

# News from NowHere

**Year 30 Number 4**

**Editor Gail Osachoff**

***CUPE*3287**  
University of Saskatchewan Sessional Lecturers

## Contents

President's Message	2
Annual General Meeting Agenda, December 6, 2019	3
Call for Nominations	4
Unions, Democracy, and Income Inequality	4
CHIRPS	
Remembering École Polytechnique	6
Report on the SFL Convention	6
Report on the CUPE Biennial National Convention	7
AP/PD and Tuition Waiver Grants	9
Original Members of Local 3287	10

## President's Message

Like many of you, I'm currently about up to my neck in term papers and assignments crying out to be graded. For me personally, it's been a rather busy academic term. And, alas, it isn't quite over yet.

It has also been a rather busy term for CUPE 3287. We have a number of grievances underway, three of which will soon be progressing to the second stage; some of these may yet proceed to arbitration. In recent months, the work of preparing and arguing grievances has largely been taken up by Vice-President Brian Zamulinski. I thank Brian on behalf of the Union for the experience and judgment that he brings to these files.

We also continue to be engaged in negotiating a first collective agreement with COPE 342 for our office clerical assistant.

This too has been rather a rather time-consuming process, but progress has been and continues to be made.

Most importantly, our Bargaining Committee continues to prepare for negotiations with the Employer which we expect to begin in the new year.

More information on all of this work will be provided at the 2019 Annual General Meeting, coming up on December 6<sup>th</sup> – which I strongly encourage all members to attend.

For those of you who may not be able to attend (and, of course, also for those of you who will), let me offer your Union's best wishes for a hopefully painless conclusion to final exams and a happy holiday season.

**Submitted by William Buschert**

## 2019 Annual General Meeting & Dinner

### **Mandarin Restaurant**

245 20th St W, Saskatoon  
(20th St. West @ Ave. C South)

**Friday, December 6, 2019**

Time: 4:00 to 8:00

Meeting at 4:00  
Dinner Served at 6:00

*Please join your fellow sessional lecturers for information, discussion and relaxation*



**ANNUAL GENERAL MEETING**  
**December 6, 2019, 4:00 PM**

**Mandarin Restaurant,**  
**245 20th St. W, Saskatoon**

### **AGENDA**

1. Adoption of the agenda
2. Roll Call of Officers
3. Reading of the Equality Statement (see reverse)
4. Adoption of Minutes, Fall Members' Meeting of September 27, 2019
5. Matters Arising from the Minutes
6. Motion: Acceptance of new members
7. Secretary-Treasurer's Report
8. News and Communications Officer's Report
9. Parking Coordinator's Report
10. Correspondence & Communications
11. Executive Report
12. Elections: Vice-President, Secretary-Treasurer, Members-at-Large (up to five)
13. Election: Good and Welfare Committee
14. Election: Delegates to Saskatoon & District Labour Council AGM, Feb. 7-8, 2019
15. Election: Delegates to CUPE SK Convention, Saskatoon, March 4-6, 2019
16. New Business
17. Adjournment

## Call for Nominations

Under CUPE 3287's new [Bylaws](#) [pdf, 608 kb.], approved by CUPE National in August, 2019, the positions of President, Recording Secretary and News & Communications Officer are to be elected in even numbered years; Vice-President and Secretary-Treasurer in odd numbered years, and Members-at-Large are to be elected each year.

Accordingly, at our upcoming Annual General Meeting on December 6th, the following positions on the CUPE 3287 Executive Board will be filled by election:

**Vice-President**  
**Secretary-Treasurer**  
**Members-at-Large** (up to five)

Any member in good standing who wishes to be nominated for these positions can either a) self-nominate at the meeting, b) be nominated by another member at the meeting (provided that the person seeking nomination is in attendance) or, if she is not in attendance at the meeting, c) provide written consent to be nominated witnessed by another member to be presented at the meeting. (See [Bylaws](#), Section 10 (b) for specifics).

