

Queen's Field Observatory in Kingston. The biologist, who was from Kindersley, invited Elaine to work at the PA Provincial Park. She still remembers being completely unprepared for her first Saskatchewan winter.

Elaine discovered that Crown Land can be leased in Saskatchewan, so she acquired land and over the course of 4 years built a cabin with George, a friend she met while working at the Sutherland Hotel. The 24 square foot cabin was built by hand, logs v-grooved and fitted together, and the cut trees were often transported by boat to the isolated building site. Her cabin building skills served as good training for the 1980 PA Winter Days Festival, where Elaine came in first place in the nail pounding contest, being the fastest competitor to hammer a 10" spike into a log three times. She still spends time at the cabin.

In considering what to do for a living when first moving to Saskatchewan, Elaine recognized that most women at the time pursued careers as secretaries and nurses while men often worked in construction, earning considerably more than women. Elaine decided to get a journeyman's ticket in painting and for the next 25 years painted commercial buildings. Eventually she returned to university and received several degrees including a Bachelor of Arts in Sociology, Master of Arts in both Sociology and Anthropology, and a Ph.D. in Education Administration. Elaine is also an active member of CUPE 3287, where she has served a board trustee for several years.

It's important to Elaine that larger institutions like the University of Saskatchewan and the University of Regina don't forget about the value of regional colleges in the province...

She never planned on becoming an instructor but receiving a GTF to teach her first Anthropology class led her to her next GTF, and her teaching career grew from there. As a "travelling sessional," Elaine has taught at several regional colleges such as Meadow Lake, Red Earth Cree Nation, and Parkland College. At Cumberland College in Melfort, her work is praised, and her sociology class is popular with practical nursing and continuing care students.

It's important to Elaine that larger institutions like the University of Saskatchewan and the University of Regina don't forget about the value of regional colleges in the province. They offer exceptional opportunities and allow students to study while remaining in their communities and regional colleges continue to have a high number of First Nation students.



Students in the Cree Teacher Education Program being delivered out of Cumberland House. The 27 students will graduate in the spring of 2023. (Provided: Francine Chaboyer) .jpg

Elaine's approach to teaching emphasizes interactivity. On the day of our interview, she just finished leading her class through a lesson based on designing a board game as way to review the course material covered in her sociology class. Along with board games, Elaine has also used different, innovative formats such as crossword puzzles to teach, encourage, and develop interaction and communication between her students. Elaine believes that students

gain the skills they need to succeed through communication and interactivity—she doesn't feel that students benefit from simply regurgitating information crammed for a closed book exam and promotes an open book approach to testing where

students are encouraged to talk and interact with her during the exam.

Elaine describes teaching as one of the most complex jobs possible, if your goal is to be a good instructor. She further explains that teachers work with students that are "Everything left of Genghis Khan and right of Genghis Khan."

Elaine recognizes that drive and a plan is essential to get anywhere, and she isn't afraid to be considered a "pain in the ass" and "aggressive" by others. She believes that younger people need a lot of support and need to find this kind of ambition and resolve to succeed.

**-Patrick Bulas,
News & Communications Officer**

President's Report

Negotiations Continue (?)

If you're a regular reader of our newsletter (and you are of course, yes?), you'll recall that our local has been in negotiations with the University to achieve a new collective agreement for quite some time now.

In fact, it has been more than a year at this point. (The first bargaining meeting in the current round of negotiations took place on June 18, 2021.) As I've indicated previously, however, stating the timeframe in this way is somewhat misleading: While we have been in negotiations for more than a year, the University's bargaining team has agreed to only relatively few bargaining dates over that period and those sessions

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have virtually all been very short in duration. This is markedly different from previous negotiations with the University which were generally intensive sometimes involving day-long bargaining sessions—rather than being strung out over time and

seemingly portioned out with an eyedropper.

In my view, the general tenor of negotiations to date has been...let's say, less than synergistic. (In a previous issue of the newsletter I characterized the University's approach as "petulant" – which apparently drew the ire of the external consultant hired by the University to lead negotiations with CUPE 3287.) The two parties have reached agreement on some technical and 'housekeeping' issues, but most of the substantive proposals brought forward by our Negotiating Committee – a fair and equitable increase to sessional lecturer stipends, enhanced job security, an improved benefit plan (including vision care), recognition for the contributions that sessional faculty make to the University outside of the classroom, and restoring voluntary access to a pension plan – have all been rejected by the University's bargaining team with minimal discussion and virtually no actual bargaining.

And Then...

