

News from Now-Here



Where is Now-Here Now?

This will be the final issue of *News from Now-Here* in its current form.

We are taking the plunge into virtual news bulletin reality: it is planned that this be the last mail-out of the newsletter and that *Now-Here* will be replaced with regular posts on our website at www.3287.cupe.ca and our Facebook page. Members will have the opportunity to submit letters, opinion pieces or notes to our "newsletter" editor.



If you are not receiving the current newsletter by email, please ensure that we have a reliable email address for you. Email us at cupe3287@usask.ca so we can add you to our listserv. You may prefer not to use your U of S email address, especially if you are away from the University for extended periods of time.

New members will receive an information package and new member form, by which we hope to receive reliable email addresses into the future. "Home" emails are understandably not supplied to the union by the employer.

Be sure to "Like" us on Facebook and bookmark our website for all the latest information!



Get to know your Local! Join us for our Annual General Meeting and Elections on Thursday, December 8 at the University Club. Don't forget to RSVP by Monday, December 5. Contact the Union office at cupe3287@usask.ca or (306) 966-7023. Join your fellow Sessionals for a evening of solidarity, relaxation, and fun!

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Office Woes



The Union grieved the employer's proposal to put seventy Humanities and Social Science Sessionals and their visiting students into Arts 257. That proposal has since been abandoned in the face of the articulate objections of the Sessionals who would have had to use Arts 257. In its place, the employer has sketched a different plan with the aim of settling the grievance informally. We are now awaiting a meeting at which they will present the details of the replacement proposal, and at which affected Sessionals and Union representatives can get clarification, make

observations, and raise potential objections.

The grievance has neither been withdrawn nor abandoned. It is always advisable, indeed necessary, to discuss informal proposals that are – or resemble – sincere attempts to resolve issues. If we failed to do so, we would lose credibility in the eyes of an arbitrator, appearing to prefer litigation to a resolution. Slow and steady may not always win the race, but it is definitely more likely to do so.

Brian Zamulinski
President, CUPE 3287

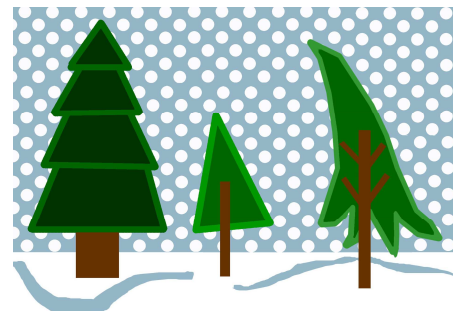


President's Report

It is a mathematical certainty that working sessionals are worth more dead than alive.

Under the collective agreement, sessionals who die while under contract are entitled to a death benefit and an insurance pay out, which is added to whatever they had prior to their demise. However, the insurance claim must be made within 90 days of death. Make sure that you have a will and that your executor knows that you are entitled to these post-mortem benefits – for the sake of your beneficiary or your estate.

In the meantime, make plans to attend the Annual General Meeting at the University Club on Thursday, December 8th. Meeting at 4 pm. Drinks and Dinner to follow.



Sessional Group Life Insurance Plan

While under contract and for a month after the end of contract, Sessionals are covered by a Sun Life Basic Life Insurance Plan with a payout of \$30,000. It is good to name a beneficiary to avoid delays for your beneficiary and also some taxes associated with probate. You may do so online at the U of S's Human Resources website at: http://working.usask.ca/documents/forms/benefitsforms/basic_optional_bens_fillable.pdf. It is the responsibility of the beneficiary or executor to contact Human Resources to initiate the claim. One of our members died about six months ago, but the family did not know of the existence of this policy (well, actually of the policy in the previous collective agreement). Human Resources is now attempting to assist with the claim but has informed the Union that claims must normally be submitted within 90 days of the death. Bottom line: if you have died, please tell Human Resources.

Here is the information from the plan document which is also accessible any time at http://working.usask.ca/documents/findmybenefits/benefitplans/sessional/sessional_2016_final.pdf

Basic Life Insurance Plan

The Basic Life Insurance Plan provides a lump sum benefit to your beneficiary in the event of your death.

Benefits

In the event of your death from any cause at any time or place while you are insured, your beneficiary or estate (if you have not designated a beneficiary) will receive a payment of \$30,000.

Death benefits may be paid in one lump sum or, if elected, under settlement options offered by Sun Life.

Beneficiary

When you become eligible for the Basic Life Insurance plan, your beneficiary designation will

automatically be your estate. You may change your beneficiary at any time by completing a Beneficiary Nomination form available on the Human Resources website. Any nominations you make are revocable, unless prohibited by law or you stipulate otherwise. It is your responsibility to keep your beneficiary designation up-to-date.

