

News from Now-Here

President's Report

As your president, I get to go to a lot of meetings in addition to our own member and executive meetings. In August, there was an all-presidents meeting for CUPE Saskatchewan. In September, I met with the employer's representatives on several occasions. In October, I was at the Saskatchewan Federation of Labour convention. While there, I spent some time hoping that the person next to me was a smoker. Unless smoker's coughs are infectious, I was wrong. I spoke at the ASPA rally on October 26th. At the beginning of November, I attended the CUPE National convention in Vancouver, where the output from the simultaneous translation headphones was not quite synched with the output from the loudspeakers. And, in the middle of November, we finally resumed bargaining.

The best meeting of the year is coming up. It is our annual general meeting at the University Club on Tuesday, December 8th, at 4:00 pm. We have business to conduct, of course, but I think we will be able to get through it expeditiously. Once the business is out of the way, we can have drinks and dinner. The food is always good and the conversation delightful. Join us.

Brian Zamulinski
President, CUPE 3287

For more information about the upcoming AGM, see the agenda on page 10. Don't forget to **RSVP by Tuesday, December 1**. Contact the Union office at cupe3287@usask.ca or (306) 966-7023. Join your fellow Sessionals for a evening of solidarity, relaxation, and fun!

Wanted: Sessional Reps for Arts and Science Faculty Council Committee

Get involved! There are exciting opportunities for members to take part in collegial governance. The following positions are currently vacant:

Academic Affairs Committee—meets 8 times a year

Division of Social Science Academic Programs—meets approximately every 2 weeks

Division of Humanities and Fine Arts Academic Programs—meets approximately every 2 weeks

Contact cupe3287@usask.ca if you'd like to serve as our representative on one of these committees. Volunteer selection will take place at the AGM.



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Grievance Report

General Comments

CUPE 3287 has the following not-quite-resolved or unresolved formal grievances from 2015.

2015-01 concerns a mistake in hiring in which the candidates with Right of First Refusal were not offered the position. The situation was made right by the employer without the need for a hearing. However, a further complication occurred when the postings in this department were altered to indicate that no more than one section of a sectioned course (one for which there are multiple sections) could be taught by an individual during a term. It appears that this error is on the way to being ironed out informally.

2015-02 concerns a dismissal “with cause” which occurred this fall. This is one of the most serious grievances that has ever come to the Union. A dismissal with cause is one in which the employer alleges that the employee has gone awry in a way which warrants immediate action without progressive discipline; i.e. without a chance to make things right or to do better. The Union strongly disagrees with the employer’s apparent assessment of the situation. There will be an informal meeting of reconsideration in accordance with Article 19.03. If not resolved there, the grievance will go to Stage 2 to be considered by the V-P Academic’s designate, and if still unsuccessful can proceed to third-party arbitration as outlined in the Saskatchewan Employment Act, as well as our Collective Agreement.

2015-3 concerns an undocumented dismissal in which a Sessional was simply informed verbally one day in the department not to go to class any more. The employer has recognized informally that the situation was improperly handled and is expected to take steps to make amends without the need for a hearing.

Dismissal—Are You Kidding Me?

It’s not that we acquit ourselves of professional responsibility immeasurably better than any other employee group (although we are pretty good), it’s that our contracts are so short and our chances of renewal usually so uncertain that straight-out dismissal in the conventional sense is rare. Until this fall, it had happened twice. In the first case, the Sessional had disappeared and an unannounced no-show at the final exam led to some checking around. In the second instance, no response was made to sexual harassment allegations.

To be more precise, the Union had become aware of only these two cases since 1988, until this fall.

If a Sessional is fired, the employer must inform the Union and the Sessional in writing, as outlined in Article 19.02.02 of the Collective Agreement (p. 27). But what if we aren’t informed and Human Resources isn’t informed? If a Sessional is told to go away and does so and no one outside the department ever knows, has the Sessional been dismissed? Has that situation occurred before this fall?

