

# News from NowHere

Year 30, Number 1  
Editor Gail Osachoff

***CUPE*3287**  
University of Saskatchewan Sessional Lecturers

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The Communications Committee welcomes submissions to the newsletter for publication. You can check deadlines with Gail Osachoff, Editor of the newsletter, at: [mgo628@mail.usask.ca](mailto:mgo628@mail.usask.ca)

## President's Message

Since I became President in January, 2019, we've been busy. Maybe not busier than usual— I suppose that's something I'll only be able to judge in the fullness of time—but definitely busier than one probably would prefer.

We've been engaged with all of the usual work that you expect from your union: intervening with academic units and colleges regarding appointment and right of first refusal (ROFR) issues, representing our members in investigations and disciplinary proceedings, and, in general, doing our best to hold our Employer to the spirit and the letter of our collective agreement.

I'm especially grateful to Vice President Brian Zamulinski for his beyond-the-call-of-duty help this term. In taking over a new

role for the first time there's always a learning period. I was expecting that and was glad to know that I'd be able to draw on Brian's many years of experience with the union (as the previous President and, previous to that, as Vice President) while I was finding my feet. Due to an extraordinarily heavy teaching schedule this term, however, I've also been relying on Brian to handle much more than his fair share of day-to-day union operations. He has my sincere thanks (and my commitment to start picking up the slack once this term comes to an end).

There's also an out of the ordinary issue that has arisen this term: the union's Clerical Assistant has elected to join a union. Accordingly, a bargaining team consisting of myself, Secretary-Treasurer Jason Zorbas, and Member at Large Leslie Erlich have been in negotiations with the Canadian Office and Professional Employees Union (COPE) 342 regarding a first collective agreement. Negotiations began in February; additional bargaining dates have been scheduled for late April.

Speaking of negotiations, our collective agreement with the University expires on August 31, 2019. I encourage all of our members, especially new members, who have views about what the union's priorities should be in the upcoming negotiations to [contact me](#) or any other member of the [Executive Board](#) to make your views known. Also, we will be electing the Bargaining Committee for the upcoming negotiations at the Spring Members' Meeting on April 5<sup>th</sup> (see below). I encourage all members to attend and to consider serving on the Committee

Submitted by William Buschert

**Your Invitation to the CUPE 3287  
Spring Members' Meeting and Year-End Party**

Place: Windows Room, Faculty Club

Date: Friday, April 5, 2019 (the last day of classes!)

Time: Meeting at 4:00 with party to follow until 7:30

No RSVP necessary

*Please join your fellow sessional lecturers to hear what the local has been up to and to make your voice heard; stay (or drop in) for free snacks and drinks to celebrate the end of classes*

**CUPE 3287 SPRING MEMBERS' MEETING**

**April 5, 2019, 4:00 PM,  
Windows Room, University Club**

**AGENDA**

1. Adoption of the agenda
2. Reading of the Equality Statement (see reverse)
3. Adoption of Minutes, AGM Members' Meeting of Dec. 7, 2018
4. Matters Arising from the Minutes
5. Motion: Acceptance of new members
6. Executive Report
7. Secretary-Treasurer's Report
8. News and Communications Officer's Report
9. Correspondence
10. By-Election of up to two (2) Members at Large (term ending Dec., 2019)
11. Election of up to four (4) members of the Bargaining Committee.
12. New Business
13. Adjournment

## Our Beginnings

This year we are celebrating our 30<sup>th</sup> anniversary – an appropriate time to recall our genesis as recorded in early issues of our newsletter.

We became a union in 1989 and began bargaining our first contract early in 1990 under the guidance of Al Ens. We ratified our first contract on August 19, 1990. Upon the expiry of that contract on June 30, 1992, we started bargaining again in the fall, and have been doing that every 3 years. The Right of First Refusal was the key contract demand measured by the number of classes taught, not by length of service (which was what the Employer wanted).

At first and for years after, CUPE 3287 camped in a corner of the CUPE 1975 office, and we learned a lot about being a union from the various executive members who used 19 McLean Hall. In those days, each executive member was paid \$100 to cover expenses such as parking, baby-sitting, and postage. Red-haired Betty did our office work. Our splendid parties were held in the faculty lounge on the 10th floor of the Arts Building.

Robin Wylie was our first President, with Heather Wagg as Vice-president, and Gail Youngberg as Editor. I became Editor in our third year with Vol. 3, No. 8 as my debut. Before that I was the first treasurer for CUPE 3287 – only because I seemed to be the only one of our executive who could balance a chequebook.