Disability Provision

If you become totally disabled before your 65th birthday and are unable to work at your own or any other job, you may apply to have your Basic Life Insurance continue without payment of premium until you recover, retire or reach age 65. Application must be made before the end of your first year of disability. You will be required to submit medical proof of your disability. Any amount of insurance continued is subject to the terms of the group contract.

Conversion Privilege

If your Basic Life Insurance is terminated, your coverage will be continued without cost for a 31-day conversion period. During this time, you may convert your coverage to an individual policy without providing medical evidence. For information on conversion, contact Human Resources for the insurance company agent's name and phone number within the 31 day conversion period. In the event of your death during the 31-day conversion period, the full amount of your coverage will be paid to your beneficiary, or your estate if you do not designate a beneficiary.

Claims

In the event of your death, Human Resources will assist your beneficiary or executor in submitting a claim. Claims should be submitted as soon as possible.



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 a minimum of one week starting on the Wednesday indicated. However, an early application can be filed in advance of any particular posting.

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.

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.

Current Rates of Pay:

The newly negotiated all-in rates of pay for 2016-2017 for a three credit unit course are:

Level 1: \$6,921.85

Level 2: \$7,207.07

Level 3: \$7,492.30

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 belongs. 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

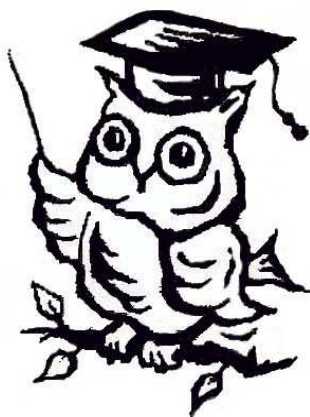
(click on the tiny print: Resources for Sessional Lecturers). **You should be notified in writing of the outcome of your application within a month. If you are not, please contact the Union.**

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, please contact Donna Boots, our Parking Officer, at (306) 249-2558 or dh4boots@sasktel.net as early as possible.

The deadline to apply for parking in Term 2 is December 20th, 2016. Late applications will be considered. Fees are pro-rated.

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.

Tuition Waiver Fund:

By the time you see this, the race could have been won and lost. This fund was depleted within one week of July 1, 2016. However, we hope that transferring funds from the PD fund for the term of our new agreement will help accommodate more Sessionals needing tuition waivers.

There are now, under the new agreement, 36 x 3 credit unit (= 10 x 6 cu) tuition waivers made available to Sessionals each academic year, starting July 1. 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. Under the new agreement, the Professional Development Fund receives a total allotment of \$20,000 per year but is carrying a surplus, so hope for the best.

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. Guidelines are available online also.

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 recent successful applicants to the fund: Alexandra Stoddart (Kinesiology) and Frances Robson (Art and Art History).

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.



Employee and Family Assistance Program

Confidential personal counselling is available to Sessional Lecturers through the University's Employee and Family Assistance Program at 966-4300. Your patience is requested in making appointments as the program is transitioning from one service provider to another over the next couple of months.



COCAL Conference Report

COCAL is the Coalition of Contingent Academic Labour representing part-time university instructors (sessional lecturers, adjunct faculty, and graduate teaching assistants) throughout North America. 135 delegates from Canada, the United States and Mexico attended the latest biennial conference held on August 5 – 7, 2016 at the University of Alberta.

The COCAL Conference provided a valuable opportunity for connecting with other part-time post-secondary academic instructors, sharing mutual concerns, and drafting strategies for addressing our common issues.

The keynote speaker at the Convention was Pam Palmater from Eel River Bar First Nation in New Brunswick, Mi'kmaw lawyer, author, social justice activist, and Chair in Indigenous Governance at Ryerson University.

Five broad themes were addressed at the conference: 1) Organizing and Reorganizing, 2) Diversity, Equity, and Human Rights, 3) Job Security, 4) Living Well in a Precarious World, and 5) What Is to Be Done? Breakout sessions provided an opportunity for attendees focus on particular issues within these broader Wiki- sites allowed participants to share discussion highlights, post resource links, and record insights from their breakout groups with all of the conference participants.

Some highlights from the conference worth mentioning: in the Member Mobilization breakout session, participants shared creative ways of mobilizing members and educating members of the public. In the Right to Academic Freedom breakout session, the facilitator described the way in which a contract favorable to instructors was achieved in her own workplace. The Impacts of Labour Legislation on Job Security breakout session highlighted the impact that essential services and right to strike legislation are having on job security. In the breakout session on Broader Implications of the Corporatization of Higher Education, the participants discussed the increasing loss of academic autonomy in institutions of higher education throughout North America.