## Unions, Democracy, and Income Inequality

I recently came across a meme on Facebook calling for workplaces to be more democratic. If we run our countries through electoral consensus, the meme asked, why are our workplaces often modeled as an authoritarian hierarchy, each level reporting upwards to a boss? We spend most of our waking day in workplaces – why don't we hold the same decision-making power as workers as we do as citizens of a country?

The truth is that democracy in general is often at odds with the perceived need to create wealth. The workplace is just one place in which this conflict appears. If the French economist Thomas Piketty is correct in his theory, publicly owned wealth worldwide is slowly shrinking in proportion to private wealth, creating unprecedented levels of financial inequality. This has dangerous effects for democracy when one considers the role of money in political campaigning and policymaking: lobbyists can use money to influence new bills; corporations can use wealth to influence election results. For example, in the October 2019 Canadian federal election, the Canadian Association of Petroleum Producers (CAPP) is known to have employed an electoral campaign company named One Persuasion, which uses psychographic data to target undecided voters online (similar to the tactics used by Cambridge Analytica during the Trump campaign).

Considering the current political climate in the United States, it might be surprising to consider an article published in [Jacobin Magazine](#) in October that announces that in America, approval ratings for employment unions are at their highest level since 1967, with 64% of Americans having a positive view of these social institutions (“Americans are Starting to Love Unions Again”). The reason for this, quips the author Meagan Day, is “shit pay, teacher strikes, and Bernie Sanders.” In sum, rising income inequality in the USA is driving many Americans to turn to unions in order to achieve employment justice. In contrast, a recent survey from 2015 by two USask professors shows that public attitudes towards unions in Saskatchewan are mixed. Those participating in the survey responded negatively or ambivalently to questions framing unions as adversarial (e.g., “Unions ask for too much,”), but provided positive responses to questions focusing on worker protections (e.g., “Unions need to protect employees”). Although the survey measured union approval differently than the study cited by *Jacobin Magazine*, the provincial mean approval score is reported as 2.52 on a 4-point scale, hardly describable as enthusiastic support. This is likely part of a broader national trend: although Canada has historically witnessed a higher rate of union involvement than the United States, public attitudes don’t necessarily reflect this reality. This paradoxical relationship between union involvement and approval ratings is discussed in [“The Paradox of American Unionism: Why Americans Like Unions more than Canadians Do but Join Much Less.”](#)

Alarming, unionization rates are actually falling in Canada: in 1981, 37.6% of workers belonged to a union whereas in 2014, that rate was at 28.8%. There are several reasons for this fall in unionization rates in Canada, which are common factors in many nations. One big reason is that government policies in the 21<sup>st</sup> century have become increasingly hostile towards organized labour as neoliberalism views these institutions as obstacles to economic progress. However, another large factor is that employment status for many Canadians has become more and more precarious: this precarization of labour, as it is called, forces the employee to bear the risk of employment – in other words, the employer bears no responsibility for the worker’s continuity of employment. Movement towards more precarious labour has been witnessed in all types of workplaces in Canada and is particularly relevant to the academic context, which sees universities hiring part-time teaching “help” on a contract basis, shedding any responsibility to provide continuing employment to these workers.

Precarization is an attack on unions because precarious workers are less likely to be unionized, and if they do belong to a union, they are less likely to engage in protecting their employment rights, as they are simply viewed as contract workers. The traditional union structure has difficulty accommodating precarious workers. For example, in labour groups composed of both full-time employees with secure employment and part-time/precarious workers, the group’s priorities are divided between the protection of benefits and rights afforded to the full-time workers and the protection of precarious workers. Too often, the needs of the precarious workers are left to the wayside.

All of this points to the fact that a union like CUPE 3287, that serves to protect the rights of precariously employed Sessional Instructors, is an increasingly important institution, along with all other unions in Saskatchewan. Although they are often viewed by Saskatchewanians as

obstacles to economic progress, especially in adversarial situations with employers, unions are perhaps the only way to ensure that the workplace is a just and democratic place at a time when economic inequality is at an all-time high.

