Job Action FAQs for Administrative, Professional and Technical Employees Bargaining Unit (APT)

Librarians, instructors, professors and sessionals (University of Regina Academic Staff Bargaining Unit) have no desire to strike. But we have been without a contract since July of 2017. We have worked hard to negotiate with University administrators (Employer), but they have been slow to bargain with little enthusiasm pushing bargaining and then mediation well into 2019. We want to negotiate a fair and equitable contract.

What are the issues?
We are working on three main issues during this round of bargaining: recognizing the value of teaching for contract faculty members; compensation that keeps pace with the rate of inflation; and ensuring the continuance of the University’s research mission.

Why not just settle for an agreement in order to prevent a strike situation?
URFA is alarmed that our Employer has put its core mission of high-quality teaching and research at risk by failing to reinvest in librarians, professors, instructors and sessionals. In fact, Universities all across Canada are beginning to be run by a “business model” rather than a “public education” model where profits (e.g. the overuse of underpaid sessional Instructors) are emphasized over the accessibility and quality of education (e.g. overly large class sizes). We are fighting for actual adherence to the University’s core mission rather than just being a nice slogan to recruit students.

If no agreement is reached by March 28th, 2019....How will the strike affect me?
Classes will almost certainly be cancelled in the event of a strike, and instructors will likely be prevented from accessing URCourses and email. Instructors will not be coming on to campus for office hours. Although URFA regrets this very real disruption in your academic year that a strike may entail, all of this is done in the long-term interests of improving the quality of student education at the University of Regina.

What happens in the event of a strike?
Librarians, instructors, professors and sessionals (University of Regina Academic Staff will be expected to withhold teaching and administrative service.

What will strike action involve?
You will see picket lines at university main entrances. These picket lines will not prevent access to the university grounds.
How long will it last?
The length of the possible strike will be determined by progress at the bargaining table. This necessarily involves both the Employer and URFA.

Can I cross the picket line?
The choice is yours. If you cross the picket line, you work as normal. If you do not cross the picket line, you don't get paid and there is not disciplinary action against you. Below is how the APT collective agreement addresses strikes (https://www.urfa.ca/images/pdf/contracts/2017-2021-APT-Collective-Agreement_Final-for-website.pdf):

APT Collective Agreement Article 34 - No Strikes or Lockouts

34.1 The Association agrees that it will not engage in or participate in any slow-down, strike, or picketing during the currency of this agreement. The University agrees that it will not lock out any members of the bargaining unit during the currency of this agreement.

34.2 Notwithstanding Article 34.1, no APT member shall be required to cross a picket line at the member's place of work, and no APT member shall be penalized for failing to cross such a picket line, except for loss of salary. The member may make arrangements with the appropriate Out-of-Scope Head or Out-of-Scope Designate for use of vacation time in place of the leave of absence without pay.

34.3 In the event of a lockout or strike involving another bargaining unit at the University, APT members will not be required to assume any duties which are different from the duties they normally perform, and which are considered part of the job responsibilities of employees in the affected unit.

Can I do any of the work of someone on strike?
No. Per Article 34.3 “In the event of a lockout or strike involving another bargaining unit at the University, APT members will not be required to assume any duties which are different from the duties they normally perform, and which are considered part of the job responsibilities of employees in the affected unit.”

What happens to course offerings outside Regina (Saskatoon and Prince Albert and online)?
If these courses are delivered by University of Regina Academic Staff then these courses will not be offered.

What if a class is a shared program with Saskatchewan Polytechnic?
Faculty from Saskatchewan Polytechnic have expressed their support of our strike action. They will not co-teach any joint course offerings with our Employer.

Will this impact classes taught any time of the day (morning, evening, weekends)
The choice of job actions will be determined by URFA. In case of a full strike, then no courses should be offered at any time.

How will the semester be impacted? How might students make up for lost course time?
URFA wants to reach a fair agreement with the employer and, if a strike is necessary, wants to minimize the impact on students. URFA and the Employer will negotiate a back-to-work agreement that will enable students to resume courses.

**What will happen to spring Convocation?**
Spring Convocation is in June. Historically the average length of a faculty strike in Canada has been four days. It is the responsibility of our Employer to ensure student grades have been submitted in a timely fashion.

**Will this impact me financially?**
APT members should not be impacted financially by a strike in another bargaining unit unless they decide not to cross the picket lines (see article 34.2 of the APT collective agreement above). If our Employer imposes any financial penalty to an APT members with a strike as justification, this should be grieved.

**How can I stay updated on the status of contract negotiations?**
Check out URFA, and our Bargaining Bulletins: [https://www.urfa.ca](https://www.urfa.ca)

**Still have questions?**
Contact the URFA Office at [urfa@uregina.ca](mailto:urfa@uregina.ca) and we will do our best to answer them.