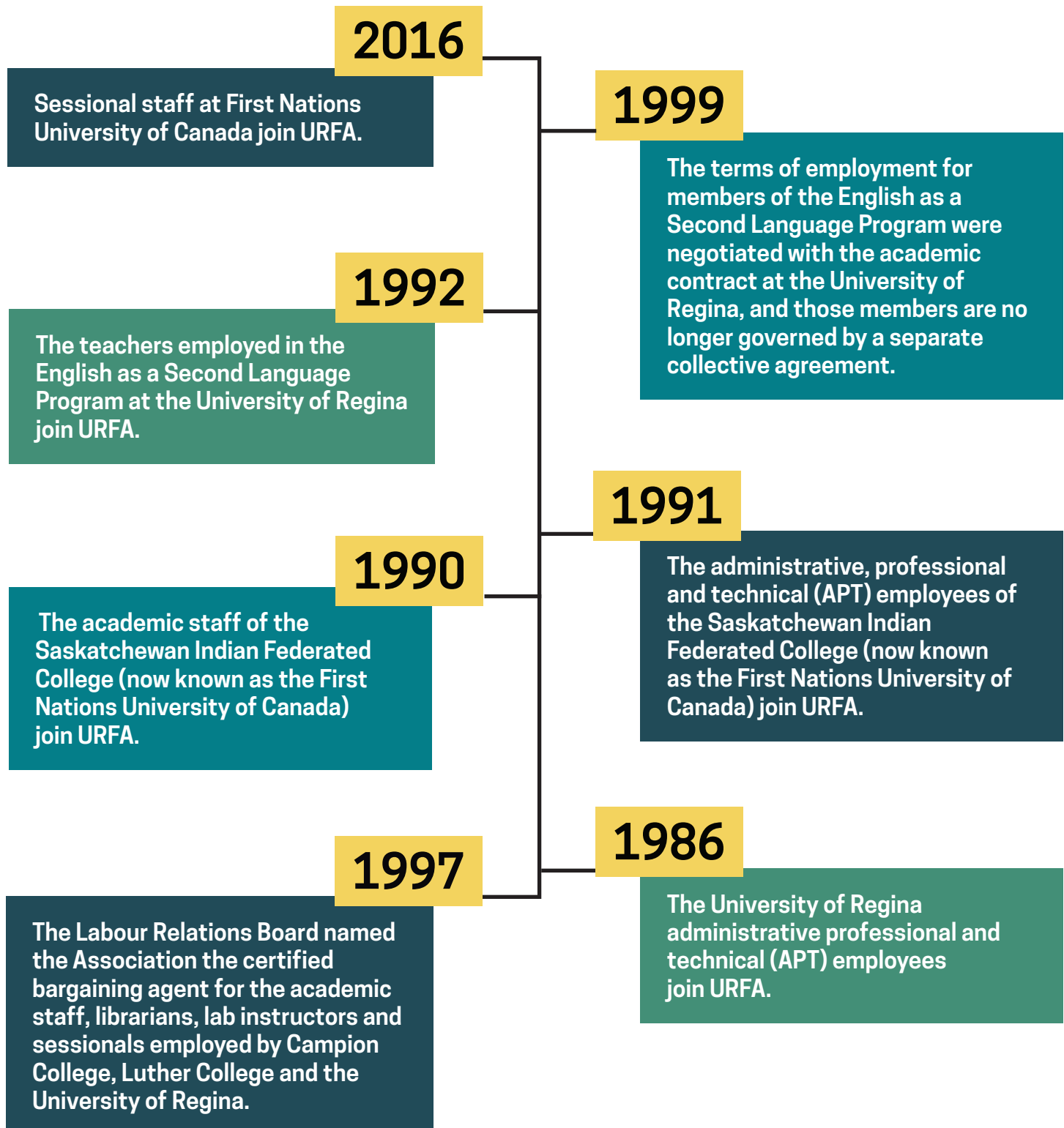
The University of Regina Faculty Association achieves its vision by:

- Providing a unified and inclusive voice on behalf of its members
- Bargaining collective agreements
- Defending and protecting members' rights
- Fulfilling our role in collegial governance
- Educating members and the public about workplace issues
- Engaging in respectful and inclusive relationship-building
- Advocating for strong public university education



STRATEGIC DIRECTIONS

History



Working for you

URFA's full-time professional staff work on your behalf.

