Job Action FAQs for Federated Colleges

Librarians, instructors, professors and sessional lecturers (University of Regina Academic Staff Bargaining Unit) have no desire to strike. But we have been without a contract for two years as of July 1, 2019. We have worked hard to negotiate with University of Regina administrators (the 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 reasonable contract.

What happens to faculty at the the Federated Colleges during a strike situation?
Faculty at the three Federated Colleges (Campion College, Luther College, and the First Nations University of Canada) are covered under separate collective agreements. While faculty at those institutions may express solidarity with striking workers, their classes are expected to continue and they will be permitted to cross picket lines in order to gain entry to instruct their courses.

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

Why not just settle for an agreement in order to prevent a strike situation?
URFA is alarmed that University of Regina administrators have put the Employer’s core mission of high-quality teaching and research at risk by failing to reinvest in librarians, professors, instructors and Sessional Lecturers. 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 taught at the University of Regina 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 to campus for office hours. Although URFA regrets this very real disruption that a strike may entail.
What happens in the event of a strike?
Librarians, Instructors, Faculty 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 any strike is determined by progress at the bargaining table. This necessarily involves both the Employer and URFA.

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

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 the University of Regina.

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

Still have questions?
Contact the URFA Office at urfa@uregina.ca and we will do our best to answer them.