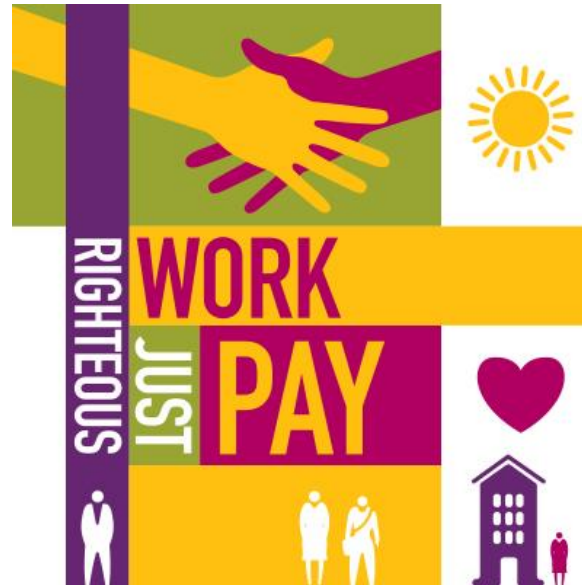


CUPE 3287 Winter Newsletter 11.17

Note: Call for nominations Executive 2018 by December 08.17



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CUPE 3287 U of S Sessional Lecturers' Union
Notice of Annual General Meeting and
Invitation to Cocktails and Dinner

Place: The Window Room at the University (formerly Faculty) Club

Date: Friday, December 8, 2017

Time: Orientation Session (led by Ann Iwanchuk CUPE SK) 4:00

Meeting at 4:30

Cocktails at 6:00

Buffet opens at 6:20

Please let us know if you will be attending by Tuesday, December 5

You can RSVP by: Sending an email to cupe3287@members.cupe.ca or phoning the office at 966-7023. Leaving a message will be enough.

This year, there will be a short orientation session beginning at 4:00. Please join your fellow sessionals for information, discussion and relaxation. Partners welcome to attend the dinner.



President's Report

It seems to me that a bit of a retrospective for 2017 is in order. In January and February, we went to arbitration. We won. In fact, the arbitrator gave her decision orally and immediately. We received her written decision in September. The employer had fired a sessional just because a single student had complained. The arbitrator said that no discipline was warranted. This decision benefits us all by making us more secure.

I was particularly pleased that the arbitrator referred to my conduct. Two of the employer's witnesses criticized my actions as "first responder," but the arbitrator maintained that my actions were entirely appropriate as an advocate for our member, and seemed to suggest that the employer should have considered points I raised more seriously than they had.



In the same month, we had a grievance about office space in Arts. Arts sessionals ended close enough to where they had been that we had an obligation to try out the new arrangement, although we can still work for improvements and will raise issues new with

the offices at the next union-management meeting.

In March, parking came to my attention. We lost over \$3000 between May 1st 2016 and April 30th 2017 – unnecessarily – through over-selling, underpricing, and a first-come first-served policy as well as variations in demand. We got a new parking officer on May 1. He is keeping good records and doing what is possible to predict the effects of the pricing policy. It is important that we don't lose money on this operation because parking is used by only 10% to 15% of members and losses mean that the majority is subsidizing the minority.

The cut to the university's budget has naturally been a matter of concern. However, it appears that the number of classes offered on a sessional basis is almost the same as last year and that the number of teaching sessionals this term is 248, while in this term last year it was 256.

In June and July, I took up clerical work. We maintain a data base of our members, which we need for communications. We were getting a huge number of duplicate entries. The problem turned out to be a glitch in the program. It can be worked around. We are in the process of ensuring that the membership list is accurate and up-to-date. I added a contact form and a membership form to the union website to make it easier for members to keep us up to date with the information we need.

We are working to revamp the office both in terms of record-keeping and in terms of furnishing. Special thanks to Rhonda and April for all their work.

In spring, Vice-President Leslie Walter and I persuaded the employer to combine the professional development and tuition waiver funds. The professional development fund had run out of money in December 2016, and the combination would enable us to be more flexible. The employer agreed on the condition that the union do the clerical work. We agreed. The agreement, which was finalized in July, turned out to be more advantageous for us than anticipated. We got money in the fund instead of losing a large number of tuition waivers. That said, we have done our best to encourage people to apply, and now there are more applicants than there is funding, which means that only some applicants can be successful.

