



UNIVERSITY OF REGINA
FACULTY ASSOCIATION

URFA Add one/Drop one Grievance moves to arbitration

October 16, 2019

In June, URFA filed a stage one policy grievance over the University's stated method of implementation of the add one/drop one increment in Appendix A of the 2017-2021 U of R Academic Staff 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.

After filing the stage one grievance (as outlined in Article 21.4 of the URFA U of R Academic Staff Collective Agreement), the University responded in July that they did not agree with URFAs position, and denied the grievance.

URFA notified the University that their response was unsatisfactory, and filed a stage two grievance, as outlined in Article 21.5 of the Collective Agreement. In September, the University responded that they maintained their response from the Stage One grievance, and denied the Stage 2 Grievance.

The URFA Grievance Committee recommended in their October meeting that the grievance move forward to the next step, arbitration. The Executive Committee accepted the recommendation and has approved the grievance to move forward to arbitration. The arbitration process, outlined in Article 21.6, involves the grievance being submitted to an arbitration board consisting of three members, including one named by the University and one named by URFA. Both URFA and the University will agree on a third member to serve as chair of the board. The board will then meet, hear evidence from both parties, and render a written decision, which will be final.

It remains URFA's position that, 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 moving forward with the arbitration process, 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.