Whether you need advice, clarification, or have a workplace question that you need to discuss with someone confidentially, URFA offers a welcoming and safe environment for members. URFA's team of Member Services Officers are experts on your collective agreement and are able to provide you with guidance and advice.

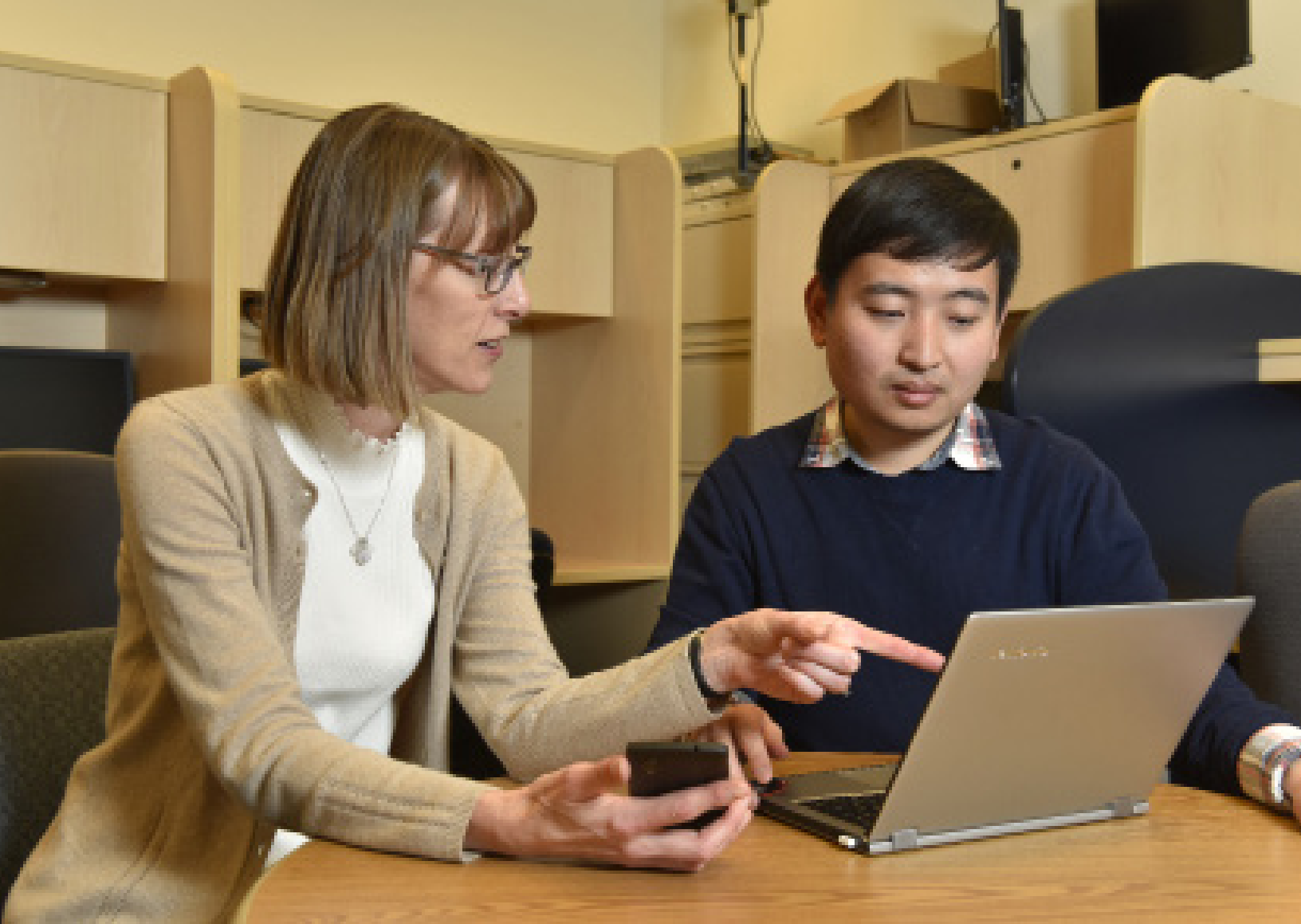
All URFA Member Services Officers (MSOs) also have mental health first aid training and are able to provide immediate support and guidance in a safe environment. MSOs can converse about mental health, and can provide members with assistance in finding professional and other mental health supports.

