

CUPE 3287
MINUTES OF MEMBERSHIP MEETING
October 5, 2021
4:00 pm via Zoom

PRESENT: W.Buschert, B. Zamulinski, E. Arvanitis-Zorbas, J. Klassen, P. Bulas, A. Novecosky, M. Burles, A. Hidalgo, J. Semko, P. Ahiahonu, W. Gulka, D. Philipenko, B. Wotherspoon, E. Shia, J. Budney, E. Hulse, W. Bauer (CUPE National) **Absent:** J. Zorbas

1. Adoption of the agenda: B. Zamulinski moves; J. Klassen seconds; adopted.

2. Roll Call of Officers

3. Reading of the Equality Statement: read by J. Klassen.

4. Adoption of Minutes, Membership Meeting, July 13, 2021: B. Zamulinski corrected Item 11, he will only attend if the conference is in Vancouver, and B. Gulka will attend if it is online. E. Arvanitis-Zorbas undertook to amend the minutes. **Motion to adopt the minutes of the membership meeting on July 13, 2021 as amended:** E. Arvanitis-Zorbas moves, B. Zamulinski, seconds; carried.

5. Motion: Acceptance of new members: W. Buschert showed the list of new members on the screen. W. Buschert moves; B. Zamulinski seconds; carried.

6. Secretary-Treasurer's Report: W. Buschert gives the report on behalf of J. Zorbas. The payment due from the Employer, was significantly delayed, but received in August, 2021. Deficit is \$3,000, but the union dues for this month are not received until end of September which put the Local in good financial footing for October. The Local purchased 12 parking spots for the fall from the Employer. There is a \$650 loss because not everyone is in person yet, but it was needed in order to keep spots available for the winter when campus opens up in January. **Motion to accept the Secretary-Treasurer's report delivered by W. Buschert on behalf of J. Zorbas:** W. Buschert moves; B. Zamulinski seconds; carried.

7. Trustees' Report: M. Burles gave the report on behalf of the Trustee's for 2019 and 2020. The Trustee's examined the books for 2019 including bank statements, bank stubs and invoices, everything looks good. Recommendations were to write the month that money motions were made and paid out to make it easier to track. Watch the ledger typos, found some errors. **Motion to accept the Trustee's report:** M. Burles moves; J. Klassen seconds; deemed accepted.

8. News and Communications Officer's Report: J. Klassen reports that he has sent out the members survey. Almost 50 people have responded to the survey to help the Local with respect to bargaining. CAUT week, Oct 18-22, 2021. He has posted on Twitter and Facebook. On October 21, 2021 all members are invited to join the UofR faculty association to watch the documentary, "In search of Professor Precarious" which will be followed by a panel discussion. The film will be available for streaming to the members for free that week if members are unable to watch in on October 21. J. Klassen recommended the members might want to start using alternate email addresses instead of their usask accounts if the Local goes on strike. **Motion to accept the News and Communications Officer's Report:** J. Klassen moves, B. Wotherspoon seconds; carried.

9. Executive Report:

a. Negotiating Committee Update: W. Buschert notes that there are 247 actively teaching sessional faculty this year, teaching 324 classes, dues revenue will be up this year. However, about 36 of the 324 are DEU courses, prior to summer of 2020 they were in scope of ASPA. W. Buschert reports that the Bargaining committee has had 3 or 4 bargaining dates since the summer, the Bargaining Committee presented the Local's proposals and have encountered resistance on the part of the Employer. The Employer has appointed an outside consultant, who has a mischaracterization of the work sessional faculty do and the committee has had to deal with some insinuations of the chief negotiator on the Employers side. All substantive issues still remain to be addressed. Next meeting will be in November, 2021. The Employer wants to get rid of ROFR. W. Bauer states this will be a prolonged round of negotiations, fairly strong positioning has been taken and discussions about compensation have not been entered into yet. The Employer is not looking to get to middle ground and will require much more meetings and bargaining to get them to agree to anything. Expect this to be a long process of bargaining. W. Buschert noted that the Local's proposals include fair and reasonable compensation, increase health coverage and to fund sessional faculty in areas outside of teaching.

b. Grievance & Case Work Report: B. Zamulinski reports the Employer sometimes appoints the wrong candidate with respect to ROFR. Since 2011, the Employer would make whole the person with ROFR, and let the other one that had been appointed continue teaching the class. This summer there were two instances where this occurred except this year the employer took the appointed people out and had the ones with ROFR teach the course. This one done fairly late. The candidates who had initially been appointed had already started preparing for the course, arranged child care, declined other classes that were being offered at the same time. The Employer gave them 25% of the stipend instead of the entire stipend. This caused both members hardship. The Local is currently in discussion with Employer about these two cases, hopefully another meeting this month and it will achieve something better for these members. The other issue, is the 12cu limit, especially for those that used to teach in ASPA and CUPE, so they could teach more during the year. Now that they are all under the Local it has resulted in dramatic fall in income for some members. The Local filed a grievance, the grievance will hopefully be addressed in bargaining and if not, then in arbitration. It appears the Employer wants be able to hire and fire sessional faculty as they wish. The Local is fighting this. The fact that the Employer hired an external negotiator, shows hostility towards the members. The Employer's proposals for bargaining, appears an attempt to weaken the Local.

c. Membership Survey: W. Buschert notes the link to the survey has been sent out to all of the membership. It is good for the Local to know its members, how they work, and it will be helpful with bargaining. He encourages all to take part in the survey.

d. CAUT Fair Employment Week (Oct. 18-22): W. Buschert encouraged all members to watch the screening of "In Search of Professor Precarious", and attend the Q&A afterward. He noted that all members will receive links to watch the documentary.

Motion to accept the Executive Report: W. Buschert moves, E. Hulse, seconds: accepted.

10. New Business:

(a) The Local received a reminder from the Unemployed Workers Help Centre, W. Buschert thought the Local sent a donation but it has not. **Members' Money Motion 001-2021: Motion**

that the Local make a donation to the Unemployed Worker's Help Centre in the amount we last donated up to a maximum of \$500: W. Buschert moves; P. Ahiahonu seconds; carried.

(b) Although W. Buschert already approved the invoice to screen the documentary, "In Search of Professor Precarious", the Local needs to make a money motion. **Members' Money Motion 002-2021: Motion to pay for the rights to screen the documentary "In Search of Professor Precarious" in the amount of \$94.50:** W. Buschert moves; B. Gulka, seconds; carried.

(c) B. Zamulinski announces that he will not be seeking re-election and the vice-president's position is available. He also noted that he is the sole director of the non-profit, new directors need to be appointed with respect to the CRA and to act as a primary signing officer for the Local. Election to fill the role of vice-president position will occur at the AGM in December.

11. Adjournment: J. Klassen moves.