On May 10, 2022, the University tabled what amounts to a quasi-final proposal, indicating that it is "is no longer prepared to invest time and effort" in considering the union's proposals. (This is not the same thing as a "last offer" in Saskatchewan labour relations law, but it could become one.) Our Negotiating Committee has not yet presented this offer to our membership for ratification because it is frankly insulting (my word, not the Committee's) to our members. The University's proposals would weaken Right of First Refusal (ROFR) and make it more difficult to obtain, increase the pool of post-doctoral fellows and graduate students permitted to teach courses outside the scope of our union,

while at the same offering our members no significant improvement in wages, benefits or working conditions. In particular, the University's most recent proposal offers a 1.5% stipend increase in 2022, 2023, and 2024 (with no increase for 2021).

This might have been a reasonable starting point for further negotiations had it been received, say, two years ago. As we all know, however, over the last year inflation has eroded the spending power of our wages with no sign of letting up in the near future. And I'd submit, it's not as if sessional faculty at the U of S are currently overpaid in comparison to their peers at other Canadian universities.

And Then...

In mid-June the Negotiating Committee received from the University an informal offer to enter into voluntary mediation. In brief, this means that the union and the employer will ask the Ministry of Labour

Relations and Workplace Safety to appoint a mediator to help find a resolution to the apparent impending impasse in negotiations. Note that this is not the same as "mandatory conciliation" as set out in Saskatchewan law. Neither side has yet formally filed a "notice of impasse," so if the outcome of the voluntary mediation process remains unacceptable to the union, the default is for bargaining to continue. If a notice of impasse is subsequently filed by either side, however, what would follow is mandatory conciliation. If impasse continues after conciliation, the possibilities include strike action (or other job action) or a lockout. The Negotiating Committee will be meeting later this month to consider its strategies in

connection with the voluntary mediation process.

So Let Me Be Frank...

Our local doesn't have an extensive history of job action. To the best of my knowledge, we have called a strike vote only once before in our history. But it may soon be time to consider doing so again. The work we do is important—in fact, it is crucial to the University's ability to continue to deliver its academic programs. Yet we cannot allow the University to impose on us a contract that reduces our job security, restricts our benefits, and (especially after inflation) makes us all materially worse off.

In view of all this, I hope to see you all (virtually) at the Membership Meeting which will be held (via Zoom) on Wednesday, August 10 th . (For more information see the meeting announcement in this newsletter.) I always encourage all members of CUPE 3287 to attend our meetings, but in this case I do so with particular urgency.

-William Buschert, President

Big Bad Summer: Bargaining Heats Up

The University of Saskatchewan would not function without its sessional lecturers. To cite some numbers, approximately one third of the teaching within the College of Arts and Science (U of S's largest college) is done by members of CUPE 3287. In a recent members' survey, it was revealed to us that many are feeling frustrated and underappreciated.

We are currently negotiating a new Collective Agreement with our employer. It has been a difficult round of bargaining, but it is vital for us to stay strong in our negotiations. We need to fight for a fair deal because so many have had to put up with unfair conditions for so long.

Below is a list of big issue items we are focussed on in our bargaining.

Unpaid work: Sessional lecturers do more than just teach on campus. We are involved in the intellectual and artistic life of our departments and through our passion for our profession, we often carry out tasks that fall outside of our contract. Music instructors are often expected to sit on juries, for example, or scholars in Arts and Science sometimes present at colloquia. All this skilled work is unremunerated, and departments currently do not even have the budget to offer honoraria as a symbolic gesture. We are fighting to have our involvement in campus life recognized and valued.

Fair pay: We are fighting for a fair and competitive wage increase. Sessional lecturers earn a stipend that is uncompetitive compared to similar institutions across Canada. We deserve a raise in our stipend levels that is reflective of explosive increases in the cost of living. From food to gas to diapers, everything is more expensive, but our employer has not signaled a willingness to offer an increase that matches inflation, let alone one that puts our pay into a competitive category.

Vision care and other health benefits: At institutions with similar levels of pay to ours, sessional lecturers have much wider and more comprehensive benefits packages. We are one of the only bargaining groups on campus that does not have vision care included in our benefits, nor do we have a health spending account. We are fighting for better benefits so that our health expenses are more affordable.

Retirement: The tragedy of being a sessional lecturer is that you can put your whole life into teaching and can still reach the end of your career with nothing to show for the incredible service you have done for society. Our employer *can* afford to buy into a retirement plan for us, but simply refuses. We are fighting for a plan for our members to allow you to save for your retirement.

Rights of online instructors: We have written before in the newsletter about the drastic and unilateral decision on the part of the university to pull Distance Education Unit (DEU) instructors out of one union (ASPA) and drop them into another without warning or consultation. These instructors now belong to CUPE 3287, but they have found themselves worse off in terms of pay and other issues. We are fighting for a fair resolution to this saga, which the employer has chosen to drag on for years while our members suffer.

-Jeffrey Klassen, Vice President
-Edited by Tria Donaldson,
CUPE National Communications

Congratulations to...

Ann Devito on her recent retirement after many years teaching History and Classics in the College of Arts and Science and St. Thomas More Collage.