The Union will never find out unless someone tells. It is extremely fortunate that the grievor (victim) in 2015-03 contacted the Union and told the story. This act, an act of courage, helps to protect the rights and chances of fair treatment for all of us. Whether things are going well or not so well, being told you are fired is one of the all time nasty experiences. When a member files a grievance or even just informs the Union of a problem, that communication helps a lot of colleagues, now and later, avoid a range of unpleasantnesses from inconvenience to major humiliation.

The moral is: don’t grieve alone; grieve fraternally.

Heather Wagg
Vice-President

By-law Change Proposed to Section 14 (c) (3)

Here is the relevant current wording:

Good and Welfare Committee:

The committee shall not disburse more than \$700 annually to any individual Union member. Total disbursements shall not exceed the equivalent of one three-credit unit course stipend per fiscal year ending October 31. The committee shall keep a written record explaining when and why monies are disbursed...

The Executive proposes changing the wording to read:

Good and Welfare Committee

The committee shall not disburse more than \$2,000 annually to any individual Union member. Total disbursements shall not exceed the equivalent of one three-credit unit course stipend at level one per fiscal year ending December 31. The committee shall keep a written record explaining when and why monies are disbursed...

Rationale for proposed changes:

In practice, the Union's fiscal year has been congruent with the calendar year (January-December), at least since we instituted the budget process several

years ago. We forgot about the by-law reference to October.

The substantive change is an increase in the amount of money that the Union can give to one of its members in the course of a year. The \$700 limit seemed adequate circa 1990 when the by-laws were originally drafted. Cumulative inflation and cost of living increases have been considerable since that time. In catastrophic circumstances which have presented themselves twice recently, the Union has had to bring a request for increased assistance to a members' meeting. Such a process is not timely and not respectful of the individual's privacy during a time of crisis.

On the other hand, the number of individuals requesting assistance has thankfully remained modest, and the total amount available for all members increases automatically with increases in the sessional stipend. At the time this by-law was written, there was only one stipend level, but now there are three, so it is necessary to specify a level. Since we have never had to exhaust the overall allocation, it is reasonable that it remain at level 1.

Employee Assistance Program

The EAP provides you with access to confidential counselling 24 hours a day, seven days a week, at no cost to you. Find more information about their services and contact information at: <http://www.usask.ca/eap>. Unemployed Sessionals should still be able to access help. Please note that the current provider is Family Services Saskatoon, a local provider. Call (306) 966-4300 on campus or (306) 653-3327, the direct line to Family Services, also reachable at info@familyservice.sk.ca. Explain that you are looking for assistance through the U of S Employee Assistance Program.

Gratefully recognizing:

Newly found and appointed Sessional representative to the U of S Employee Assistance Program, Bill Gulka (Education), and alternate Julia Ewing (Edwards School of Business).

CUPE National Convention Report

2,370 delegates representing 807 Locals from across Canada assembled for the 27th Biannual CUPE National Convention held in Vancouver on Nov. 1-6, 2015. Saskatchewan was represented by 83 CUPE delegates from 26 Locals, including 3 delegates from CUPE Local 3287.

Several distinguished guests spoke, including Gregor Robinson, Mayor of Vancouver, Hassan Yussuff, President, Canadian Labour Congress (CLC), Lee Saunders, President, American Federation of State, County and Municipal Employees (AFCSME), and Rosa Pavanelli, President, Public Services International (PSI).

Stephen Lewis, social activist and formerly Canada's representative at the United Nations, praised CUPE's support for social justice concerns and climate change awareness. Naomi Klein, award-winning author and social activist, elaborated on the *LEAP Manifesto*, which advocates an integrated approach to addressing climate change, injustice, and inequality. Mohammed Fahmy, a Canadian journalist released after 400 days of incarceration in an Egyptian prison, noted how governments around the world are using terror as an excuse to kill social activists or curtail their rights. The Honourable Justice Murray Sinclair, Chair of the Truth and Reconciliation Commission, talked about Aboriginal and treaty issues. Thomas Mulcair, leader of the New Democratic Party, spoke on the final day, declaring that he and the NDP would continue to fight for what they believed in.

361 resolutions and 35 constitutional amendments covering 40 areas of interest were presented. Six areas received special attention: (a) disability and equality issues; (b) workplace health and safety; (c) literacy and education; (d) collective bargaining and supports for workers on strike; (e) worker benefits; and (f) precarious workers. Attention was also given to airlines, child care, emergency services, energy, health care, libraries, municipal, and post-secondary workers.