**Submitted by Jeffrey Klassen**

## **CHIRPS**

Thirty years ago (December 6, 1989) fourteen women were killed at the École Polytechnique in Montreal by a man who hated women studying to be engineers. Spare a moment to read their names.

***Genevieve Bergeron***  
***Helene Colgan***  
***Nathalie Croteau***  
***Barbara Daigneault***  
***Anne-Marie Edward***  
***Maud Haviernik***  
***Maryse Laganiere***

***Maryse Leclair***  
***Anne-Marie Lemay***  
***Sonia Pelletier***  
***Michele Richard***  
***Annie St-Arneault***  
***Annie Turcotte***  
***Barbara Klucznik-Widajewicz***

**Submitted by Gail Osachoff**

## **SASKATCHEWAN FEDERATION OF LABOUR PROVINCIAL CONVENTION SASKATOON, SK, October 23 - 25, 2019**

The 64<sup>th</sup> Annual Saskatchewan Federation of Labor (SFL) Convention was attended by 461 individuals: 367 delegates plus 4 alternates, 88 guests, and 2 media. CUPE 3287 delegates included Will Buschert and William Gulka. Guests included Mayor Charlie Clark (City of Saskatoon), Kelly Harrington (SDLC), Honourable Don Morgan (Minister of Labour), Patrick Maze (STF), and Ryan Mieli (Leader of the Official Opposition) and a number of his team. The convention theme was *On the Move!* Lori Johb, President of SFL, served as Chairperson for this her first convention as President of SFL.

Five presentations stimulated discussion, conversations, and questions for those attending the Convention: *“Cracking Labour’s Glass Ceiling”* (Donna Smith and Barb Byers), *“Working Together, Getting Results”* (Anne McGrath), *“Justice for Workers in a Transforming Economy”* (Matt Wayland and Patricia Farnese), *“Combatting Islamophobia”* (Amira Elghawaby, CLC), and *“Organizing on Stolen Land”* (Ron Rousseau, YFL). Additional presentations included *“Campaigns and Political Action”* (Kent Peterson), *“Ready for Work”* (Deena Kapacila), *“The United Way”* (Andrea Howe), and *“The 100<sup>th</sup> Anniversary of the Winnipeg General Strike”* (Paul

Moist, Kevin Rebeck, and Gina McKay). Ryan Mieli and a number of his team participated in a bear pit session.

Forty-three resolutions plus one emergency resolution were brought forward. Thirty-two resolutions were debated; the remaining twelve resolutions were referred to the Executive for consideration. The resolutions included matters pertaining to diversity and inclusion (11), the economy (8), the environment (3), occupational health and safety (3), one constitutional amendment, and a variety of other matters (17). The emergency resolution focused on the refusal of the Regina Public School Division to allow the Pride flag to be flown in Regina public schools.

Six matters that are of particular concern to the SFL and labor organizations surfaced: (a) Occupational Health and Safety (b) a decent living wage (c) the “Green Economy” (d) engaging young workers (e) issues of workplace violence and discrimination (f) understaffing in schools, hospitals, and long-term care facilities. It is interesting and saddening to note that deaths from asbestos exposure still occur at a high rate in Saskatchewan.

Two other interesting items are worthy of note. Larry Hubich, past president of SFL, devoted many years to working and advocating for labour in Saskatchewan. In his honour, The *Larry Hubich Lifetime of Service Award* was established at this Convention (Resolution 39). Also, Canadian Labour Congress (CLC) staff, who are members of the IAMAW Local Lodge 3111 Canadian Union of Labour Representatives (CULR) and who are currently in dispute with their employer, CLC, were present at this Convention.

