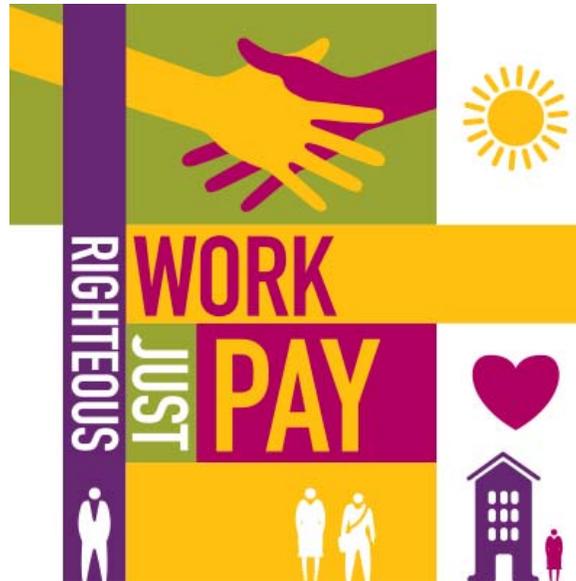


Sessional Lecturers' Summer Newsletter 06.18

The office of CUPE 3287 is situated on Treaty 6 Territory and the Homeland of the Metis



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Members' Meeting

Arts 105

June 26th, 4:00 to 6:00 pm

Agenda

1. Roll Call of Officers
2. Reading of the Equality Statement
3. New Members
4. Reading of Minutes
5. Matters Arising from the minutes
6. Treasurer's Report
7. Correspondence
8. Executive Committee Report
9. Election of delegates to SFL convention and Sectoral Conference
10. Money motion: That CUPE 3287 donate \$500 to the SFL Summer Snack Program.
11. Money motion: That CUPE 3287 donate \$500 to CUPE 3903 (York University).
12. Money motion: That CUPE 3287 contribute up to \$1000 to the inter-union pancake breakfast.
13. Presentation of proposed changes to the by-laws to be debated and voted on on July 11th.
14. New Business
15. Good of the Union
16. Adjournment

Offices Then and Now

Under the Collective Agreement, Article 33.02, Sessionals are entitled to offices and other support while teaching. For many, many years some 50 Arts and Science Sessionals had office space, for better or worse, in rooms Arts 257-258. Two years ago, management decided to set up Connection Point in Arts 258 and put all the Sessionals on bar stools, with access to a file drawer, in Arts 257. After a grievance was upheld, Sessionals were moved elsewhere, but it appears if a new or returning Sessional does not take the initiative to request office space, none is provided automatically.

If you are in Arts, you should contact your departmental assistant to access office space. There is a list of department assistants at the bottom of this page:

<http://artsandscience.usask.ca/college/asg.php>. The process can be quite quick. The small offices in the library are currently being allocated with single tenant occupancy, so quite possibly worth an ask.

The ultimate responsibility for allocating space in Arts and Science seems currently to reside with Sharla Daviduik of the Administrative Support Group, who is working to ensure that in future Sessionals are made aware of the resources available.

If you are in a College other than Arts and Science, speak to your departmental assistant about office space concerns and inform us of your experience. Even if you only need a place to stash your winter gear for the night, do ask. Some inconveniences are avoidable!

Submitted by Heather Wagg



Professional Development and Tuition Waiver Fund Report

Congratulations to those who applied this spring and were all successful thanks to the Employer's having found the rest of our fund monies which they had misplaced! So, we had over \$80,000 in excess of what we knew we had. We cannot be absolutely sure, but the problem seems to have resulted from accounting errors at Human Resources and SSSD. These errors would have occurred as a result of the merger of the PD and Tuition Waiver Funds, and the fact neither HR or SSSD knew what the other was doing. We learned in a meeting with employer representative Lorraine Shantz on May 4 that these funds were definitely available.

Here are the recipients of 2018 Spring Grants from the PD Fund and Tuition Waiver Fund

1. Ahiahonu, Pearson (Chemistry). Conference support for Symposium of the Phytochemical Society of North America, \$3,000.00
2. Billings, Terry (Art and Art History). Travel support for Ayatana Biophony residency, \$2,890.00
3. Janzen, Daryl (Physics and Engineering Physics). Conference support for Robotic Telescopes, Student Research and Education Conference and International Astronomy Teaching Summit, \$2,500.00
4. Kachoo, Meera (Religious Studies). Travel support for writing residency, \$1,329.60
5. Nicholson, Bonnie (Music). Travel support for World Saxophone Congress, \$2,863.32
6. Pila, Eva (Kinesiology). Conference support for Compassionate Mind Retreat and Summit 2018, \$1,978.00
7. Roberts, Rose (Community Health & Epidemiology). Conference support for The Living Breath, Indigenous Foods and Ecological Knowledge Symposium, \$674.16
8. Wotherspoon, Barb (Education). Conference support for EECOM 2018 conference, \$1,260.00
9. Hunker, Clint (Art and Art History). Capital equipment support, digital projector, \$1,195.53