In our early years, we were more active than we are now. We had monthly meetings on the fourth Monday of each month. There were five issues of News from

NowHere in the first year and ten in the following year. We had twelve shop stewards, trained to attend to whatever problems sessional lecturers in most of the Arts and Science departments, and several other colleges, had. For example, there was a meeting for the thirty sessional lecturers in Education to discuss their particular situation.

To publicize our existence, we wore special buttons saying, “Committed to Excellence all the Time” and had a contest for students to “Spot your Sessional.” Signs on city buses did the same thing, as did the large poster with photos of numerous sessional lecturers and pamphlets we handed out in various buildings. The most memorable event was the rally on February 4, 1993 in front of the Administration Building, complete with Heather displaying a bag of peanuts to show how little we were paid.

News from NowHere, our newsletter named by Judy Haiven, has always contained useful information: when and how to apply for a sessional lecturer position and reports from members who attended union conventions and conferences. The April 1991 newsletter contained an article about sexual harassment, as was international solidarity with workers in Latin America. Income unfairness as it applied to sessional lecturers was a topic of concern in September 1991, along with advice regarding the coming civic election. That compares with the financial and governance problems at the U of S which have consumed our attention in the last half dozen years.

Submitted by Gail Osachoff

## Remembering Peggy

One of our former members, Peggy Martin, passed away on February 9, 2019, at the age of 75. Peggy attained a teaching certificate from the University of Saskatchewan College of Education in 1963. She later returned as a student to this university's Department of English and earned an Honours BA in 1992, an MA in 1995, and her PhD in 2001. After earning her doctorate in English Literature, Peggy kindly—or foolishly—agreed to stay on in the department as a Sessional Lecturer.

She taught at the University of Saskatchewan, two years as a graduate student and then eleven years as a Sessional Lecturer, teaching both first year classes and classes in Canadian literature. Possessing the volunteer spirit and wanting to give back to the department and her union local, she took numerous turns sitting on the Undergraduate Committee and was on the Academic Programs Committee for three years.

While teaching, she researched, wrote, and in 2006, published her book *Lily Lewis: Sketches of a Canadian Journalist: A Biocritical Study*. This work shows the lucidity and elegance of her writing, reveals the cleverness and tenacity of her research methods, and evidences the charm that allowed her to gain access—from Lily Lewis's relatives—to Lewis's letters and private papers.

Peggy's career highlights what the university often gets wrong in its assessment of sessional contribution to the institution. Her passion for her chosen field of study led her to dedicate time, energy

and money so that she could contribute to her field, and she did so at a time when her contract as a Sessional neither required nor made such effort easy. Peggy was a valuable colleague, friend and fellow member of CUPE 3287. She will be missed.

Submitted by Rhonda Anderson

## OHC News

General inspections of campus buildings are routinely done by the U of S Occupation Health Committee. Also, the types of accidents and dangerous situations are recorded so that trends and unsafe locations can be spotted. The focus is on injury prevention.

So far in 2019, 72 cases have been reported - mostly minor. However, the most dangerous occurrence was the discovery of a live electrical conductor in a crawl space above the Geology Library.

Marijuana smoking has been reported as occurring outside the Murray Building. Horrors! Also worthy of attention are the 8 cases labelled as "near miss." That category is truly one that has infinite possibilities.

**Academic Participation and Professional Development /  
Tuition Waiver Grants Awarded for February, 2019**

**Tuition Waiver** (\$1416.60 each)

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William Elcock  
Colby Johanson  
Jocelyn Peltier-Huntley  
Mari-Lou Rowley  
Lee Sanders  
Stavros Stavrou  
Natalia Zakharchuk

**Conference Grants**

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Joseph Asomah	\$1000
Meredith Burles	\$1000
Joselyn Peltier-Huntley	\$1466
Natalie Houser	\$1500
William Buschert	\$1766.90
Ranjan Datta	\$2310
Kimberly MacKay	\$3000
Bruce Sinclair	\$4000

**Other Grants**

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Yilana S. Baron Gavidia	\$420 (professional accreditation)
Eleanor Shia	\$700 (supplementary)
Jacob Semko	\$847 (supplementary)
Bryce Marcotte	\$1000 (research equipment)
Gary Luk	\$1500 (travel for research)
Stephen Cavan	\$2400 (language study)

## Reminders

### Postings (Advertising of Courses Available):

Postings can be viewed on the Human Resources website under "Employment Opportunities:"

[http://www.usask.ca/hrd/work/employment\\_opportunities\\_academic.php](http://www.usask.ca/hrd/work/employment_opportunities_academic.php)

They remain officially open for only one week starting on the Wednesday indicated, a good reason to file an early application. (See Below.) Application for current competitions and early application forms can be accessed at:

[http://www.usask.ca/hrd/forms/employment\\_applications.php](http://www.usask.ca/hrd/forms/employment_applications.php) or contact the union office for a paper copy.