Please do not hesitate to contact URFA if you have any questions, are interested in more information about your collective agreement, or would like guidance and support when dealing with an issue in your workplace.

All communications and meetings are kept strictly confidential, and URFA will never share information or contact the University/College on your behalf without your consent.

URFA's team of Member Services Officers are able to help members with:

- Workplace complaints and grievances
- Representation in meetings between yourself and the employer
- Resolving member conflicts
- Assistance with workplace accommodations
- Member appeals
- Providing guidance and advice for performance reviews
- Providing guidance, advice, and support during workplace investigations
- Assistance with return to work following a leave



We're here to help.

You can contact the URFA office for assistance at any time and a Member Services Officer will be assigned to you.

We can be reached at 306-585-4378 or urfa@uregina.ca. Our office is located in Room 122, Campion College on the University of Regina campus.

Your elected representatives

URFA is managed by an **Executive Committee** made up of and elected by URFA members. The Executive Director and URFA staff handle the day-to-day operations of URFA and are directed by the Executive Committee. The Executive Committee also ensures that URFA's constitution and bylaws are maintained and upheld. The URFA constitution and bylaws can be found online at www.urfa.ca.

The URFA Executive Committee is made up of nine elected positions:

- President
- Treasurer
- Grievance Officer
- Equity Officer
- Vice-President (Academic)
- Vice-President (Administrative, Professional and Technical)
- Member-at-Large (Academic)
- Member-at-Large (Administrative, Professional and Technical)
- Sessional Member

The President, Treasurer and Vice-Presidents are elected to two year terms. The Equity Officer and Members at Large are elected by and from all voting members of the Council of Representatives for one year terms. The Grievance Officer is appointed by the Executive Committee, following recommendation from the Grievance Committee.

URFA's **Council of Representatives** is made up of and elected by URFA members and provides policy advice and recommendations to the Executive Committee for the benefit of the

Association. The Council of Representatives meets quarterly and is made up of members from across all bargaining units and includes the following elected positions:

- Faculty of Arts (3)
- Faculty of Business (1)
- Centre for Continuing Education/ESL (1)
- Faculty of Education (1)
- Faculty of Engineering (1)
- Faculty of Media, Art and Performance (1)
- Johnson Shoyama Graduate School of Public Policy (1)
- Faculty of Kinesiology and Health Studies (1)
- Faculty of Nursing (1)
- Faculty of Science (2)
- Faculty of Social Work (2)
- La Cité universitaire francophone (1)
- Librarians and Archivists (1)
- Lab Instructors (1)
- Campion College (1)
- Luther College (1)
- First Nations University of Canada Academic (1)
- Sessionals (5)
- University of Regina APT (5)
- First Nations University of Canada APT (2)
- Finance Committee (1)
- Pension and Benefits Committee (1)
- Equity Committee (1)
- Sessional Advocacy Committee (1)
- Bylaws and Resolutions Committee (1)
- Grievance Chair (1)

Members of the Council of Representatives are elected to two-year terms and approximately half are elected each year. Find out who your representative on COR is at www.urfa.ca.



Member-driven leadership

URFA is managed by a volunteer Executive Committee made up of and elected by URFA members.

Members of the Council of Representatives are made up of and elected by URFA members, and provide the Executive with feedback and advice.

Elections for various positions are held annually and on a rotating basis.

Your collective agreement

Your collective agreement is the written contract that outlines many of the terms and conditions of your employment as a member of the bargaining unit. The terms and conditions of the agreement are reached through collective bargaining between URFA and the University/College.

Terms and conditions in your collective agreement include your salary and benefits, conditions of employment including job postings, responsibilities and obligations of the University/College, yourself, and URFA, as well as procedures for dispute resolution.

Your collective agreement is negotiated every few years by a committee of URFA members from your bargaining unit who negotiate on behalf of all the members in your unit. Every URFA member has the opportunity to provide input during the negotiation process, and every member has the opportunity to vote on the final collective agreement that is presented to the membership.

