



LABOUR DISRUPTION FINANCIAL IMPACT

From February 10 – March 21, 2022, the University of Lethbridge and the University of Lethbridge Faculty Association (ULFA) were engaged in a labour disruption (a strike / lockout). During the disruption, students did not attend courses, have assignments or examinations, or engage in any faculty-supported activities (unless supervising faculty members were excluded through an essential service designation). ULFA members were prohibited from accessing University workplaces.

The University did realise some expense savings due to the labour disruption, as ULFA members were not paid by the University during the disruption (except as set out in the mutually negotiated Essential Services Agreement). These savings amounted to just over \$6.6 million. ULFA member benefit coverage continued pursuant to the Collective Agreement (Schedule B, B.12), while pension contributions by ULFA members and the University ceased during the labour disruption. Although ULFA members were not paid by the University during the labour disruption, all other employee groups continued to work, and all non-faculty employment contracts, including hourly employees, continued to be honoured. Such employees were paid in keeping with scheduled hours or hours that would have otherwise been scheduled.

However, the University also incurred additional expenses, as well as lost revenue due to the disruption. Recognising the significant disruption to student learning and the student experience, tuition credits were provided to students (\$3.8 million), housing was extended at no additional charge to the residence students due to the extended semester dates, parking passes were refunded, partial refunds were provided for Sport & Recreation Services fees, additional student supports were provided, and convocation regalia fees as well as interest fees were waived. Ancillary Services and Fine Arts lost revenues in the amount of \$274,000, and the University incurred extra costs due to additional security and legal contracts required during the labour disruption.

When the savings were weighed against the lost revenue and additional expenses, the labour disruption resulted in overall savings of approximately \$273,000.

Financial Impact from Labour Disruption		
Labour Disruption: February 10-March 21, 2022		
As of May 14, 2022		
Compensation		
Academic staff salary and benefits - Feb 11-Mar 21, 2022		\$(6,567,783)
Non-academic staff - continued employment/overtime		\$100,000
Sessional Lecturers/Teaching Assistants extensions		\$76,507
Faculty parking permits - waived March & April 2022		\$43,831
Student Refunds		
Tuition credit	\$3,843,332	
Housing - accommodations (end of term - May 5, 2022) + early move out	\$451,390	
Parking - 2 months refund	\$202,320	
Sport & Recreation Services fee - 25% reduction	\$157,207	
Indigenous student support	\$186,147	
Convocation regalia fee waived	\$38,200	
Education - PSII Practicum Fee	\$11,720	\$4,910,996
Fine Arts lost revenue - from performances - estimate		\$274,159
Contracts (Security, legal)		\$888,851
	Net (savings)	<u>\$(273,439)</u>