The Strategic Directions 2015-2017 document outlined initiatives related to building union strength, political action, protecting the planet, and fighting for global justice. Particularly contentious were the motions to reduce the wait time for strike pay and to add four dedicated diversity vice-presidents to represent youth, women, LGBTTI people, and people with disabilities. They did not receive the requisite support to pass.

Overall, six themes surfaced at the convention that confront CUPE members: (1) the number of precarious workers in all workplace sectors is on the rise, a direct outcome of the push for globalization, privatization, and the reduction or elimination of public service sectors by municipal, provincial/state, and federal governments; (2) contract flipping is increasing, a result of outsourcing of public service contracts; (3) there are increasing incidents of union raiding on CUPE locals and unions attempting to usurp responsibilities from traditional union designations; (4) global justice issues, human rights abuses, and the inability of workers to organize and advocate for their interests is prevalent throughout the developing world; (5) the number of contract disputes in Canada has not abated—in 2014-2015, CUPE members across Canada were engaged in 27 disputes involving more than 1,900 strike days; (6) although the recent federal election rejected the Harper administration, Justin Trudeau's Liberal Government needs to be monitored and have "its feet held to the fire" to keep the election promises made.

In elections, Mark Hancock (President, CUPE BC) was elected as CUPE National President to succeed Paul Moist, who is retiring after 12 years. Charles Fleury was re-elected as national Secretary-Treasurer along with 5 regional CUPE Vice-President positions. One new Trustee was also elected.

Respectfully submitted,
Brian Zamulinski, Clayton Beish,
and William (Bill) Gulka



REMINDERS

Postings (Advertising of Courses Available):

Postings can be viewed on the Human Resources website under “Employment Opportunities”:
http://www.usask.ca/hrd/work/employment_opportunities_academic.php.
If you click on “apply” while viewing a particular posting, a downloadable application form will appear.

Postings are open for only one week starting on the Wednesday indicated. However, an early application can be filed in advance of any particular posting (see below).

To ensure priority consideration for any last minute hirings resulting from urgency situations, file an early application (see below). Applications to teach a course should be submitted to the academic department responsible for the course.

To obtain an application form or an early application form, follow the link at http://jobs.usask.ca/job_postings/sessional-lecturer-position.php. You can also request a copy from the Union, either paper or electronic.

Applications for Winter (January-April 2016)

The last posting period for courses in Term 2 (January 2016) will appear on Wednesday, December 2.

Applications for Spring and Summer Session 2016:

Official postings for next summer will not begin until the first Wednesday in February 2016. Early applications may also be submitted in the first week of February. It is reasonable to ask your academic department in January or earlier what plans they have for summer courses.

Applications for Regular Session (Fall and Winter) 2016-2017:

Official postings do not begin until the third week in May 2016, at which time early applications may also be filed.

Early Applications:

An early application ensures that you will not miss out if you forget to track the actual postings. Submit a written application to your department, keep a copy, and send the Union a copy.

Always apply in writing to teach a course. If you are asked by your department to teach a course, always follow up with a written account to them of what and when you are willing to teach. Please note that verbal offers likely are not legally binding on the employer, so make sure you get a letter of offer from the University in a timely manner.

Applications to teach a course should be submitted to the academic department responsible for the course.



Current Rates of Pay:

The total stipend for teaching a three credit unit course remains:

Level 1: \$6,606

Level 2: \$6,878

Level 3: \$7,150

No more raises are possible now until we have negotiated them in a new Collective Agreement, which would be retroactive to September 1, 2014. If you are no longer teaching at the U of S, make sure that you have left a current forwarding address.

Salary Levels:

Members who have taught more than 10 x 3 credit units should be paid at level 2 rates; those who have taught more than 20 x 3 credit units should be paid at level 3 rates. Adjustments should be made automatically by the employer. Courses taught while on regular faculty appointments or while on an ASPA contract, including as facilitator for an online course, should count in your progression through the levels, but it may be necessary to inform Human Resources of this part of your teaching experience. If there is any uncertainty, please check with the Union Office.