In October, we dealt with our first round of applications. The guidelines were followed. A couple of individuals got themselves into conflict-of-interest situations, which were resolved. As a result, I have proposed an amendment to the by-laws to prevent conflicts-of-interest.

The conflict-of-interest amendment is the only one we will be able to consider at the AGM on December 8. We were working towards more extensive changes, but the work is incomplete. Our experience over the years has caused us to conclude that the old by-laws are not optimal. We have developed workable conventions, but the by-laws should reflect our actual practice.

We have had two vice-presidents this year, Leslie Walter and Joanie Crandall. Part of my job is to teach potential presidents about the work of the union in the way that Heather Wagg taught me over a number of years, so that I can be replaced. Fortunately for her but unfortunately for me, Leslie got a lecturer position and resigned at the end of June. Joanie was elected in July and took office in August. We have been meeting

regularly so that I can keep her abreast of developments in the union and teach her what was taught to me. Joanie is very busy with her various jobs, but we do manage to meet most Wednesdays. I will be away for a couple of weeks, so she will have some hands-on experience.

There will be more changes on the executive soon. Some are retiring. Others will cease to be eligible to serve at the end of next April when their membership expires. Happily, there are many members who are willing to serve.

Our present contract will expire in 2019, so we must look ahead to bargaining. In hopes of learning something that will help us in the process, I attended the CAUT conference on bargaining in Toronto. I think it worked.

Puzzled recently by the appearance of letters from the CRA with my name on them, which I had never seen before, I called the CRA. It turns out that we were mistakenly registered as a sole proprietorship with me listed as the owner! I got them to correct this and now we are properly registered as an association.

In addition to the foregoing, there is the ongoing work of helping members. I am at the office most weekdays and sometimes on weekends. The first thing to do is to check the e-mail and the voicemail. This frequently results in two or three hours of unanticipated work. In recent weeks, I have dealt with members' questions about benefits, about whether you lose ROFR if you take a term off, about whether a course is credit or non-credit, and about whether courses taught elsewhere count towards service points here. I have also explained to an associate dean what a letter from Human Resources was all about.

Submitted by Brian Zamulinski



REMINDERS

Note: Call for nominations Executive 2018 by December 08.17

Job Postings (Advertising of Available Courses): Postings can be viewed on the Human Resources website under “Job Opportunities”: <https://careers.usask.ca/>. Click on USask Job Postings to open a new window.

Under Employment Category check the box for Sessional Lecturer Positions in the drop-down menu. Then click on the magnifying glass on the right to view all current job postings. Postings are open for a minimum of one week starting each Wednesday.

When viewing a particular posting, scroll down and you will find a link that gives you a blank downloadable application form. This form can also be used for making an early application for a course in advance of the job posting. You can also request a copy from the Union in either paper or electronic form.

Applications to teach a course should be submitted to the academic department responsible for the course.

Always apply in writing to teach a course. If you are asked by your department to teach a course, follow up with a written account to them of what and when you are willing to teach. Please note that verbal offers likely are not legally binding on the employer, so make sure you get a letter of offer from the University in a timely manner.

Current Rates of Pay:

The 2017-18 rates of pay for a three credit unit course are:

Level 1: \$7,041.06

Level 2: \$7,331.27

Level 3: \$7,621.48

Salary Levels:

Members who have taught more than 10 x 3 credit units should be paid at level 2 rates; those who have taught more than 20 x 3 credit units should be paid at level 3 rates.

Adjustments should be made automatically by the employer.

Courses taught while on regular faculty appointments or while on an ASPA contract, including as facilitator for an online course, should count in your progression through the levels, but it may be necessary to inform Human Resources of this part of your teaching experience. If there is any uncertainty, please check with the Union Office.

Right of First Refusal:

A Sessional having taught the same course three times in the space of four years is usually eligible to request Right of First Refusal. Right of First Refusal means that the applicant will be hired when the course is posted on a Sessional basis (unless another applicant has Right of First Refusal and more priority—see Article 14.01 in the Collective Agreement).

Application for ROFR should be submitted to the Dean of the College in which the department belongs. The Dean's office then will consult the department. The application form is available at: <https://working.usask.ca/> under the Find Forms drop down menu. You should be notified in writing of the outcome of your application within a month. If you are not, please contact the Union.

Communication occasionally breaks down between the Colleges and Human Resources.