To ensure priority consideration for any last minute hirings resulting from urgency situations, file an early application. (See below.) Applications to teach a course should be submitted to the academic department responsible for the course. For an application form to download, go to: <http://www.usask.ca/hrd/forms/recruitment.php> and scroll down the page to Sessionals. Please send a copy of the application to the Union so that we can check that you receive a timely response. For clarification and more info, contact the Union Office.

### Early Applications:

An early application ensures that you will not miss out if you forget to track the actual postings. Submit a written application to your department, keep a copy and send the Union a copy.

Always apply in writing to teach a course. If you are asked by your department to teach a course, always follow up with a written account of what and when you are willing to teach. Please note also 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.

### 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). (Article 14.01 in the collective agreement.) Application for ROFR should be submitted to the office of the Dean of the College responsible for the course.

For an application form to download, go to: <http://www.usask.ca/hrd/forms/recruitment.php> and scroll down the page to Sessionals. Please send a copy of the application to the Union so that we can check that you receive a timely response. For clarification and more info, contact the Union Office.

### Parking:

For time-share parking during the day for the Spring and Summer Session, and both part-time and full-time parking during the summer, please contact our Parking Coordinator, Roberta Campbell-Chudoba, at [cupe3287parking@gmail.com](mailto:cupe3287parking@gmail.com). Spaces will go on sale **Monday, April 8th, 2019**.

16 spaces are available (7 in G Lot, 7 in F Lot and 2 in V Lot). Location of these lots can be viewed at:

[http://www.usask.ca/maps/map-nav/campus\\_maps/uofsmmap4c.pdf](http://www.usask.ca/maps/map-nav/campus_maps/uofsmmap4c.pdf)

Q1: May8 - June 1

Q2: June 3 - June 26

Q3: June 27 - July 22

Q4: July 23 - August 16

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 few and they tend to sell out quickly.

#### **CUPE 3287 Good and Welfare Committee:**

This Union Committee can provide modest assistance to members in severe financial crises. Contact the union office and ask to be referred to the chair of the committee, Bill Gulka, or contact him directly at [w.gulka@sasktel.net](mailto:w.gulka@sasktel.net)

#### **Employee Assistance Program:**

The EAP provides members of CUPE 3287 with access to confidential counseling 24 hours a day, seven days a week, at no cost to you. Help is available if you are experiencing problems at work or at home, for crisis situations or long-term concerns. Advice regarding relationships with spouses, children, parents, supervisors at work, and co-workers is available in person or in the form of on-line programs.

If you are a currently employed or underemployed CUPE 3287 member, you are covered, as are members of your

immediate family. Find more information about EAP services at 306-966-4300 or at <http://www.usask.ca/eap/>

#### **Professional Development Fund:**

Applications can be made for conference participation, funding for research projects, graduate studies and more, now including relevant books and electronics. The Professional Development Fund receives an allotment from the University every year for distribution to our members.

The application form is at:

<http://working.usask.ca/documents/management/cupe3287academicparticipationprofessionaldevelopmentfundapplication.pdf>

The deadline for using the funds is one year from receiving the allocation. You may 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.

#### **Tuition Waiver Fund:**

You may apply for up to one 6 credit unit course waiver per year. Try to apply as early as possible (at least one month before the start of the course). Contact the Union Office for the form or download at: <http://working.usask.ca/documents/management/cupe3287tuitionwaiverfundapplication.pdf>

The deadline for the above two funds is **September 30, 2019.**

Submitted by Gail Osachoff



## Chirps

\* CUPE 1975, a union local of 1900 support workers at the U of S, held a “Paws off our Pensions” rally on Tuesday, March 19, hoping to attract the positive attention of President Peter Stoicheff and the Board of Governors.

CUPE 1975 has had no contract since January 1, 2016 (that’s THREE YEARS!) and are on the verge of striking (the one in 2007 lasted a month). The Employer wants to axe their defined benefit pension plan and deny any retroactive wage increases. It claims that continuing the existing pension plan is not financially sustainable and affordable and that the plan cost \$30 million in additional contributions for the previous 10 years.