Right of First Refusal:

A Sessional having taught the same course three times in the space of four years is usually eligible to request Right of First Refusal. Right of First Refusal means that the applicant will be hired when the course is posted on a Sessional basis (unless another applicant has Right of First Refusal and more priority—see Article 14.01 in the Collective Agreement). Application for ROFR should be submitted to the Dean of the College in which the department resides. The Dean’s office then will consult the department.

Reminders continued on page 6



The application form is available at: http://jobs.usask.ca/job_postings/sessional-lecturer-position.php (click on the tiny print: "Resources for Sessional Lecturers"). You should be notified in writing of the outcome of your application within a month. If you are not, please contact the Union. Communication occasionally breaks down between the Colleges and Human Resources.

Expiry of Right of First Refusal

Requests to extend or reinstate ROFR are also available at http://jobs.usask.ca/job_postings/sessional-lecturer-position.php. **Right of first refusal expires if the course is not taught for two years.** See Articles 14.06 and 14.07 of the Collective Agreement regarding extension and reinstatement, pp. 17-18.

Parking:

For time-share parking during the day for Regular Session, and both part-time and full-time parking during the summer, please contact Donna Boots, our parking officer, at (306) 249-2558 or dh4boots@sasktel.net as early as possible in the term. Fees are pro-rated. Parking fees have increased hugely in recent years since the U of S Faculty Association relinquished control of parking. **They now range from \$70-\$350 per term.** The Union does not attempt to make money on parking, but the University bills the Union for the parking stalls at the same rate as any other user.

The Union (your colleague, the Sessional Parking Officer) assumes the tedious responsibility for divvying up the time-share parking because the University does not want to do so. Please be prepared to pay with a cheque.

Health Spending Account:

To qualify for the \$600 per annum Health Spending Account, the Sessional must first teach 9 c.u. within a 12 month period. Notification of eligibility should be automatic. It takes about a month from the date of qualifying, but expenses during that month can be claimed. The plan document may be consulted at: http://www.usask.ca/hrd/benefits/plansummaries/Sessional_Health_Spending_Account.pdf

If you think you qualify but have not received notification, please contact the Union Office. In all cases, you will need to pay for the qualifying health expense and file for reimbursement. It is fast and simple, though not required, to make a claim online at <http://www.mysunlife.ca>

Tuition Waiver Fund:

There are only 20 x 3 credit unit tuition waivers made available to Sessionals. You may apply for up to one 6 credit unit course waiver per year. Try to apply as early as possible (at least one month before the start of the course). Contact the Union Office for the form or download at: <http://working.usask.ca/documents/manageperformance/cupe3287tuitionwaiverfundapplication.pdf>

OUCH! This fund was depleted for 2015-2016 within a week of July 1. If you want a waiver for 2016-2017, apply now. Fortunately, we are in negotiations and will discuss a possible increase to the number of waivers.

Professional Development Fund:

Applications can be made for conference participation, funding for research projects, graduate studies and more, now including relevant books and electronics. The Professional Development Fund receives a total allotment of \$30,000 per year.

Applications to the Professional Development Fund can be made at any time. The application form is online at:

<http://working.usask.ca/documents/manageperformance/cupe3287academicparticipationprofessionaldevelopmentfundapplication.pdf>

If convenient, please send a copy of the application to the Union Office. The deadline for using the funds is one year from receiving the allocation. You may submit a retroactive claim for expenses incurred on the project during the period of up to six months before the application period, but funding is not guaranteed until the grant is made.

Congratulations for recent successful applications go to Joanie Crandall (Education, CFBSJS), Angela Gillis (Music), and Derek Postnikoff (Mathematics).

CUPE 3287 Good and Welfare Committee:

This Union Committee can provide modest assistance to members in severe financial crisis. Contact the Union Office and ask to be referred to Michael Kennedy, the chair of the committee, or contact him directly at mpk104@mail.usask.ca.

In addition to the myriad other difficulties that the fund is meant to address, it may be available in cases of distress in which the employer has refused to issue a paycheque in a timely manner.