Current round PD Fund application total:
\$17,690.61

Tuition waivers granted for the period starting July 1, 2018 only:

1. Adam, Margo for six credit units (Kinesiology)
2. McHenry, Stacey for six credit units (Psychology)

The ad hoc committee vetting this round of grants was Will Buschert (Philosophy), Leslie Ehrlich (Sociology), and Heather Wagg (Languages). If you are interested in serving on a vetting committee for a round of allocations, please put your name forward. The only stipulation to participating in the granting process is that you will not be applying to the fund during that round.

The next round of applications will be vetted after the September 30, 2018 deadline for applications. The application form is available at 3287.cupe.ca. Click on “Resources” and scroll down. If necessary, you may apply for reimbursement for activity prior to the date of application.

Submitted by Heather Wagg

EH6165-SP



"I have to read this disclaimer: Any opinions expressed in this course belong to the professor and do not necessarily mean the university is left-wing."

Public Library Woes

You may recall that the March 2017, provincial budget basically grounded seniors and non-vehicular others who live in small Saskatchewan communities by eliminating public transport to and from these communities. This awful situation persists. Additionally, you may recall that draconian cuts of \$4.8 million to public libraries were also proposed but subsequently withdrawn in face of public opposition involving more than 7,000 people. But even so, alas, Saskatoon public libraries are experiencing major cuts.

The cuts are presented by library CEO Cooley as restructuring to a community-led service model. This model, unsupported so far by the community (and why would we?), includes the elimination of the following library departments and services: Children's Services, Outreach Services, Local History, Adult and Information Services and Fine Arts.

The library staff union, CUPE 2669, has been hit with 23 lay-offs and a reduction of \$700,000 per year in staff salaries, while the number of management employees has increased and their salaries rocketed. (Sound familiar, U of S?) Many employees have found themselves reapplying for a version of

their own jobs at reduced hours, pay and skill requirements.

CUPE Local 2669 and community supporters held a rally on June 4, 2018 at Saskatoon City Hall. Library patrons and supporters were urged to sign the petition calling for the resignation of the library CEO and to contact the library board, including councillor Hilary Gough (hilary.gough@saskatoon.ca) and Mayor

Charlie Clark (mayors.office@saskatoon.ca) to voice their opposition to the current scheme of restructuring and cuts to library services. For detailed information, visit <https://2669.cupe.ca/>.

Submitted by Heather Wagg



CHIRPS

About 200 post-doctoral fellows at the U. of S. formed a PSAC local 4004 last year and are now negotiating their first contract. At present they receive at least \$35,000 for full-time work but it is far less than the \$42,500 that U. of Regina post-docs earn on average.

The union has asked the provincial government to get involved in this conflict since about half the one billion dollars that funds the university comes from Saskatchewan taxpayers (that means us!)

Mediation will begin in the fall. We wish them Luck.



The provincial government has approved the U. of S. Board of Governors request to borrow up to \$85 million in order to repair and renovate five main buildings on campus. They are: Physics, Thorvaldson, W. P. Thompson, and Arts Buildings as well as the Murray Library. The \$85 million is not even half the \$200 million that is urgently needed because nothing has been done for those buildings for 40 years. Perhaps these emergency measures would not be needed now if maintenance had been carried out as needed. Whatever is done now will not likely match the grandeur of the Health Sciences Annex which cost a mere \$300 million of tax money plus substantial private donations.

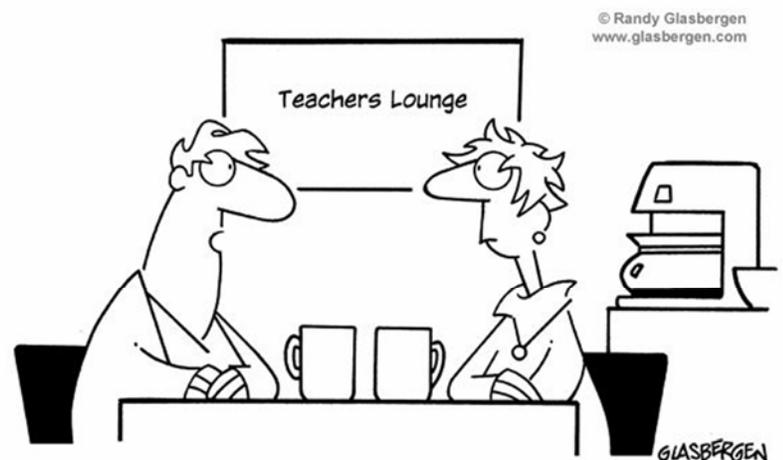
To aid the learning of students at elementary schools the French government has banned cell phones from classrooms - even at recess. Also, it is considering the extension of this ban to include restaurants - maybe to ensure adequate attention to the dining experience.