**Submitted by William A. Gulka**

## **CUPE NATIONAL 29TH BIENNIAL CONVENTION MONTRÉAL, QC, October 7 – 11, 2019**

A total of 2,093 delegates representing locals, affiliated jurisdictions, and 700,000 CUPE members from across Canada attended the 29<sup>th</sup> Biennial CUPE National Convention held in Montreal. Every province was represented; the Northwest Territory was represented for the first time, but there were no representatives from Yukon Territory or Nunavut. Ontario (985), British Columbia (381), and Quebec (318) had the largest number of delegates. Saskatchewan was represented by 93 delegates from 31 locals, including 1 delegate from CUPE Local 3287. A new initiative for CUPE National is organizing northern Canada – the three territories. CUPE BC will oversee Yukon Territory while CUPE AB will serve Northwest Territory and Nunavut.

In addition to the daily plenary sessions and provincial caucuses, meetings of the 18 sectoral groups were held. Committee and working group meetings were held throughout the week. On-site translators made it possible to hear the sessions and speakers in both English and French, and Portuguese translation was available for the presenter from Brazil. Three forums -

human rights, health and safety, and global justice – and one information session – revised trial procedure – were held.

Six distinguished guests addressed the convention. Jagmeet Singh, national NDP leader, highlighted the historic NDP-CUPE partnership, stating that the NDP and CUPE support each other. Singh identified five issues which the NDP campaign will highlight: (a) closing of tax loopholes (b) funding standards for long-term care (c) universal pharmacare and dental care (d) climate change and (e) reconciliation. Singh invited CUPE to be a partner in addressing these concerns. Collen Thorpe spoke on climate change and its relation to socio-economic issues. Sarah Nelson gave a rousing presentation on industry sexism. Ryan Meili, Saskatchewan NDP leader, urged the delegates to vote and to support the national NDP candidates in their ridings. Geici Maira Brig, Education Director for SINTRASEB, described the dangerous conditions under which social activists function in Brazil. Raymond Basilio, an activist from the Philippines, described the dangerous situation for activists in his country. Jean Bonald Golinsky Fatal, President of the Confederation of Public and Private Sector workers CPPS in Haiti, outlined the difficult conditions under which workers in his country find themselves.

Forty-eight constitutional amendments were presented to the convention. Three constitutional amendments of note were passed: (a) the introduction of electronic voting for Convention 2021 (b) reorganizing the trial procedure, with more onus shifting to CUPE National (c) the opportunity for locals to send one additional delegate from the equity seeking communities to National Conventions. 293 resolutions dealing with 29 topics and areas of interest were presented for the delegates' consideration. The presentation of resolutions was aligned with the 3-4 sectoral group reports on a given day. Six topics received a lot of attention and discussion: (a) harassment, bullying, and violence within the unions (b) workplace health and safety (c) health care (d) environmental issues (e) LGBTQ2+ rights (f) disability rights. Constitutional amendments and resolutions that could not be brought to the floor were referred to the National Executive Board to be dealt with there. The *Strategic Directions 2019-2021* document outlined initiatives CUPE intends to pursue related to Indigenous communities, climate, precarious work, and migrant workers.

Four themes were emphasized. First, precarious workers and part-time work are the new reality in Canada. The number of *precarious workers* in all workplace sectors is on the rise, a direct outcome of the push for globalization, privatization, the reduction and/or elimination of public service sectors by all levels of government, and decreased public sector funding by provincial/state and federal governments in Canada and everywhere in the world. Second, safety and violence, bullying, and harassment within the unions are increasing trends. Third, understaffing and workplace safety, especially in long-term care facilities, are of concern. Fourth, delegates were reminded that CUPE must not forget about our brothers and sisters who work in the private sector and who may not enjoy the same "privileges" that are available to many of us who work in the public sector.

Elections yielded the following results: (a) President – Mark Hancock (CUPE BC) (b) Secretary-Treasurer – Charles Fleury (acclaimed) (c) acclamation of 5 CUPE General Vice-President positions: Judy Henley (CUPE SK), Sherry Hillier (CUPE NB), Paul Faoro (CUPE BC), Denis Bolduc

(CUPE QC), and Fred Hahn (CUPE ON) (d) acclamation of 11 Regional Vice-Presidents (Tom Graham, CUPE SK) (d) Trustees Christian Trudeau and Shireen Clark.

