U of R Academic Staff Negotiations - Claims vs. Facts

U of R Academic staff are trying to reach an agreement that:

- Ensures there are enough full time faculty so students can receive the best education possible and receive sufficient supports
- Is fair for sessional instructors, who teach many of your courses, but are paid far less and have little job security
- Provides an exemplary working and learning environment for both faculty and students

U of R Academic Staff have been without a contract since 2017. We want to reach an agreement and avoid a strike.

There has been a lot of information circulating around campus about the reasons why U of R Academic staff haven’t reached an agreement with University administration. Below are some of the facts.

**CLAIM:** Faculty are threatening to strike because they want large salary increases

**FACT:** This is not true. We are seeking compensation that is fair and equitable for full time faculty, librarians and instructors as well as sessionals. We are much more concerned with increasing fairness for sessional instructors, hiring more full time faculty to teach a growing student population and ensuring the best education possible for students than seeking a major pay increase.

**Academic staff are not seeking large salary increases. So why won't University Administration negotiate a reasonable agreement?**

**CLAIM:** The University can’t afford to reach an agreement that is fair for faulty members without raising tuition.

**FACT:** The University has raised tuition every single year since 2009 for a total increase of 36%, even in years where University employees have received 0% pay increases. At the same time, salaries for University Administration have increased by an average of 22% since 2013. After 10 straight years of tuition increases, it is possible that University Administration will raise tuition again, regardless of the agreement reached with faculty.
The University administration can afford raises for themselves. So, why are they saying they can’t afford to negotiate a reasonable agreement with U of R Academic staff?

CLAIM: Faculty wants to go on strike. They don’t care about the effect it would have on students.

FACT: The last thing U of R Academic Staff want to do is go on strike. Faculty have been without a contract since 2017, and are doing everything they can to reach a fair agreement without having to resort to job action that would disrupt students. They want to avoid a strike so that they can continue serving our students and doing what we do best as faculty, sessionals, instructors and librarians.

U of R Academic Staff will do everything that we can in order to avoid any disruption to students. We recognize that there is never a good time to strike, and that it would be stressful and disruptive for students. However, we believe that it is in the best interests for the future of the university and its students to fight for an agreement that is fair and ensures that both current and future students receive the best education possible in an exemplary learning environment for both teachers and students.

Why won’t the University administration negotiate a fair agreement and ensure that the semester won’t be interrupted?

In order to ensure that a strike is avoided, we need your help. Email University President Vianne Timmons (president@uregina.ca) and Provost Tom Chase (provost@uregina.ca) and tell them to work to reach an agreement with URFA that is fair so that everyone can finish the semester without disruption.