In Canada there are people (probably small in number) like Diane Francis who see that long-term use of smart phones results in "social autism" and that "phone addiction" is a growing problem. She worries about the "texting pandemic" that has struck youth especially hard. She has noticed that social skills are disappearing because users of phones avoid face-to-face communication.

I have become interested in this situation because of my experience in a particular

class in winter term this year. About 25 students were assigned a classroom large enough for 60. We met only once a week in the evenings and we were alone at the far end of the Arts building classroom wing. Waiting for the class to begin, the students sat far apart from each other, were completely absorbed in their computers or phones, and did not speak to each other. The room was as silent as a tomb and class discussion was unusually hard to instigate. I mentioned this strange silence to one student after class one evening, and he admitted that he never spoke to anyone in any of his five classes. Is this an unusual sociological phenomenon? Is conversation a dying human experience?

Submitted by Gail Osachoff



"Daydreaming is a serious problem in my classroom. I can't stop thinking about retirement, summer vacation, winter break, snow days..."

TeachingMadeEasier.com

Strike at York University

CUPE 3903, the local that represents Contract Faculty, Teaching Assistants, Graduate Assistants, Research Assistants and Part-Time Librarians & Archivists at York University has been on strike since March 5. Roughly 60 per cent of teaching at York is done by the contract faculty and teaching assistants represented by this local. In their last collective agreement, the union made a small move toward job security when York agreed to conversions, a process allowing a certain number of contract faculty to move into tenure-track jobs. York University agreed to 8 conversions per year in the last agreement but now takes the position that the number of conversions is open to negotiation in each new collective agreement. In the current conflict, the union is asking for the creation of more pathways for contract workers to win tenure-track positions. Last year, there were 8 conversions. The union wants to see 15 conversions a year; administration wants to reduce the number to 2.

Negotiations between CUPE 3903 and the York administration quickly stalled, with

university administration urging binding arbitration rather than negotiation. The union has resisted this move; the chairperson of CUPE 3903, Devin Lefebvre, reminds that it's the right of workers across the country to bargain collectively. He notes that particularly in the education sector, binding arbitration has not proved a successful way of reaching agreement. Lina Nasr, a member of the Bargaining Team for CUPE 3903, says that “York University has consistently refused to bargain. The Government should be very concerned that a publicly-funded institution is wilfully failing in its responsibility to engage in fair and honest labour relations.”

The Ontario government set up an Industrial Inquiry Commission, appointing arbitrator William Kaplan to investigate the academic impasse between the union and university administration. In his report, Kaplan said that the impasse over the issue of job security leaves no hope for a negotiated deal between the two sides, leaving arbitration — either voluntary or forced — as the only solution. Kaplan contends that “this clash

[over the issue of job security] makes it impossible for the parties to freely negotiate a collective agreement. The parties need to meaningfully address issues relating to contract faculty but they cannot do so because they fundamentally disagree on underlying principles. They have completely different world views that are informed by completely different academic and institutional aspirations.” This report is not good news. As Nasr notes, “Promoting arbitration when employers refuse to negotiate is accepting that employers – especially a publicly-funded institution that continues to demand concessions – do not have an obligation to negotiate in good faith. The York University website blames the continuing strike on the union: “CUPE 3903 would not agree to go to binding arbitration unless all their preconditions were met, effectively taking arbitration off the table.” The website goes on to catalogue the union’s “unacceptable” preconditions, while effectively ignoring the union’s concerns about job security.

Although York’s administration insists that its offered package is more than fair, the main points remain unresolved. The union understandably disagrees with the employer’s characterization of the barriers to settlement. Issues relating to contract faculty

cannot be meaningfully addressed if the issue of job security is treated as negligible or dismissed. Job security for contract faculty is a problem confronting everyone in the post-secondary sector, and we all have a stake in how the strike at York is resolved. Let us wish the best for CUPE 3903. More detailed information can be found on the CUPE 3903 strike page (<https://3903.cupe.ca>). Others have suggested the necessity of a provincial inquiry into precarious work at post-secondary institutions in Ontario.

Early in May, professors in humanities and social sciences departments issued motions of non-confidence in the university administration. This action, however, was countered by a petition by 200 faculty members to end the strike and recommended that all future contracts contain non-strike clauses.