Delegates from Mexico were given special opportunities to share with Canadians and Americans the precariousness that academic workers in Mexico experience as they strive to organize themselves for fair living conditions. Every panel included a presentation by a delegate from Mexico, and many of the breakout sessions which followed focused on Mexican issues related to the theme for the panel.

The next COCAL convention will be held in central Mexico in 2018.

Submitted by Clayton Beish and William A. Gulka

We're Still Here

As of November 4, 2016, there are 249 Sessional Lecturers teaching 340 classes at the University of Saskatchewan. In September of 2015, there were 253 Sessionals teaching 333 courses and in October of 2014, about 260 Sessionals were teaching about 350 courses. Going back to fall 2013, about 250 Sessionals were teaching about 330 courses. Prior to 2013 there had been reductions, but since then numbers have remained stable.

University of Manitoba Faculty Association Is on Strike

At time of writing on November 4, 2016, the University of Manitoba Faculty Association is on strike. To send a message of support and for more information, see: <http://www.umfa.ca/news/37-collective-bargaining-information>. The Association's President, Mark Hudson, is quoted there as saying, "[S]tudents are seeing reduced course offerings and growing class sizes. UMFA salaries are in last place among equivalent Canadian universities, while President Barnard's salary has risen to third. UMFA members are standing up for the university we love."

CUPE National All-Sector Conference Report

Two years ago CUPE National organized a conference bringing together representatives from all 11 sectors within CUPE so that participants could communicate directly with others within their sector, address common workplace issues, and form strategies to deal with these issues.

The first conference in Toronto was such a success that a second National All-Sector conference was held in Winnipeg from October 17–20, 2016. The theme for this conference was “Organizing for Success.” Over 1000 CUPE delegates from across Canada attended the event.

Opening plenary sessions were held each day featuring major speakers. On the first full day of the conference, Surita Gupta, the Executive Director of the U.S. coalition group Jobs With Justice, spoke about challenges to community organizing and shared several remarkable success stories in which workers, communities, and local governments worked together to solve local employment issues.

On the following day, a panel of CUPE members shared their experiences on “Bullying, Harassment and Violence in the Workplace,” with particular attention given to the need for including specific language on sexual harassment and violence in each Local’s collective agreement. A second plenary presentation covered the Federal government’s expansion of CPP benefits and the need to resist the drive at the bargaining table for reductions in coverage by the employer.

Each morning and afternoon, the delegates met within their specific sectors. The Post-Secondary Education Sector is one of the smallest sectors in CUPE. Its members are made up of college and university support staff (represented by CUPE 1975 in Saskatoon), Sessional Lecturers (represented by our own CUPE 3287), and Graduate Teaching Assistants (in some provinces). At the first All-Sector conference two years ago, only about 35 delegates attended from our sector. This year, that number rose to over 55 delegates.

We shared our stories, experiences and concerns with one another, as well as ideas, opportunities, and strategies for addressing those concerns both locally and nationally. We also focused on membership mobilization around specific issues and contract language in our collective agreements. An issue of particular concern was the increasing level of sexual harassment, bullying and violence on our university campuses, which creates unsafe working conditions for many of our members.

By the end of the conference, several specific proposals for action had been developed, and are being referred to the CUPE National Task Force on Post-Secondary Education, which meets in Ottawa on December 8 – 9, 2016. Clayton Beish from Local 3287 serves on that task force.

Recognizing how thinly scattered across Canada the members of our sector are, we made a point to exchange contact information for each of our Locals, and by the end of the conference a committee of volunteers had been established to develop a national communications network (including both email and the use of social media) for keeping all of our Locals in touch with one another.

Submitted by Clayton Beish

CUPE 3287 Annual General Meeting

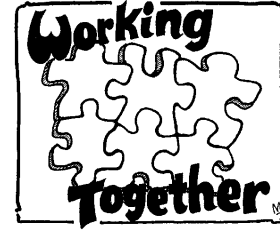
Thursday, December 8th at 4:00 pm

University Club, Windows Room

Agenda

1. Approval of Agenda
2. Minutes of Term 1 Members' Meeting (October 12, 2016) and business arising Motion to Accept New Members
3. President's Report
4. Treasurer's Report and Budget
5. Motion from Executive Board to approve the budget
6. Acceptance of New Members
7. Union Management Report
8. Election of Officers for 2017: President, Vice-President, Secretary-Treasurer, Recording Secretary, Newsletter Editor, Members-at-Large (up to 5); 1 Trustee for a 3 year term.
9. Election of delegates to CUPE Saskatchewan Annual Convention, March 8-10 at the Delta Hotel in Regina
10. Election of delegates to Saskatoon and District Labour Council: Annual General Meeting on the first weekend in February (Friday evening and Saturday): February 10-11, 2017 at the Heritage Inn.
11. Other Business

Supper will be provided!



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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