Positions for the 17 Committees and Working Groups and committees are appointed positions.

CUPE is the largest union in Canada. A highlight of the Convention was National President Mark Hancock's announcement that in 2019, the number of CUPE members surpassed the 700,000 member mark.

Submitted by William A. Gulka

### Academic Participation and Professional Development / Tuition Waiver Grants Awarded for Fall, 2019

Name	Project	Amount
<b>Sheikh, Sheheryar</b>	Tuition Waiver	1466.40
<b>Fragoso, Luana da Silva</b>	Tuition Waiver	1466.40
<b>Tebbutt, Glorie</b>	Tuition Waiver	831.00
<b>Miller Matthew</b>	Tuition Waiver	1466.40
<b>McHenry, Stacey</b>	Tuition Waiver	1466.40
<b>Elcock, William</b>	Tuition Waiver	1466.40
<b>Pelletier, Terrance</b>	Tuition Waiver	1466.40
<b>St. Pierre, Laura</b>	Conference/Travel	2500.00
<b>Luk, Gary Chi-Hung</b>	Conference/Travel	3755.00
<b>Strunk, Randi</b>	CTEL Prof. Dev./Travel	2124.00
<b>Strunk, Randi</b>	Conference/Travel	237.75
<b>Banow, Ryan</b>	Conference/Travel	2483.25
<b>Buschert, William</b>	Research Equipment	2340.96
<b>Robson, Frances</b>	Art Materials, Creativity Coaching	2800.00
<b>Stavrou, Stavros</b>	Conference/Travel	3000.00
<b>Schwab, Jordan</b>	Conference/Travel	816.00
<b>Adam, Margo</b>	Conference/Travel	2000.00
<b>Datta, Ranjan</b>	Conference/Travel	2000.00
		<b>33,686.36</b>

Applications for the next round of Academic Participation/Professional Development fund and the Tuition Waiver fund grants is **February 29, 2020**. Please see the "[Funds and Benefits](#)" section of the [Union website](#) for more information on eligibility and how to apply.

## Original Members of Local 3287 (1993)

On the 30<sup>th</sup> anniversary of our Local (1993-2019), we recognize the persons listed below for their courage in standing with their fellow sessional lecturers when CUPE 3287 was first organized.

Walter Garchinski	Deborah Parker-Loewen	June Bantjes
Marilynn Georgas	Bryan Puk	Jack Billinton
Richard Gibbons	Merce Rafols	Patricia Blakley
George Glenn	Daniel Ring	Richard Blum
Adrianus Graumans	Sonia Ruznisky	Inocencio Bombin
John Hart	Amira Saleh	Alfons Boving
John Hauser	Winona Senner	Keith Brown
Robert Heber	Elwyn Vermette	Alan Buckley
Goria Herauf	Bertram Weichel	Witold Bula
Clinton Hunker	Fattaneh Zehtab-Jadid	Natalia Burianyk
Katherine Krozser	Nadia Archer Alcock	Angela Busch
Jenny Lai	Norma Bisha	Daniel Campbell
Brendan Li	Margaret Boldt	Eleanor Campbell
Linda Lock	Ian Cochrane	Richard Catton
Irene Ahenakew	Cecile Desrosiers	Gary Chad
Melvin Annand	Peter Gravlin	Helene Christison
Garry Berteig	Jane Houlden	Ronald Cope
Michael Brokop	Nadya March	Michael Cottrell
Christopher Casey	Clare McKinlay	Irene Coupland
Ron Cherkewich	Murray Moats	Margaret Crossley
William Cowan	Randi Nelson	Craig Darroch
Raymond Davie	Bonnie Nicholson	Thomas Davis
Eva De Gosztonyi	Mark Rogers	Margo Day
Paul Doerksen	David Ruby	Mary Day
Edgar Epp	Benjamin Schenstead	Barbara Dodd
Frances Farmer	Donna Slusar	Joan Doig
Dennis Favreau	Brian Unverricht	William Dolmage
Maureen Fox	Mary Wedgewood	Elizabeth Dorotich
Walter Freitag	Margaret Wilson	Joan Ellsworth
Daniel Lorer	Bradford Carley	George Enns
Laureen Marchand	Lola Adair	Peter Federko
Cheryl Meszaros	Seema Ahluwalia	Shirley Figley
Boyd Nave	Linda Aikenhead	W. Frietag
Ellen Nesdaoly	Sumayya Angel	Edna Froese
Charles Neumann	Elizabeth Anstensen	Linda Fuchs
Terrence Nicholaichuk	Darlene Arcand	Asmelash Gebre-Egziabher
Ann Nykyforuk	Juhachi Asai	Robert Gibbing
Margaret Osachoff	Laurie Baber	Mary Gilliland

