

News from Now-Here

Justice for Sessionals

The Union has won a couple of grievances internally at the second stage. I believe that the correct decisions were made in both cases. It follows that I must acknowledge that the University is willing to do the right thing, even if it is contrary to its interests.

I had become convinced that the University would always pursue its interests and rationalize the pursuit. I was cynical. I was wrong.

But doing justice according to the rules is not the same as having a just set of rules. My acknowledgement that the University has acted fairly, given the existing rules, does not mean that I think that the existing rules are fair.

There are at least three classes of sessional lecturers.

There are those who have become dependent on sessional work for their livelihood. Justice for them is job security and equal pay for equal work.

There are those who are sessional lecturers in addition to being professionally employed elsewhere and who view their teaching as a form of community service. Justice for them is equal pay for equal work, and the freedom to donate some or all of their sessional income to the University if they want to do so.

There are graduate students and post-doctoral fellows. Justice for them is equal pay for equal work, full stop.

In negotiations, we are asking for a reasonable increase in salary. We will not get a just increase. But it should not be unreasonable to be treated justly.

Brian Zamulinski
President, CUPE 3287

End-of-Classes Party?

A source in the CUPE 3287 Executive reports: "If I get my way, there will be a members' party in April. At the University Club, if I get my way. Would a free drink be going too far?"

Find out at the March 25 meeting or make sure you are on the listserv!



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Bargaining Committee Report

Bargaining has begun on a new Collective Agreement with the University of Saskatchewan.

On February 26, 2015 the Bargaining Committee held its initial meeting with management. A follow-up meeting is scheduled for March 10.

The approach being taken is one of “interest based bargaining,” in which each side begins by declaring its interests (e.g. greater job security), rather than submitting pre-determined proposals. This is done to provide greater flexibility in the discussions by identifying common interests first so that both parties can work to address those interests in a constructive manner. Specific proposals are developed at a later stage.

Your bargaining committee has a broad range of concerns to present to management based on extensive feedback it has received from the membership. Because of the “interest based” nature of the discussions, it may take some time to flesh out the details on specific areas of agreement. We will keep the membership informed on our progress. Look for updates on our website: <http://3287.cupe.ca/>. You can also click on our home page to follow us on Facebook.

Your Bargaining Committee consists of Brian Zamulinski (President), Heather Wagg (Vice-President), Rhonda Anderson (Secretary), Clayton Beish (Treasurer), Bill Rafoss (Member-at-Large), Leslie Walters (Member-at-Large), and Brian Wiebe. Sitting across the table on Management’s side are Wade Epp, Jackie Hunter and Kirk Veltikold (Human Resources) and Keith Willowby (Edward School of Business).

Clayton Beish

OHC Report - Spring 2015

Did you know: slips, trips and falls continue to be the number one cause of accidents on campus. Sand pails have been provided near many doorways, so feel free to spread a little sand to prevent slips on ice.

Employees and students working with chemicals are encouraged to use safe storage practices and to ensure that all chemicals are logged in and logged out. Proper ventilation is a must!

Campus has about 30 AED defibrillators strategically located to help in the case of emergency. Campus security also has them in their cars. Ask your facility manager how you can be trained to operate these machines. You could save a life!

Saskatoon will launch National Occupational Health and Safety week in May. Details can be found at www.saskatchewanNAOSH2015.com.

Bill Rafoss
OHC Co-Chair

Victory

On January 30, CUPE National published the following news release on the Supreme Court Ruling regarding Essential Services Legislation in Saskatchewan:

OTTAWA, ON – The Canadian Union of Public Employees is celebrating today’s Supreme Court decision recognizing the constitutional right of public sector workers to go on strike. CUPE, Canada’s largest union, is calling the decision a huge victory for all workers across the country.

“The ability of workers to go on strike is a fundamental part of collective bargaining; a corner stone of our free and democratic society. It is extremely important to have the highest court in our country recognize this as a right of all workers, private and public sector alike,” said Paul Moist, national president of CUPE. “No union ever wants a strike, but without the right to strike, employers have an unfair advantage. This decision secures a balance between workers and employers in negotiations.”

Today’s decision stems from Saskatchewan labour legislation passed in 2008 - the *Public Service Essential Services Act* - which put unjust limits on which public sector workers could go on strike in the province. The Supreme Court struck down the law because it violated Saskatchewan workers’ *Charter* right to freedom of association. The decision affirms that all workers, in all provinces, have the constitutional right to strike or to have another way to resolve labour disputes if their work is essential to health, safety or security. Earlier this month, in the RCMP case, the Supreme Court affirmed the right of Canadian workers to form and join unions.

<http://cupe.ca/supreme-court-recognizes-constitutional-right-strike-canadian-workers>

Leaving Us...

Susan Dawson, 59, a long time Sessional Lecturer in English and teacher at First Nations University, passed away suddenly in early January 2015. She is missed.

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.

CUPE 3287 is looking for a member interested in serving as our Board Member for the EAP. Please contact the Union.