SFL Convention Report

About 575 delegates and alternates attended the Saskatchewan Federation of Labour Convention in Saskatoon on October 21-23. Mary Nordick attended part of the Wednesday session and all day Thursday. Brian Zamulinski and Gail Osachoff attended most of Thursday, but illness kept them away on Friday.

Professor Larry Savage gave a Federal Election debriefing about what labour can expect from a Trudeau government. In brief, he touched on the following: 1) the repeal of Bill C-377; 2) the enhancement of the CPP; 3) a public inquiry into missing and murdered Aboriginal women; 4) infrastructure funding; 5) expanded training opportunities and apprenticeships; 6) tax increases for the 1% but not corporations; 7) the TPP trade deal; 8) Bill-C51. A lively question and answer session highlighted issues concerning mental health, EI, veterans' affairs, electoral reform, mail delivery, and defence.

STM professors David McGrane and Charles Smith took part in a debate entitled "Doing Politics in the Labour Movement—Partisan or Not." Smith explored what democracy is and how workers can participate. McGrane looked at the role of unions in the NDP. Questions followed with the recent election results top-of-mind.

Ron Monk outlined SURF's priorities as follows: political action and education, speaking to locals regarding retirement information and/or issues such as health care, pharmacare, pensions, and federal bills that affect pensions and eligibility to retire.

Thursday began with an address by Don Morgan, Minister of Labour, who highlighted raising minimum wage to \$10.50 an hour, reviewing the Workers Compensation Committee, protecting workers, and essential services. Several unions raised questions pertinent to their members: e.g. loss of hospital laundry jobs with no severance and training for OHS committees.

The moving Candle Lighting Ceremony honoured workers killed on the job.

Celebrating the 20th anniversary of the Unemployed Workers Help Centre, Mark Crawford, Executive Director and Advocate, gave a brief history of the origins and ongoing work of the Centre, pointing out its growth and efforts to provide emotional support and reassurance to workers, particularly when navigating government bureaucracy.

Marie-Claude Walker, the V.P. of the CFL, spoke of recent victories at the Supreme Court level, Harper's recent defeat, and Liberal commitments to health care, infrastructure, repeal of anti-labour laws, and a national inquiry into missing and murdered Aboriginal women, to name a few, stressing a need to monitor these commitments. Under the new government, Labour needs to make its case, to engage members, and to add to its base. She thanked CLC staff, and quoting Jack Layton, she challenged us to "Remember our proud history, to continue to move forward until we get the Canada we want and deserve." Most of the questions that followed her address concerned postal delivery.

Report continued on page 8



LURKING! HIDDEN! UNION FORMS!

Here is the current trick for finding **some** of the useful Sessional forms on the Human Resources website: go to http://jobs.usask.ca/job_postings/sessional-lecturer-position.php.

Under "Sessional Job Postings" at the top of the page is some quite small print saying "Resources for Sessional Lecturers." Click on that phrase, and you will get access to Current and Early Sessional Teaching Application forms and forms for Application, Extension and Reinstatement of Right of First Refusal.

Alternatively, follow the links from <http://3287.cupe.ca/>



SFL Convention Report *continued*

Kent Peterson, SFL Strategic Advisor, highlighted issues such as the privatization of liquor sales, hospital laundry services, and school funding, describing privatization as dangerous and expensive. "Own It," a four-minute video, was shown and an appeal made for signatures to a current petition.

Paige Kezima outlined the three planks of the SFL Community Organizing Initiative: issue awareness/ education, advocacy, and electoral engagement. Their focus will be the 2016 provincial election.

NDP provincial leader Cam Broten addressed the convention focussing on Health Care Cuts and privatization. He spoke of the need to benefit all, not just a few, to recognize the role of working men and women, and to support the interest of every worker and his or her family.

The SFL summer camp presentation by a group of enthusiastic young people showed the benefits and knowledge gained by participants in the annual program.

Resolutions on the following topics were passed by the convention: constitutional changes, access to SFL functions for Aboriginal Workers, missing and murdered Aboriginal women, the Truth and Reconciliation Commission, the casualization of employment (we worked on this one to present a better resolution), education, gay-straight alliances, the police practice of "carding," oppressive security laws, clean drinking water, precarious work, psychological health and safety in the workplace, domestic violence awareness education, the effect of domestic violence in the workplace, and workplace violence legislation.