Arnoldo Gonzalez-Reyna	Nicholas Lloyd	Bija Ratz
Arthur Gordon	Pat Lusby	Jeanne Rezlaff
Charles Green	Margaret Lyons	Frances Robson
Shirley Green	Shikharesh Majumbar	Terrance Roebuck
James Greer	Raj Manek	Brian Rourke
Glen Grismer	Diane Martz	Kavita Sethi
Lissa Gruza	Daryl Mayers	Stanley Shadick
Catherine Gunderson	Gail McConnell	John Shanks
Jane Haddad	Grant McConnell	Daniel Shapiro
Peter Halvorsen	Ian McDade	William Shaw
Elma Harder	Douglas McEwen	Patti Shedden
Gerald Harrison	Joanne McLeod	Lawrence Shepel
Brian Heagy	Miriam McNab	Mary Sheppard
Eileen Herteis	Lynn McNally	Barry Singer
Cheryl Hiscock	Leonard Meier	Randy Smale
Felix Hoehn	David Meyer	Barbara Smith
Kenneth Hogg	Pauline Molder	Kathleen Smith
Sandra Horne	Raymon Montalbetti	Cheryl Soulodre
Marleen Iachella	Judith Montgomery	Sheil Steele
Marcia Jackson	James Morris	Lewis Stiles
Robert Jackson	James Morrison	Dennis Strauss
Paul Jasper	Alastair Murdock	Elizabeth Swift
Gerard Jean	Wendy Murray	Rakesh Syal
Robert Jensen	Josephone Nanson	Don Taylor
David Jobling	Charlene Nicholls-Nickson	Kelly Thompson
Dianne Johns	Mary Nordick	Mark Thompson
Rodney Johnson	Michael Olsen	Jeffrey Thorpe
Tim Jones	Jane Olson	Margaret Tompson
Raymond Joubert	Lawrence Olson	Tom Toner
Ashwin Kashap	Karen Overbye	R. Uitti
Loraleigh Keashly	Bhasker Pandit	Beverly Unverricht
David Kelly	Margaret Parsons	Mark Von Eschen
Kathleen Kendall	Julian Paslawski	Heather Wagg
Robert Kennedy	Brenda Pelkey	Gregory Wetterstrand
Oscar Kupsch	Lorne Pendleton	Eva Wetzel
Philip Lancaster	Garry Perry	Oswald Wickenheiser
Jeannette Lavigne	Lucinda Presse	Allan Wilson
Donald Layh	Pavol Prikryl	Stephan Wong
Margaret Leier	Donald Purich	Sharolynn Woodward
Beryl Lepage	Robert Pywell	Thomas Wylie
Claire Lipscomb	Barbara Rackham	Marline Zora

## Equality Statement (CUPE National)

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

Discriminatory speech or conduct which is racist, sexist, transphobic or homophobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language and ethnic origin.

Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.

Discrimination and harassment focus on characteristics that make us different; and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society and in our union.

CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all persons deserve dignity, equality and respect.

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*The Communications Committee welcomes submissions to the newsletter for publication. You can check deadlines with Gail Osachoff, Editor of the newsletter, at: [mmgo628@mail.usask.ca](mailto:mmgo628@mail.usask.ca)*