Expiry of Right of First Refusal

Requests to extend or reinstate ROFR are also available at <https://working.usask.ca/> Right of first refusal normally expires if the course is not taught for two years but may be extended for up to a year under certain conditions. See Articles 14.06 and 14.07 of the Collective Agreement regarding extension and reinstatement.

Parking:

For time-share parking during Regular Session or the summer, please contact our Parking Officer, Will Buschert, at cupe3287parking@gmail.com as early as possible in the term.

Fees are set at \$20/hour/week/term for F and V Lots with a minimum of 6 hours (= \$30/month) and unlimited hours set at \$100/month. Rates are 10% higher in G Lot.

Parking spaces are made available on a "first come, first served" basis; spaces are not reserved until payment has been received. Please note that the available number of spaces is relatively small and that they tend to sell out quickly.

The Union does not attempt to make money on parking. As a service to our members, we purchase parking spaces from U of S Parking and Transportation Services (PTS) and resell them to members in smaller portions than would otherwise be available. This also allows Sessionals to purchase parking in 'choice' lots where the waiting list for parking through PTS is often more than a decade long.



Avoiding Parking Problems:

Problems occur when parkers overstay their allotted time, causing the next parker to be denied access to the lot. If you are denied access to your legitimate time, call the help line at the gate.

Your timeshare parking will likely not include the time scheduled for your final exam, so make transportation arrangements ahead of time. The parking contracts are for one term at a time and must be renewed each term or access to the lot will be denied by the all-knowing computerized gate.

Professional Development and Tuition

Waivers:

Thanks to Articles 33.03 and 33.04 of our Collective Agreement over \$40,000 in grant money is available this year for Sessionals to attend conferences, fund research projects, undertake graduate studies, purchase books, and more.

Applications can be made at any time. Forms are available from the Union office and can

be emailed to you on request. Submit the completed form directly to the CUPE 3287 union office at 35 McLean Hall. Email: cupe3287@gmail.com.

The deadline for using the funds is one year from receiving the allocation. You may also submit a retroactive claim for expenses incurred on the project during the period of up to six months before the application period, but funding is not guaranteed until the grant is made.

Sessionals may apply for up to one 6 credit unit course tuition waiver per year. Try to apply as early as possible (at least one month before the start of the course).

Good and Welfare Committee:

This Union Committee can provide modest assistance in the form of low-interest loans to members in severe financial crisis. Contact the Union Office for more information. In addition to other difficulties that the fund is meant to address, it may be available in In addition to other difficulties that the fund cases of distress in which the employer has refused to issue a paycheque in a timely manner.

Employee Assistance Program

Confidential personal counselling is available to Sessional Lecturers through the University's Employee and Family Assistance Program at (306) 966-4300. Your patience is requested in making appointments, as the program is transitioning from one service provider to another over the next couple of months. For more information on these and other benefits visit our website at <https://3287.cupe.ca/resources/>.

OHC Report

The University's Occupational Health Committee is comprised of both employee and employer representatives in roughly equal numbers. I have been selected by the four associations on campus (USFA, ASPA, CUPE 3287, and CUPE 1975) to be the Employee Co-chair and have served since 2014.

The OHC is getting back into gear after the summer. The Ministry of Labour and Workplace Safety has mandated the University to reduce WCB reportable claims by 25% and we are on target to meet this goal.

This year, 2017, the committee conducted 102 site inspections by the end of summer, compared to 69 for all of 2016. The University's OHC works closely with Local Safety Committees (LSC) in each college and institution to achieve these goals.

That is not to say that the campus is an entirely safe environment. We have seen workers trampled by cattle, inhale asbestos,



"I think we're past the point where rebooting will help." experience large electrical shocks, work in oxygen-deprived confined spaces, slip on wet floors, and more. Being aware of your surroundings is key to preventing accidents.

The committee has requested that a plan be developed to monitor accidents and near

collisions at pedestrian crossings such as the Arts/Health Sciences crossing, the Engineering building, and the pathway west of the Arts Tower. The tunnel from Health Sciences to Arts tunnel has been a great benefit in this regard.

Safety Resources has brought back the annual Safety Award at the urging of the Ministry. The OHC will establish a process by the end of 2017 on how to nominate individuals and will make the decision as a committee during the last meeting of every year. Nominations must be presented at the November 30th meeting.