But look at the “real life” of these workers. A lot of them are paid too little for them to save for their retirement in RRSPs. At present retirees get an average of \$18,100 per year. That’s only about \$1,500 per month. No, these folks will not be eating caviar canapes on the warm beaches in Florida.

All the other unions on campus support CUPE 1975 while hoping that the threatened strike can be averted.

\* The U of Regina Faculty Association’s situation is similar to that of the U of S. It is the bargaining agent for 1400 full and part-time employees. Their last contract expired in June 2017, but they started bargaining only a year ago. They want job security for sessional instructors, predictable teaching hours, and wages that keep up with

inflation. Last fall members of the association voted 87.4 per cent in favour of a strike mandate. Negotiations for a new contract have been lengthy but not positive, so the association has asked the provincial government to appoint a mediator to help reach an agreement.

### **Breaking News: A tentative agreement has been reached.**

\* Canada accounts for 1.6% of worldwide greenhouse gas emissions but only 0.48% of world population. Saskatchewan has 3.1% of Canada’s population but caused 10.3% of Canada’s greenhouse gas emissions in 2013.

\* Oxfam’s annual report on equality shows that 82% of the wealth generated globally in 2017 went to the world’s richest 1%.

\* 280 Sessional lecturers are employed at the U of S in the 2019 Winter Term.

Submitted by Gail Osachoff

## SDLC Convention 2019

The 60th Annual Saskatoon and District Labor Council (SDLC) Convention was held February 8 & 9 in Saskatoon. A total of 126 people – 80 delegates and 46 guests – representing 15 unions and 22 locals attended the event. Guests included Charlie Clark (Mayor of Saskatoon), Anne Iwanchuk and Mairin Loewen (City Councillors), Elder Gilbert Kewistep and Chief Mark Arcand (Saskatoon Tribal Council), Darla Deguire and Brent Farrington (CLC), Lori Johb (SFL), and David Fisher, Dale Marking and Shaun Dyer (United Way of Saskatoon and Area). SDLC President Kelly Herrington served as the emcee for the Convention. Jayce Sutherland was the keynote speaker Friday evening for the Labour Community Service Award Dinner and Ceremony. The 2019 Labour Community Service Award was presented to Darcy Pederson.

The 60th Annual SDLC Convention and formation of United Way of Saskatoon and Area were highlighted. The partnership between these two organizations has been a fruitful one and the two parties continue to work together to make Saskatoon a better community. Three recent initiatives reflect this partnership: Summer Snacks as part of the Greater Saskatoon Catholic Schools Summer Success Literacy Camp, the Saskatoon Public Schools Summer Reading Camps, and the Summer Camp at St. Mary's School.

On Saturday, a number of interesting presentations were made. SDLC President Kelly Herrington moderated the On the Federal Front panel consisting of Brent Farrington (CLC), Marianne Hladun (PSAC), and Sheri Benson (MP – Saskatoon West). The panel members focused on the

upcoming federal election. They made the point that, in many ways, the current Liberal agenda is a continuation of the Conservative platform of the previous government. The Liberals' effective use of vote-splitting to entice people to vote for Liberal candidates as the best alternative to a Conservative or NDP candidate resulted in some worthy NDP candidates losing to a lower quality Liberal candidate. They stressed the need for the NDP to win more seats to serve as the swing votes in a minority government.

Dave McGrane (U of S) moderated the Saskatchewan New Democratic Party Bearpit Session which included Leader Ryan Meili and MLAs Danielle Chartier, David Forbes, Warren McCall, Nicole Rancourt, Cathy Sproule, and Vicki Mowat (a former sessional). The panel highlighted the hardships resulting from the austerity program of the current SASK Party government and the necessity of organized labor and the NDP working together to win more seats in the next provincial election.

Members of UFCW Local 1400 explained the underlying problems of and presented an update on the Saskatoon Co-Op strike currently under way. Darrin Kruger and Jason Prokopchuk, USW Local 7689 representatives, spoke about the End Violence BC program which uses the video Be More Than a Bystander in an attempt to educate union members to be proactive about workplace, community, and social violence towards women. Dr. Erika Dyck (U of S) gave a historical overview of Saskatchewan's efforts to deal with mental health problems, explaining that the centralizing effect of Medicare has resulted in a decentralized approach to dealing with them, a phenomenon characteristic of

other Canadian jurisdictions. Brent Farrington (CLC) outlined the importance of Universal Public Pharmacare for Canadians and the barriers that well-financed corporate interests are using to block this initiative despite the general public support for Pharmacare.