Mary Nordick
Member-at-Large



CHIRPS

from the editor

Shortly after the Saskatchewan Party was elected in 2007, it introduced the infamous Essential Services legislation. It was “struck down” by the Supreme Court as unconstitutional and has been amended. Now,

the definition of essential services has been removed. Instead, parties would determine what is essential in their respective organizations....When parties can't reach an essential services agreement, the question will go to an independent resolution body called the Essential Services Tribunal.

Labour Minister Don Morgan insists that this legislation

will continue to provide safety and security for the citizens of the province....It will provide a process to get a settlement where a union's right to strike isn't limited.

Star Phoenix, Oct. 16

Is it possible that a tiny threat is implied here?

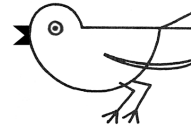


A rally was held on campus on October 26 to support ASPA, which has been without a contract for 18 months. Negotiations have been suspended. ASPA President Dawn Giesbrecht said that members of her union do not feel valued:

“Not only are they not offering us competitive salary adjustments, they are also wanting to scale back our benefits.” The university's latest offer to ASPA, made at the end of September, was a four-year deal with no salary raise for the first two years.

The controversial TransformUS program negatively changed how the university deals with its staff, and Giesbrecht had hoped there would be some change under interim president Gordon Barnhart. However, **“I think it's been far more the status quo,”** she said of Barnhart's term.

Star Phoenix, Oct. 27



Gordon Barnhart believes that the time of crisis at the U of S has passed, that after **“looking at the books,”** he discovered that the \$44.5 projected deficit was actually only \$7 million—not because a wizard waved a magic wand; rather, there were **“massive cuts”** to professors and support staff in 2013-14.

Barnhart admits that the former president and provost had used the large projected deficit **“as a pressure point to have people change.”** He seems to think that “lack of communication” was the cause of the turmoil. He claims, in a self-congratulatory way, that

80 per cent of TransformUS has been implemented, but we haven't had demonstrations. We haven't had angry protests. We've had lots of input. We've had people actually seeing the merits of the change.

Star Phoenix, Oct. 24

Not a word about the disease we call Administrative Bloat.

MGO

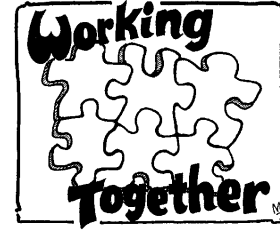


CUPE 3287 Annual General Meeting

Tuesday, December 8th at 4:00 pm
University Club

Agenda

1. Approval of Agenda
2. Minutes of Term 1 Members' Meeting (Oct. 7, 2015)
3. President's Report
4. Treasurer's Report and Budget for 2016
5. Motion from Executive Board to Approve Budget for 2016
6. Motion to Accept New Members
7. Union Management Report
8. Bargaining Committee Report (including Publicity Campaign Report)
9. Election of Officers for 2016: President, Vice-President, Secretary-Treasurer, Recording Secretary, Newsletter Editor, Members-at-Large (up to 5), and 1 Trustee for a 3-year term
10. Selection of Volunteers for College and University Committees
11. Motion to Increase the Maximum Good and Welfare Allocation from \$700 to \$2000 per Individual per Year
12. Election of delegates to CUPE Saskatchewan Annual Convention, March 9-11 in Saskatoon
13. Election of delegates to Saskatoon and District Labour Council Annual General Meeting, February 5-6 in Saskatoon
14. Other Business



REMEMBER:

You can access union resources online:

- ◇ *Frequently Asked Questions*
- ◇ *Online Collective Agreement*
- ◇ *Tentative Agreement and Agreed to Language*
- ◇ *Downloadable Newsletters*
- ◇ *And More!*



<http://3287.cupe.ca>

CUPE 3287 EXECUTIVE:

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Vice-President: Heather Wagg, Languages

Newsletter Editor: M. Gail Osachoff, English, margailo@sasktel.net (242-5969)

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