Please spread the word to respective LSC's so that they can nominate individuals for the award. If you are interested in occupational safety issues, why not join a Local Safety Committee in your work unit? Or speak with me at a Members' Meeting about how you can become more involved.



Submitted by Bill Rafoss, Employee Co-chair of the USask OHC

Budget Blues

On March 22, 2017 the Saskatchewan government, faced with a projected \$1.3 billion deficit, introduced an austerity budget for the province aimed at cutting that deficit in half. \$250 million in savings is to come from an imposed 3.5% reduction in pay for government employees and public-sector workers. 25 of the province's public sector unions are negotiating new contracts this year, and Premier Brad Wall has suggested that these reductions may be achieved through a combination of rollbacks, unpaid days off, restructuring overtime pay, and job attrition. CUPE Saskatchewan president Tom Graham issued a statement:

A 3.5-per-cent wage decrease is a significant loss of wages for many CUPE members who are already struggling to make ends meet. Many of our members are precarious, part-time, casual, or only work on a seasonal basis. This rollback will have dire consequences for families across Saskatchewan.

Funding for post-secondary institutions was hit particularly hard, with a \$25 million reduction in provincial operating grants, down over 5% from the previous year. This is in addition to more modest cuts in each of the 3 previous years and a further 1.5% reduction last fall.

At first the government required the university to shift \$20 million from its base budget to support the College of Medicine, but several months later \$20 million was found somewhere with the hope that the college would not lose its accreditation, and

with the expectation that the “unhealthy tensions” on campus would decrease.



A university spokesperson noted that 75% of the university's overall budget goes to pay employees. The acting Provost for the university stated that in dealing with bargaining units, “Everything has got to be on the table.” On May 25, it was announced that the university had reached a tentative agreement with the 1,100 members of ASPA for a “voluntary exit incentive program” in which employees can receive up to 15 months' salary depending on years of service. Fearing large scale “layoffs,” ASPA agreed to “buyouts” for 78 members. Also, 15 management positions were cut.

A similar offer was made to the 2,000 members of CUPE 1975 (U of S Support Staff). The CUPE Local president asked the university to sign an MOA guaranteeing that the jobs of those taking the incentivized exit would not be contracted to out-of-scope replacement workers. When the administration refused, saying that would be

too restrictive, CUPE 1975 rejected the buyout offer. There are still bitter memories from 2014 when 250 members of the Local lost their jobs only to see the positions reposted at lower classification rates and lower salaries.



The U of S has not ruled out further layoffs if the incentivized exit packages do not meet savings targets. So far management has refused to comment on whether the university will ask unions to take a direct pay cut similar to the 3.5% wage reduction imposed on the provincial civil service. But it is on record as stating that the U of S “is not isolating” buyouts as its only cost-cutting tool.

It is unclear at this time how these cutbacks will affect jobs currently going to members of CUPE 3287 (Sessional Lecturers at the U of S) or, for that matter, Graduate Teaching Assistants who are members of PSAC. Department heads faced with tough budgetary choices may be reducing course offerings, increasing class sizes, or assigning more work to existing faculty.

The collective agreement for the 1,100-member U of S Faculty Association (USFA) expires at the end of June, and those talks may reveal the direction the university takes with all its unions. CUPE 3287 is in the middle of a 5-year agreement that expires August 31, 2019, and it is hoped that the existing terms of its Collective Agreement will be honoured.

Submitted by Clayton Beish

More Budget Blues

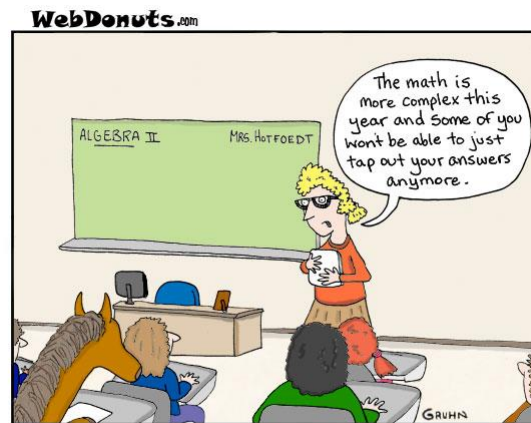
I have been reading the Star-Phoenix assiduously for seven months and have gleaned some information that might interest those who read this newsletter. The provincial budget of March 2017 affected many Saskatchewan citizens negatively – mainly those least able to pay increased taxes and/or cuts in services (the speedy obliteration of the Saskatchewan Transportation Company being the most immediately visible decision). However, the impact of the budget on the U of S is considerable.