The 30th Summer Snack Program was reviewed by Candace Gabriel and Aurora Fritsch, program leaders. About 11,690 children and adults received lunches 7 days a week in 6 city parks in 2018 for the fifth consecutive year. Requests from Exhibition and Sutherland Parks to expand the program to their areas could not be honoured this year. The Vacation of the Month lottery ticket proceeds go towards supplementing donations from many locals and corporate sponsors and help to build a reserve in the event the economic situation of locals changes in these uncertain times. The program receives excellent corporate and union support and has been breaking even.

Submitted by William (Bill) Gulka

### **CUPE SK 2019 Convention**

The 54th annual Convention of CUPE Sask was held on March 6 to 9 in Regina. A total of 232 people attended, of which 186 were voting delegates representing 37 locals. Representatives came from CUPE National, CUPE Manitoba, Canadian Labor Congress, Regina and District Labor Council, and Saskatchewan Federation of Labor. Guests included John Fidura (Deputy Mayor of Regina), Elder Betty McKenna, Ryan Meili (Saskatchewan NDP Leader of the Opposition), and NDP MLAs David Forbes and Warren McCall.

Five interesting presentations were included in the Convention:

1. Shannon O'Toole - "Global Justice with Workers in the Philippines" - said that workers in that country risk their lives if they are associated with organized labor.
2. Yolanda McClean - "Black History Month" - reminded us of the racial discrimination of Afro-Canadians.
3. Angella MacEwan - "Precarious Work and the Fight for Good Jobs" - spoke on a subject about which we are experts.
4. Crystal Giesbrecht - "Workplace Protections and Intimate Partner Violence" - enlightened us about a social problem that is not usually part of such a convention.
5. Paul Moist (former CUPE National President) - "The 100th Anniversary off the Winnipeg General Strike" - celebrated a momentous even in Canadian labor history.

Other speakers had ideas which we should consider:

1. Mark Hancock (President, CUPE National): Drugs in the workplace and mental illness are health problems that require the support of the public health system.
2. Simon Enoch (Director, SSPA Saskatchewan): The "depoliticization" of privatization is resulting in public acceptance and support for privatization.
3. Tom Graham (President, CUPE Saskatchewan): 70% of Canadian

workers don't belong to CUPE needs to brand itself as a positive force in society.

4. Angella MacEwan (CUPE National Senior Economist): Precarious work is a means for employers to shift risks and responsibilities to employees.
5. Debra Grimaldi (Regional Director, CUPE Saskatchewan): Historically, union activists would visit members to collect dues and provide information. Over time, employers have come to collect dues; there has been minimal face-to-face contact with members. Employers now have the first contact with employees. CUPE needs to reverse this, especially with new employees.
6. Charles Fleury (CUPE National Secretary-Treasurer): Serving small locals is becoming more challenging.
7. Mark Hancock (President, CUPE National): It is a constitutional duty of all CUPE members to sign the card and take the oath. In the US, a trend is beginning where members who don't sign the card and take the oath are not required to pay union dues.
8. Tom Graham (President CUPE Saskatchewan): P3s are the biggest threat to the public sector.
9. Cathy Sproule (NDP MLA): Details of the P3s are hidden behind the veil of "commercial sensitivity."
10. Ryan Meili (Leader of the Official Opposition): Three major issues of interest to Saskatchewan people are transparency of corporate political donations, closing the gap between Indigenous and non-Indigenous people and green energy.

A total of 49 resolutions and 4 constitutional amendments were presented for debate. The resolutions focused on health and safety (15), privatization (10), equality (9), political action and workers' rights (7), and 8 other varied matters of concern. All 49 resolutions were carried. The 4 constitutional amendments dealt with creating a political action committee (defeated), provincial solidarity (defeated), recognizing gender diversity (carried), and updating small local assistance (carried).

Delegates at the 2018 CUPE Saskatchewan Convention adopted a motion for the Provincial Executive Board to strike and ad hoc committee of the Provincial Executive Board to investigate the possibility and feasibility of CUPE Saskatchewan affiliating 1,000 CUPE members with the Saskatchewan NDP. The committee brought forth a resolution for affiliation. The resolution was accepted.

Elections yielded the following results: Dylan Breland (Vice-President); Marcia Ray (Recording Secretary); Charm Dursun (One-year Trustee); Tom Graham (Regional Vice-President), Judy Henley (General Vice-President).

Submitted by William (Bill) Gulka