Patrick Bulas on receiving the Distinguished Staff Award for his work in the Department of Art and Art History.

Fall Parking Sales

Parking spaces for the 2022 Fall session (September to December) go on sale Monday, August 8, 2022.

CUPE 3287 makes a limited number of parking spaces available to sessional faculty on a cost-recovery basis. The union purchases parking spaces from USask's Parking and Transportation Services (PTS) and resells them to members in smaller portions than would otherwise be available. This allows sessionals to purchase parking in choice lots where the waiting list for parking through PTS is years long.

Spaces are available in Lot F and Lot V. Locations of these lots can be viewed here: [Campus Map](#)

Parking spaces are available on a **'first come, first served'** basis; spaces are not reserved until payment has been received. Please note that the available spaces tend to sell out quickly. Further details on pricing are available on the [CUPE 3287 Parking Services page](#).

Peak Time Rate (Monday to Friday, 8:00 AM to 4:00 PM)

- \$20.00/hour/week/term
- Minimum 6 hours/week/term (i.e., minimum per term charge is \$120.00 = \$30.00/month)
- Maximum charge (cap) after 20 hours/week/term: \$400.00/term (\$100.00/month)

Off-Peak Rate (Monday to Friday, 4:00 PM to 8:00 AM)

- \$4.00/hour/week/term

To arrange for parking, please contact the CUPE 3287 Parking Coordinator, Roberta Campbell-Chudoba: cupe3287parking@gmail.com

Payment can be made by e-transfer or cheque once arrangement for the space is made.

Academic Participation/Professional Development and Tuition Waiver Fund

CUPE 3287 members are encouraged to apply for professional development funds, including the Academic Participation/Professional Development fund and the Tuition Waiver fund. Since July 2017 these funds have been combined and are administered directly by the Union.

[Guidelines](#) [PDF, 118 kb.]

[Application Form](#) [MS Word, 78 kb.]

Please Note: The deadline for the next round of applications to the AP/PD and Tuition Waiver Fund will be in late September 2022 (precise date TBA). Unless things change in the meantime, the 2020 MOA which provided for grants in support of remote instruction through the AP/PD Fund will have expired by that time. The application form will be revised accordingly.

Sylvia Wallace Sessional Lecturer Award

While the deadline for the Sylvia Wallace Sessional Lecturer Award isn't until Winter 2023, it's something to keep in mind as we start the Fall term.

The Sylvia Wallace Sessional Lecturer Award, sponsored by The Gwenna Moss Centre for Teaching and Learning, annually recognizes the important and essential contribution of sessional lecturers to the University of Saskatchewan's teaching community. It recognizes exceptional competence in teaching - including superior command of the subject area, skills at organizing and developing class materials, and the capacity to motivate and inspire students.

The award was established in 2001 to honour the memory of Dr. Sylvia Wallace, College of Pharmacy and Nutrition. The winner of the award receives \$1,000 from the GMCTL

The submission deadline for nominations is February 15, 2023

Visit [Sylvia Wallace Sessional Lecturer Award](#) for more information.

Notice of By-Election for Member-at-Large

At our [upcoming membership meeting on August 10th](#), our local will be holding a by-election to fill the position of member-at-large (MAL) recently vacated by Patrick Bulas (who now serves as our News and Communication Officer). If you would like to take an active role in the work of our local, or if you know of a sessional lecturer who would be especially well-suited to the position, please [contact](#) our Recording-Secretary, Eleni Arvanitis-Zorbas. Members in good standing of CUPE 3287 can also self-nominate at the meeting. The duties of an MAL are set out in our local's [Bylaws](#) [pdf, 446 kb.]. MALs receive an honorarium of \$75.00 per month

Summer Membership Meeting

August 2022

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

Wednesday, August 10, 2022

4:00pm

Agenda on following page



SUMMER MEMBERSHIP MEETING

AUGUST 10, 2022, 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, Annual General Meeting, April 27, 2022
5. Matters Arising from the Minutes
6. Motion: Acceptance of new members
7. Secretary-Treasurer's Report
8. Correspondence & Communications
9. Executive Committee Report
 - a. Grievances & Case Work
 - b. Negotiations Update
10. By-Election: Member-at-Large (One position, term to December, 2022)
11. Discussion & Planning: Welcome Back/Member Engagement Event for early September
12. New Business
13. Adjournment

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

"Discriminatory speech or conduct [...] hurts and thereby divides us."

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

Contact the Union

After being closed for the past two years due to the COVID-19 pandemic, the Union office in McLean Hall Room 35 will reopen for the 2022 Fall Term. More details to follow, as we move closer to the beginning of September.

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Editor: Patrick Bulas

Committee members:

Will Buschert, Jeffrey Klassen, Eleanor Shia

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