SDLC CONVENTION 2015

The 56th Annual Saskatoon and District Labor Council (SDLC) Convention was held on February 6 & 7, 2015 at the Heritage Inn in Saskatoon. A total of 135 people (94 delegates and 41 visitors) attended the event. Twenty-seven locals and fifteen unions were represented. Guests included Saskatoon Mayor Don Atchison, some City Councillors, as well as MLAs Cam Broten, David Forbes, and Danielle Chartier (NDP), Wendy Daku (CLC), Lori Johb (SFL), Sheri Benson and Claire Card (declared Federal NDP candidates), Adam Duke and Zaigham Kayani (declared provincial NDP candidates), and United Way staff and board members. Dr. Lea Pennock, chair of the United Way board of directors, was the keynote speaker Thursday evening, providing the delegates with an overview of the work the United Way does in Saskatoon and expressing appreciation for SDLC's support for United Way initiatives. Kelly Harrington, President, reported on SDLC's activities in 2014.

The NDP Bear Pit Session, consisting of Cam Broten, David Forbes, and Danielle Chartier, as well as Jesse Todd, Michael Karras, and Vicki Mowat (declared Provincial NDP candidates) reviewed the current political developments in Saskatchewan, highlighting the continuing anti-union/anti-worker approach being taken by the provincial and federal governments and the lack of attention being given to the health care system in Saskatchewan..

The SDLC 2014 Summer Snack Program was reviewed by coordinators Deb MacDonald and Jessica Westad. About 6,000 children and adults received lunches 5 days a week in 6 city parks in 2014. For the summer of 2014, four parks served lunches over the weekend. The local unions, local businesses, celebrity volunteers, and United Way of Saskatoon were acknowledged for their contributions, assistance, and support.

Report continued on page 5

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/>

SDLC Convention Report (continued)

Bob Bymoer, President Saskatchewan Government and General Employees' Union and Marianne Hladun, Regional Vice President Public Service Alliance of Canada gave a panel presentation on privatization. Hladun gave several examples of privatization, including but not limited to the Wheat Board, AECandu reactor sale, Parks Canada, environment monitoring, community pastures, and food safety. Some consequences are that the government collects less in revenues and spends less on social programs. In an election year, we need to know the problems, and we need to vote. Bymoer addressed the complex aspects of liquor privatization, noting that the current system is profitable and provides reasonable wages to many workers.

Peter Barnacle (Associate at the W Law Group) addressed the Supreme Court of Canada Decision on Essential Services Law: a victory to celebrate. Addressing the question of the Notwithstanding Clause, he pointed out that it has been used in only a few instances, most of them in Quebec. What needs to be done? Mobilize workers to defend their rights and to get rid of governments who violate those rights.

Closing the afternoon's presentation, Dee Mercier spoke movingly of the work done at the Lighthouse on 20th Street and 2nd Avenue, the designated charity for the SDLC AGM. She stressed the need for a place to serve the needs of some of the most marginalized people in the city. The Lighthouse works at building community support. February 21 was the date for The Coldest Night of the Year Walk. Some needs of the program are toiletry items, socks, underwear, cold weather gear and volunteers.

Elections, which saw the return of current serving members plus one new member-at-large, closed the meeting.

Mary Nordick
William A. Gulka
Cara Banks

Social Behaviour

- ◆ I live in terror of not being misunderstood.
Oscar Wilde
- ◆ If you can keep your head when all around you are losing theirs, it's possible you haven't grasped the gravity of the situation.
Jean Kerr
- ◆ He was the sort of man who would throw a drowning man both ends of a rope.
Arthur Baer
- ◆ Anyone can do any amount of work, provided it's not the work he is supposed to be doing at the moment.
Robert Benchley



Our Facebook page is growing! Check us out for all the latest updates on CUPE 3287's activities on campus.!



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 Summer:

Spring and Summer 2015 postings began on Wednesday, February 4, 2015. Early applications must be accepted by your department starting at the beginning of February. Postings for the summer will continue on Wednesday, March 4, April 1, April 15, May 6, May 20, June 3, and June 17. Any summer courses which might become available subsequently would be hired under the urgency provision.

Applications for Regular Session 2015-2016:

Early applications must be accepted by the department responsible for the course starting the third week of May. Fall and Winter 2015-16 postings begin on Wednesday, May 20, and continue on June 3, June 17, July 1 (possibly delayed because of Canada Day?), July 15, August 5, and August 19. After this time, any courses which become available may be hired using the urgency provision.

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.



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. 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”).

Reminders continued on page 7



Requests to extend or reinstate ROFR are also available here. **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, p. 17-18.**

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.

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. The Union has now had to increase fees for Sessional parking yet again for 2014-2015. **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:

The fund has been exhausted until the new academic year starting July 1, 2015. There are currently 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>

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 to Pearson Ahiahonu (Chemistry), Terry Billings (Art and Art History), Stephanie Hughes (Management and Marketing), Maurice Labelle (History), Elizabeth Scott (History), and Alexandra Stoddart (Kinesiology) for successful applications to the fund.

