

## Fall Members' Meeting

Friday, September 27, 2019 at 4:00 pm

Arts 202

1. **Motion to adopt the agenda:** B. Zamulinski moves; G. Osachoff seconds; carried.
2. W. Buschert reads equality statement.
3. **Motion to accept the minutes of the last meeting (July 18, 2019):** J. Klassen moves; B. Wotherspoon seconds; carried.
4. Matters arising: a) all the information has been filed for the SFL and CUPE National; b) one grievance has been resolved. The member has been given a written reprimand that will be on file for 2 years; c) Action: at the next executive meeting, the executive will vote on an honorarium for E. Hulse.
5. **Motion to accept new members:** B. Zamulinski moves; B. Wotherspoon seconds; carried.
6. Executive report:
  - a) The president reminds everyone of the 30<sup>th</sup> Anniversary celebration on October 17.
  - b) U of S Equity, Diversity & Inclusion initiative: the university asks the local to send someone to attend focus group sessions. W. Buschert first asks that someone from the executive volunteer to attend; he has the details.
  - c) Sectoral database proposal (CUPE 3902, U of T): They ask that we go in on software that specializes in union organizations. The product is good, but the buy-in cost is currently too expensive. W. Buschert will remain in the conversation in the hope that the cost will come down. B. Gulka is asked to raise the idea of CUPE contributing if he gets a chance at CUPE National.
  - d) Bargaining: Negotiations with COPE 342 are about to head into costed items.
  - e) Grievances: Grievances are the same as reported last meeting. B. Zamulinski is hopeful that these cases will soon be settled satisfactorily, and one is very close to a positive resolution. Sessional lecturer employment has dropped off drastically, to 230 sessional classes taught by 181 sessionals. Dues will definitely be down, possibly with a 25-30% reduction in revenue. W. Buschert will have the actual numbers next week. Grievance: Sessional decline has many causes—activity based budgeting, no cost recovery for departments on spring/summer classes, increased teaching load for regular faculty, and restoring the rank of instructor/lecturer. This rank is defined as teaching 10 classes per year. The restoring of this rank constitutes organizational change, and the local ought to have been notified. The local is hoping for negotiation on workplace adjustment plan. Thus far, HR has denied the premise of the grievance. All these causes will be addressed during collective bargaining.

- f) Bargaining proposals/membership survey: It will probably be several months before negotiation starts. Thus far, the bargaining committee is looking at fair remuneration & recognition, working conditions (office space, equipment, file storage, classroom assignments), security of employment, access to retirement, vision care, appointments to without-term positions, documentation & education (re: sessional lecturer rights for department heads and administrative staff), improved professional development & academic participation, development & delivery of online/distributed learning courses by our local (appointment procedures, integration with ROFR, rates of pay), course development: instead of being paid to develop a course, take a more entrepreneurial approach (expanded options for remuneration, recognition, and integration with ROFR). W. Buschert asks members to email comments, questions or suggestions to the bargaining committee.
7. Treasurer's Report: J. Zorbas distributes and explains revenue and expenses up to end of August [documents attached]. He notes a reduction in revenue. **Motion to accept the Treasurer's report:** J. Zorbas moves; E. Shia seconds; carried.
8. News & Communication Coordinator's report: a) the committee has vastly improved the website; b) B. Wotherspoon and G. Osachoff will learn to send out the newsletter on MailChimp; c) G. Osachoff asks for ideas and contributions to the newsletter. Action: W. Buschert will find out how many recipients are clicking to read the newsletter. G. Osachoff urges members to join the committee. **Motion to accept the News & Communications Coordinator's report:** L. Erlich moves; J. Zorbas seconds; carried.
9. Parking Coordinator's report: R. Campbell-Chuboda could not attend but has turned in the figures to W. Buschert, who gives the report. E-transfers are being embraced and appreciated. **Motion to accept the Parking Coordinator's report:** J. Zorbas moves; L. Erlich seconds; carried.
10. Correspondence: 1) there is a CU rally in Kinsman Park on Sunday; 2) Saskatoon Musicians' union is having a gala at The Basement on October 3.
11. New Business: a) An ad hoc committee is needed for administering the PD fund. B. Zamulinski, G. Osachoff and L. Erlich have volunteered and will meet at 1:30 on Wednesday afternoon. b) J. Klassen asks whether anyone from the local participated in the Climate Strike. He reminds us that the local should become involved in such worthy and public events.
12. L. Erlich moves adjournment.