The state of our province’s finances should worry everyone. The provincial debt is nearly \$21 billion. Even in prosperous years the government has had deficit budgets. One recent budget was declared to have a “surplus” because \$700 million was borrowed. What if we lived on borrowed new money and called it a “gift”?

The U of S Board of Governors approved a deficit budget of \$16.7 million for 2017-18. The results have been and will be grim.

Vacant faculty positions will not be filled. Class sizes will be increased. Student tuition has been increased and scholarships reduced. Programs and courses will be cut: NorTEP was closed, the International Centre for Northern Governance and Development is no more. Plans for an architecture program are on hold. The number of international students will increase even more because they generate more revenue than do local students. My experience tells me that many of these students do not speak or write English very well and are an extra burden on teachers of introductory classes. They also might pose a problem regarding the university's emphasis on retention. The cuts to K-12 education (50 staff eliminated in Saskatoon) means that Saskatchewan students will be even less well-prepared for university than they are now.

Changes on campus have caused several kinds of pain. As a contrast to previous TransformUs top-down style, now each college has to make its own cuts after the administration decides the budget for each one: 3.3% for Arts & Science, 9.6% for Engineering, 11% for Agriculture. Now CUPE 1975 has been offered "early retirement" to 350 workers, but fear that union jobs would be replaced by low-paid contract workers has stalled contract negotiations. Seventy-five senior administrators had their salaries voluntarily reduced by 2% to 5%, but even after the reductions are made, their pay is horribly out of proportion to what we are paid. And professors at this university are amongst the highest paid in Canada.



Attempts to raise money for the U of S from other sources will be a noticeable result of the March budget: probably even more from corporations and wealthy alumni.

Undoubtedly, they will want their names on buildings. Meanwhile maintenance and/or renovation does not have any "glamour", and taxpayers will pay those bills. \$9.7 million is needed to finish the extravagant Health Sciences building, and \$560 million is needed for repair or renovations of older buildings - \$330 million critically. How about bake sales put on by the Board of Governors to make ends meet?

How the city copes with drastically reduced government grants (a shortfall of \$9 to \$11.4 million is foreseen) will affect sessionals whether they are owners or renters. City taxes will increase by about 5%. The education mill rate on property will increase 10.6%.

The government has somewhat reversed its funding cuts to libraries, but 20 library workers in Saskatoon will no longer have jobs, and the promised "restructuring" is causing much insecurity and worry.

Probably because a significant number of city counsellors are new in their jobs, they have made some dubious financial decisions. For example: the gift of \$4 million to the U of S to build a new hockey arena. But they are also trapped by decisions of previous counsellors. Witness the bottomless pit that the extravagant new art gallery has become. (Taxpayers have paid

over 70% of the \$84,640,000 that the building cost.)

In these last seven months, no letters to the editor in the Star-Phoenix have expressed any degree of satisfaction with the budget. Instead words such as “betrayal” and “declaration of class warfare” are common.

Submitted by Gail Osachoff

LATEST EMPLOYMENT NUMBERS

This spring the Saskatchewan government reduced provincial grants to the U of S by 5.4%. The university responded by initiating multiple buy-out programs to reduce staff levels.

This fall 173 members of CUPE 1975 (U of S Support Staff) were approved for the Voluntary Exit and Retirement Program (= 8.7% of their membership).

73 members of ASPA (Administrative and Supervisory Personnel) were approved for the Voluntary Exit and Retirement Program (= 6.6% of their membership).

So far 26 members of USFA (U of S Faculty Assoc.) have applied for the Modified Reduced Appointment Retirement Plan (= appx. 2.6% of all faculty).

The Faculty Association’s Collective Agreement contains an article stating that no more than 30% of instruction can take

place out of scope of their bargaining unit. As the number of faculty members goes



down, the number of Sessional Lecturers goes down as well. The number of Sessionals employed by the U of S declined by 5% last year. The latest figures show a similar 5% decline this fall.

“We are born naked, wet, and hungry. Then things get worse.”

The Case for Renewal in Post-Secondary Education

The Canadian Centre for Policy Alternatives has just released a detailed report entitled “The Case for Renewal in Post-Secondary Education.”