Submitted by Rhonda Anderson and Gail Osachoff

Reminders and Small Items

To locate Sessional lecturer current postings and to apply to teach:

Go to “usask.ca”. Click Jobs. Click Current Opportunities. If they ask whether you work for the university, just say

“No.” Click on Employment Category and a drop-down menu will appear. Click Sessional Lecturer Positions. Click the magnifying glass icon. Be sure to check every Wednesday from now on for courses available in Term 1 and Term 2 (Fall and Winter) 2018-2019, as well as for any late summer courses still becoming available.

Remember to check 3287.cupe.ca, click on "Resources" and scroll down for information on benefits and on right of first refusal (our job security provision).

Submitted by Heather Wagg

Congratulations

To Glorie Tebbutt in English and David York in Political Studies, who are the 2018 recipients of the Sylvia Wallace Sessional Lecturer Teaching Excellence Award. There is an article about Glorie at <https://news.usask.ca/articles/colleges/2018/sessional-lecturer-aims-to-support-students-with-mental-illnesses.php>. **Submitted by Heather Wagg**

Occupational Health Committee

This joint committee of union and management representatives from across

campus is mandated by legislation to monitor health and safety issues. Should you have a concern that may be health or safety related, please contact your local site committee or, if you are not sure who they are, contact our rep on the university-wide OHC, Heather Wagg (heather.wagg@usask.ca or 306 652-7351) who will direct your inquiry to the appropriate local site committee. Heather has replaced Bill Rafoss (at least in theory) who served for several years as the sessional rep. Bill also served as the Employee Co-Chair of the committee and his absence is lamented. As Heather also will be retiring one of these years, we are particularly keen to find a new sessional rep. Through the committee, training is available for free in all aspects of workplace health and safety. Meetings would likely amount to 20 hours per year or less (except for the co-chairs). Participation in this committee is excellent experience for anyone interested in learning about health and safety or whose work or research already focuses on these issues. If tempted, please contact the union or Heather. **Submitted by Heather Wagg**

SDLC Convention 2018

The 59th Annual Saskatoon and District Labor Council (SDLC) Convention was held February 9 & 10, 2018 at the Heritage Inn, Saskatoon. A total of 104 people – 64 delegates and 40 guests – representing 7 unions and 25 locals, attended the event. Guests included Ann Iwanchuk (City Councillor), Darla Deguire and Wendy Daku (CLC), Lori Johb (SFL), Cecelia (Ce Ce) Baptiste (Chair, United Way Board of Directors), and Shaun Dyer (CEO, United Way of Saskatoon and Area). Sharon Lupton, National Director, Labour Programs & Services, United Way Centraide/Canadian Labour Congress, was the keynote speaker Thursday evening for the Labour Community Service Award Dinner and Ceremony. The 2018 Labour Community Service Award was presented to Marilyn Barlow.

Andrea Howe (United Way) moderated the *Gender Violence against Women* panel consisting of Lori Johb (SFL), Heather Pocock (Saskatoon Sexual Assault and Information Centre) Dave Shanks (Students Commission), and Nadia Stadnyk (Family Service Saskatoon). The panel members presented their involvement with and views on the topic, and responded to two questions: (a) Why do sexual assault and

sexual violence continue despite everything that's been tried to stem them; and (b) What positive things are the respective organizations doing to combat these issues? Darla Deguire (CLC), Lori Johb (SFL), Andrea Howe (United Way), and David Forbes (NDP) addressed the delegates with words of support and encouragement. Tim Quigley addressed the issue of *SaskCrowns*, Darrin Kruger and Malikm Draz spoke on *Fairness in the Taxi Industry*, and David McGrane moderated the *Saskatchewan New Democratic Party Leader's Debate* featuring leadership candidates Ryan Meili and Trent Wotherspoon. Sheri Benson, MP Saskatoon West, reported on her *Plan to End Homelessness*. The 29th *Summer Snack Program* was reviewed by Candace Gabriel and Aurora Fritsch, program leaders. About 9,000 children and adults received lunches 7 days a week in 7 city parks in 2017. 2017 also marked the first time the program was offered east of the river. Another park on the east side has inquired about being included in 2018. The *Vacation of the Month* lottery ticket proceeds go towards supplementing donations from many local corporate sponsors and help to build a reserve in the event the economic situation of locals change in these uncertain times. The program receives excellent corporate and

union support, and basically breaks even. Elections saw the return of the current executive board members, with the exception of the Treasurer, two new

executive members, and two new trustees (3-year term).

Submitted by Heather Wagg and William A. Gulka

Our New Look

