

CUPE 3287 Newsletter

News from Nowhere

University of Saskatchewan Sessional Lecturers' Union

IN THIS ISSUE

President's Report	1
Compensation for Online Instruction: Our Employer is at Fault	2
Equality Statement	3
Upcoming Membership Meeting	4

CUPE 3287 honours the National Day for Truth and Reconciliation and affirms that Every Child Matters.

President's Report

As many of you are probably aware, our Local is currently engaged in collective bargaining with the University. Our Negotiating Committee – consisting of me, Vice-President **Brian Zamulinski**, **Patrick Bulas**, **Jeffrey Klassen**, **Jacob Semko**, **Stavros Stavrou**, and our CUPE National rep, **Will Bauer** – has been arguing for a number of proposals of fundamental importance to our members, including a fair and equitable increase to sessional lecturer stipends at all levels, enhanced job security, an improved benefit plan (including vision care), and restoring voluntary access to a pension plan. One specific proposal in which I personally take a keen interest is to establish in our collective agreement better recognition and reward for the many contributions that sessional lecturers make to the life of the

"I'll be briefing the membership on how negotiations are progressing at our upcoming membership meeting on October 5th"

University outside of the classroom – including service on graduate committees, college-level committees, delivering colloquia and seminars, participating in art exhibitions, participating in music recitals and juries...and much else besides.

I'll be briefing the membership on how negotiations are progressing at our upcoming membership meeting on October 5th which I urge all of you to attend (see later in this newsletter for more information). There is one theme from the current round of collective bargaining that I would like to mention now, however.

It's true that collective bargaining is not normally all cupcakes and rainbows. It is, after all, a basically adversarial process in which each party is trying to advance interests which are typically in conflict with those of the other party. Even against that background, however, our current negotiations with University have, in my view, been characterized by an unusual degree of hostility, dismissiveness and intransigence directed toward our Local by the University's negotiating team. This has been exacerbated, I think, by the University's decision to hire an outside consultant – Greg Trew from Claymore Consulting – as chief negotiator. It has been made repeatedly evident in our bargaining sessions up to this point that the University's negotiating team often lacks any real understanding of the work that sessional lecturers do, of the contributions that we make outside of the classroom, or even of who our members *are*. There is, however, something that you can do that may help to correct this.

In that last few days, you should have received an email inviting you to participate

Sessional Pay Reduced during the Pandemic

In 2020, the employer made people who teach online courses into members of CUPE 3287 instead of ASPA.

This had a couple of effects.

First, **pay went down** for online courses. Someone who had received, say something in the neighbourhood of \$12,500 for a class

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a membership survey intended to help us gather information about our members. The survey takes only about ten minutes to complete and all information that you provide will be retained in anonymized form only. It's not that our Negotiating Committee is unable to correct the University's misapprehensions about sessional faculty without this survey information – believe me, we can and we do. Frequently. But having quantified information supplied directly by our members can nonetheless be a great aid in, let's say, *educating* our Employer's understanding.

Hope to see you all (virtually) on October 5th.

-William Buschert

with 50 students would now be paid at most \$7,925.

Second, **the number of classes that someone could teach was reduced** to 2 during the regular session. Previously, an individual could teach both CUPE and ASPA courses. Now, the same individual could teach only CUPE courses.

Previously, someone who taught 2 courses in each bargaining unit (for a total of 4) might be able to make \$41,000 during the regular session, to continue to use the

figures from the example above. Now, they can make only \$16,000. In other words, **their regular session income went down by 60%.**

After a year of unsuccessful talks, **we recently filed a grievance** on behalf of some members, arguing that people who had previously taught more than two classes by combining CUPE and ASPA courses should be allowed to teach the same number as before. This would mean that the individual in the example would

experience a loss of only 22% of their income.

If we were to win the grievance, the cost to the university would remain about the same. Hiring one person to teach four courses would cost the same as hiring two. Meanwhile, the employer has proposed holding the grievance in abeyance while we try to negotiate (in conjunction with our collective agreement negotiations) a more comprehensive resolution encompassing all the issues raised by the transfer.

-Brian Zamulinski

Membership Survey

As part of a tool for bargaining, we have sent out a survey to our members meant to learn about your specific concerns regarding your working conditions and compensation. Please look in your email inbox (including your junk mail!) if you haven't completed it yet. Your participation is deeply appreciated!

CUPE Equality Statement

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

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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.

-Mark Hancock, National President
-Charles Fleury, National Secretary-Treasurer

Members' Meeting, Fall 2021

Via Zoom

Show your solidarity with labour justice!

Invitation links have been distributed to the membership via email. If you have not received your invitation email, please contact cupe3287@gmail.com

Tuesday, October 5, 2021

4:00pm – 6:00pm

Agenda on following page





MEMBERSHIP MEETING

October 5, 2021, 4:00 PM

Via Zoom

(Meeting invitations circulated via email)

AGENDA

1. Adoption of the agenda
2. Roll Call of Officers
3. Reading of the Equality Statement
4. Adoption of Minutes, Membership Meeting, July 13, 2021
5. Motion: Acceptance of new members
6. Secretary-Treasurer's Report
7. Trustees' Report
8. News and Communications Officer's Report
9. Executive Report
 - a. Negotiating Committee Update
 - b. Grievance & Case Work Report
 - c. Membership Survey
 - d. CAUT Fair Employment Week (Oct. 18-22)
10. New Business
11. Adjournment

Contact the Union

Our office in McLean Hall remains closed due to COVID-19 safety measures. We continue to receive postal mail as well as voicemails and email.

McLean Hall, Room 35
106 Wiggins Road
University of Saskatchewan
Saskatoon, SK S7N 5E6

Phone: (306) 966-7023
Email: cupe3287@gmail.com
Website: <http://3287.cupe.ca>



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Newsletter Editorial Board

Editor: Jeffrey Klassen
Committee members: Will Buschert,
Eleanor Shia, Brian Zamulinski

If you would like to submit an article to our newsletter or would like to join our committee, please contact news.cupe3287@gmail.com