[https://www.policyalternatives.ca/sites/default/files/uploads/publications/National%20Office/2017/03/Case for Renewal in PSE.pdf](https://www.policyalternatives.ca/sites/default/files/uploads/publications/National%20Office/2017/03/Case%20for%20Renewal%20in%20PSE.pdf)

The report is part of their larger 164 page Alternative Federal Budget 2017.

[https://www.policyalternatives.ca/sites/default/files/uploads/publications/National%20Office/2017/03/AFB2017 Main Document.pdf](https://www.policyalternatives.ca/sites/default/files/uploads/publications/National%20Office/2017/03/AFB2017%20Main%20Document.pdf)

The Post-Secondary Education Report contains (at the bottom of p. 10) data on the University of Saskatchewan that was shared with the report’s researchers in December 2016 at a meeting of CUPE National’s Post-Secondary Education Task Force. It was collected by Clayton Beish (Treasurer for our Local) and was originally used as part of the U of S Academic Integrity Committee’s opposition campaign to TransformUS. Now that data is receiving national recognition.

Interesting Fact: Did you know that the idea of offering tuition-free post-secondary education is not new? 70 years ago, as part of Canada’s Veterans’ Charter, returning

veterans from WW II were offered “free tuition for post-secondary education, subsidies for books and transportation, and living allowances.” Enrolment at Canada’s post-secondary institutions soared as a result, dramatically changing accessibility to higher education in Canada and giving rise to a generation of students from middle and low income backgrounds who would not otherwise have been able to afford this training and education.

Tuition-free post-secondary education is a great Canadian success story. It changed the face of our nation once, making us competitive on the world’s stage. *It can do so again.*

Submitted by Clayton Beish



“He has all the virtues I dislike and none of the vices I admire.”

-Winston Churchill

Congratulations Rita Matlock - Winner of the 2016 –17

Sylvia Wallace Lecturer Award

Rita Matlock received this Award in recognition of her extraordinary commitment as an instructor teaching in remote communities for many years. She has become a leader in innovative instructional delivery methods such as televised lectures and tutorials, online classes, and writing workshops. In this way she has involved thousands of on- and off-campus students. She is also the Coordinator of the Writing Centre at the U of S Centre for Continuing and Distance Education.

Rita demonstrates not only knowledge regarding discipline-specific material and methods of teaching English but also an understanding of pedagogy that engages traditionally marginalized students and also shares

that knowledge by mentoring future instructors. Based on her analysis of student needs, she has developed Off-campus Writing Centres and has written All Write! to help them. By integrating different methods of interactive technology, she brings a human dimension to her students' acquisition of knowledge and of university-level composition skills regardless where they live in the province. Her collaboration with the University Library helps students to learn the research skills that they need for her courses (English 113.3 and 110.6) and for others that they might take.

Rita's dedication is striking. Her students comment on her

enthusiasm and on the challenge her courses present but especially on her accessibility, whether in person or via various technologies. That does much to keep students motivated to gain a better command of literature and composition. Her student-centered approach to teaching addresses the needs of students who are often different from those we teach on campus. Also, keep in mind that she dives hundreds of kilometers every year, sometimes in weather and on highways that are not ideal, to teach her students.

Clearly, Rita's unwavering commitment has for more than 25 years made her in every way an indispensable part of the University of Saskatchewan.

(This is an abridged and condensed version of the nomination Ann Martin of the English Department wrote in February.)

SFL PROVINCIAL CONVENTION 2017

The 62 Annual Saskatchewan Federation of Labour (SFL) Convention was held October 18-20, 2017 at TCU Place, Saskatoon. A total of 558 individuals (480 delegates plus 4 alternates, 72 guests, and 2 media) attended the event. CUPE 3287 delegates included William Gulka, Mary Nordick, and Bill Rafoss. Guests included Mayor Charlie Clark (City of Saskatoon), Don MacDonald (SDLC), Elder Walter Linklater, Donald LaFleur, President CLC, and Nicole Sarauer, Interim Leader of the provincial Official Opposition. The Convention theme was *Educate, Agitate, Organize*. Larry Hubich, President of SFL, served as Chairperson for the Convention.