URFA is made up of seven separate bargaining units, each with its own collective agreement. The bargaining unit you belong to should have been specified in your original letter of offer from the University/College. If you are unsure which bargaining unit you belong to, and which collective agreement outlines the terms and conditions of your employment, contact the URFA Office for assistance.

Copies of your collective agreement are available online at www.urfa.ca or you may contact the URFA office for a printed copy. We strongly recommend that you take the time to read through and understand your collective agreement and the benefits and provisions that you are entitled to under your agreement.

If you have any questions about your collective agreement, you can contact the URFA office at any time and we will be happy to assist you.

All of URFA's collective agreements are available online at www.urfa.ca.



URFA is made up of seven separate bargaining units, each with its own collective agreement.

- Champion College
- First Nations University Academic
- First Nations University Administrative, Professional and Technical
- First Nations University Sessional Academic Staff Members
- Luther College
- University of Regina Academic
- University of Regina Administrative, Professional and Technical

Membership benefits

The benefits that you are entitled to as an URFA member are the result of decades of negotiations on behalf of URFA members.

The biggest difference between a unionized workplace and a non-unionized workplace is negotiated collective agreements versus the exclusive use of employer policies. Negotiated collective agreements set out your salary and benefits and establish mechanisms to deal with day-to-day issues in the workplace.

URFA's negotiated collective agreements help to ensure:

- A safe and healthy workplace
- Fair wages and benefits
- Job security
- Dignity and respect for all members
- Equity and fairness
- Opportunities for professional development and career advancement

URFA is member-funded through the payment of dues at a rate decided by the membership. Union

dues are tax deductible and provide all members with a range of services and benefits including:

- Assistance when dealing with workplace related issues, questions, concerns, appeals, and grievances
- Negotiating contracts to ensure that members get the best possible salaries and benefits
- Lobbying for improvements to your workplace
- Communications to raise the profile and awareness of URFA and the work its members do
- Membership in affiliate organizations such as the Canadian Association of University Teachers
- Access to other URFA services including member emergency fund.
- Resources for members
- Supporting the next generation through student bursaries

Your union, your voice.

As a member of URFA, you are part of the collective voice of over 1,500 employees at the Campion College, First Nations University of Canada, Luther College and the University of Regina. Together we are stronger, and can work to bring positive change to our workplaces.

Get involved

URFA has a number of volunteer committees run by members that ensure the success of URFA's operations, as well as raise awareness of member issues and advocate on behalf of the membership.

The **Grievance Committee** works to ensure that the provisions of the URFA Collective Agreements are maintained and that all members of the Association are treated fairly. The committee works to ensure that members are provided with fair representation when filing a grievance.

The **Sessional Advocacy Committee** advocates on behalf of sessional lecturers, sessional lab instructors, and sessional field coordinators including for improved benefits and job security.

The **APT Advocacy Committee** represents the interests of all APT members at the First Nations University of Canada and the University of Regina and its satellite campuses.

The **Equity Committee** represents the interests of equity seeking groups and works to ensure a more fair and equitable working

environment for all members.

The **Member Mobilization Committee** works to increase member involvement and engage and educate members on workplace issues.

The **Pension and Benefits Committee** provides advice and recommendations to the URFA Executive concerning all matters related to pension and benefit provisions of the Collective Agreements.

URFA also has a number of committees relating to the operations of URFA, including the **Bylaw and Resolution Committee**, **Finance Committee** and **Trust Committee**, as well as a number of joint University Committees with seats dedicated to URFA members.

We are stronger together. Members are encouraged to become involved with URFA committees or put their name forward for an elected position on the Executive Committee or Council of Representatives. However, there are other ways to participate with URFA, including attending the fall and spring general meetings and other URFA events throughout the year.

Volunteer with URFA.

URFA has a number of volunteer positions as elected members of the Executive or Council or Representatives, or on committees run by members, that ensure the success of URFA's operations, as well as raise awareness of member issues.

Contact us

Whether **you** have an
issue at work,
need some **help**,
or just want to say **hello**,
URFA is **here for you.**



Connect with us

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www.urfa.ca

 facebook.com/UofRFA  [@UofRFA](https://twitter.com/UofRFA)