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

News From Around

- ◆ The U of S Graduate Students' Association supports the current union membership drive for University of Saskatchewan graduate student employees. Such employees have long been unionized at most of the major Canadian universities. Go, grad students, go!
- ◆ On March 25 from 3:30-5:00 pm (right after the CUPE 3287 meeting, if it is short), there will be a debate on the "Constitutional Right to Strike" in the STM auditorium. The debate features Charles Smith of the STM Political Science Department and John Gormley, occasional Political Science sessional and CUPE 3287 member. Who will be taking which side, again...?
- ◆ CUPE 3912, representing part-time teachers at Dalhousie University, has filed a bargaining-in-bad-faith complaint with the Nova Scotia Labour Relations Board. A CUPE staff advisor for local 3912 is quoted on the CUPE National website as saying: "CUPE alleges that Dalhousie has failed to fulfill this statutory duty by maintaining a bargaining position that would exclude employees in one faculty from the bargaining unit." Dalhousie Sessionals and Teaching Assistants have been without a contract since August 31, 2012.
- ◆ On March 2, University of Toronto graduate student employees (CUPE 3902-1) went on the picket line. The CUPE 3902 website reports that "After a crowded and raucous meeting in Convocation Hall, 1,000 members of Unit 1 decisively rejected a motion to send the tentative agreement reached on February 27 to a ratification vote." Unit 1 represents the student-defined academic employees of University of Toronto. Unit 3, representing Contract Faculty, held a ratification vote on March 2. They had taken a successful strike vote prior to reaching their current proposed settlement.

Heather Wagg
Vice-President, CUPE 3287

CHIRPS from the editor

On January 30, the Supreme Court of Canada, with a 5-2 majority, declared that the government of Saskatchewan was wrong in amending the Saskatchewan Employment Act to allow the government to act unilaterally in deciding what government employees are “essential” and, thus, not allowed to strike. One of the strongest statements about this union victory came from David Doorey, Law professor at York University:

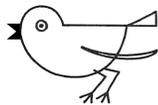
In their haste to strip workers of the right to collective bargaining, they overreached, went far beyond what was necessary to protect the public interest to win some small points with their political base, to show that they are ‘tough as nails against labour,’ and that they could do whatever the hell they liked.

Star Phoenix, January 31

To take the sting out of this defeat, Premier Brad Wall declared:

We’ll make a few changes to the legislation and we’ll proceed. If it looks like we cannot do that, then the only option we would have is the notwithstanding clause.

It is not likely that this threat will lead to action, but this battle between the Saskatchewan Party government and unionized workers wasted eight years and millions of dollars of tax payers’ money.



Closer to home, we are seeing that the priorities of the U of S now sanctioned by its Board of Governors and the top level of administrators are not different from those of the disgraced TransformUS. Interim President Gordon Barnhart’s position is that we must put all this behind us and look to the future. However, Jim Pulfer, Saskatoon representative on the U of S Senate, has much to say about the Big Problems facing the new President

(read the whole January 15 article in the *Star Phoenix*), supporting his earlier ironic conclusion:

As a university we are fat, lazy and complacent.

Looks like we need a transformative process led by a hardnosed president who can whip the troops into a lean and productive state.

Star Phoenix, November 28



The U of S is in the process of choosing a new President. Of the twelve people on the search committee, four are professors and two are students. In spite of their number, they will be hard pressed to withstand the pressure to continue the corporate agenda of others on the committee.

Grant Isaac spoke for the Board of Governors when he commented on the international scope of the search, which **will certainly be looking into potential candidates’ experience in leadership roles and what successes they have had in the past...It is equally important that they are a fit within the cultural atmosphere at the U of S.**

The Sheaf, December 4

Isaac left unsaid what that “cultural atmosphere” is. But one might guess that it will not include support for undergraduate study in the Humanities, Social Sciences, and Fine Arts. Students in such programs pay substantial tuition dollars that are not used to enhance their education.

Undoubtedly, the new President will be a world-class individual and will expect world-class remuneration: at least \$35,000 per month plus a giant treat bag of benefits. After all, he/she will be expected to “fit” within the highly paid administrators of our world-class university. It would be too much to expect that service to the community and enthusiastic support of a liberal education would be part of the successful candidates’ qualifications.

MGO

CUPE 3287
Members' Meeting

Wednesday, March 25 at 2:30 pm

Arts 213

Agenda

1. Approval of Agenda
2. Roll Call of Officers
3. Motion to Accept New Members
4. Reading of Minutes
5. Business Arising
6. Treasurer's Report
7. Correspondence
8. Executive Committee Report
9. Reports on Publicity Campaign
10. Money motions: a) Unemployed Workers' Centre, b) Summer Snack Program, c) Equal Justice for All
11. Unfinished Business
12. New Business
13. Good of the Union
14. Adjournment

Lunch will be served!



REMEMBER:

You can access union resources online:

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



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<http://3287.cupe.ca>

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