Five themes dominated the discussions and conversations of those attending the Convention. These were “Reconciliation – The Role Organized Labour Can Play,” “Cannabis and the Workplace,” “Good Union Jobs in a Green Economy,” “Mental Health and Addiction – It Affects Workers and Cannot Be Ignored,” and “Unions in Court – Organized Labour and the Charter of Rights.” Additional presentations included the “Moon Time Sisters” Movement and the “Our Crowns Plebiscite Campaign.”

Forty-seven resolutions were brought forward and forty-six resolutions were debated, something that has not happened in

a while. They included matters pertaining healthcare (17), legislation (12), human rights (4), union constitution (4), occupational health and safety (3), social services (3), domestic violence (2) and other (7).



“YOUR DAD IS A UNION MAN, ISN'T HE ?”

Six challenges are facing the SFL and labour organizations: a) NAFTA, b) pharmacare c) the “Green Economy” d) legalization of marijuana and work-related problems e) the selling of Crown Corporations and privatization f) problems of hatred and discrimination.

Submitted by William A. Gulka and Mary Nordick

CUPE National Convention 2017: Moving forward together



At the 2017 CUPE National Convention in Toronto, 2,200 delegates engaged in debates around our union's priorities, policies and structure. Working together, much was accomplished. Here are some of the key decisions that were made.

Delegates representing 757 locals and 35 affiliated jurisdictions attended the 28th Biannual CUPE National Convention held at the Metro Toronto Convention Centre. Saskatchewan was represented by 90 CUPE delegates from 28 locals, including 3 delegates from CUPE Local 3287.

Three distinguished guests addressed the Convention: Stephen Lewis, social activist and formerly Canada's representative at the United Nations; Dalila Iwada, a prominent social activist and writer engaged in a public awareness campaign to stop racism, stigmatism, and discrimination; and Jagmeet Singh, the recently-elected national leader of the NDP.

The delegates reviewed and approved reports from the 17 national committees and working groups charged with carrying out the mandate given to CUPE at the previous convention.

Other presentations and discussions identified four broad themes currently confronting the labour movement. First, the number of *precarious workers* in all workplace sectors is on the rise, a direct outcome of the push for globalization, privatization, and the reduction or elimination of public service sectors by municipal, provincial/state, and federal governments in Canada and throughout the world. Second, two-tiered contracts are increasing in Canada. Third, outsourcing of public service contracts and Private-Public Partnerships (P3s) are on the increase. Fourth, the number of contract disputes in Canada has not abated.

Thirty-nine resolutions and 6 constitutional amendments from CUPE Locals were debated and passed at the convention. The resolutions largely focused on disability and equality problems: workplace health and safety, literacy and education, collective bargaining,

supports for workers on strike, worker benefits, and precarious workers. The *Strategic Directions 2017-2019* document adopted at the convention outlines CUPE's priorities for the next 2 years focusing on building union strength, defending public services, and advocating for social justice. bargaining, supports for workers on strike, worker benefits, and precarious workers.

Strike Pay

Delegates approved a resolution to begin pay for eligible members of striking locals on the first day of a strike, instead of the fifth, as is currently the case. This move will strengthen the position of locals who encounter obstinate and unreasonable demands from employers at the bargaining table. This change to strike pay is effective immediately.

Coupled with the union's **renewed bargaining policy**, which rejects all attempts by employers to force concessions and two-tier proposals on workers, we now have a full set of tools to take on bargaining in a climate of aggressive austerity.

Strategic Directions

Delegates also adopted CUPE's **Strategic Directions**, which establishes the union's priorities for the next two years. The plan sets

out how we will make gains in our workplaces and communities, fight racism and discrimination in all its forms, defend public services, and advocate for a better country and world.

Task Force on Governance

Our governance structure has not changed significantly since our inception as a union in 1963, despite the substantial growth and changes in our membership in the intervening 54 years, and this assessment is long overdue.

The task force will look at the current and historic composition of our leadership, the role and responsibility of the positions that make up the National Executive Board, and the structure of our chartered organizations as well as that of other labour organizations. The task force will make recommendations to the National Executive Board by March 2019, and the NEB will submit any constitutional amendments necessary to the 2019 National Convention.

CUPE National President Mark Hancock and Secretary-Treasurer Charles Fleury were both re-elected to their positions. In addition, 5 CUPE General Vice-President positions were filled, 11 Regional Vice-Presidents were elected (including Tom Graham, SUPE SK), and one Trustee position was filled.

Submitted by Clayton Beish, Joanie Crandall, & William (Bill) Gulka