

News from NowHere

SUMMER'S HERE!

Year 30 Number 2
Editor Gail Osachoff

CUPE3287
University of Saskatchewan Sessional Lecturers

Your Invitation to the CUPE 3287 Summer Members' Meeting

When: 4:00 PM, Thursday, July 18th (Last day of Q3 classes)

Where: Arts 202

Door Prize: One ticket in the Saskatoon & District Labour Council "Vacation of the Month" draw (\$29,700 in prizes; one prize drawn each month; only 350 tickets sold; retail value, \$120.00). Members of the Executive Board are *not* eligible for the Door Prize.

No RSVP necessary

Please join your fellow sessional lecturers to hear what your local has been up to and to make your voice heard.

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SUMMER MEMBERS' MEETING

July 18, 2019, 4:00 PM

Arts 202

AGENDA

1. Adoption of the agenda
2. Reading of the Equality Statement (see reverse)
3. Adoption of Minutes, AGM Members' Meeting of April 5, 2019
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. Parking Coordinator's Report
10. Trustees' Report
11. Correspondence
12. Election of delegates: 1) CUPE National Convention (Oct. 7-11, Palais des Congr s, Montreal); 2) Saskatchewan Federation of Labour Convention (Oct. 23-25, TCU Place, Saskatoon)
13. New Business
14. Door Prize Draw: One ticket in the Saskatoon & District Labour Council "Vacation of the Month" draw (\$29,700 in prizes; one prize per month; only 350 tickets sold; retail value, \$120.00). Members of the Executive Board are not eligible for the Door Prize.
15. Adjournment

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 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.

MESSAGE FROM THE PRESIDENT

Over the last few months, we've been engaged with all of the usual work that you expect from your union. In particular, it is turning out to be a particularly busy year for grievances, with no less than four currently underway. Three of these concern issues of Right of First Refusal (ROFR) and/or appointment affecting individual members; the fourth is a policy grievance in which we are seeking to protect our members' interests in light of a recently announced Memorandum of Agreement between the Employer and the University of Saskatchewan Faculty Association (USFA). In short, the ranks of Instructor and Lecturer have been reintroduced into the USFA Collective Agreement. It is our assertion that this constitutes an organizational change under our Collective Agreement and under the *Saskatchewan Employment Act* – a change which has the potential to greatly restrict the amount of instructional work available to sessional lecturers at the U of S. We have requested that the Employer enter into negotiations with CUPE 3287 to develop a workplace adjustment plan. We will keep the membership apprised as issues relating to this grievance develop.

As always, I'm especially grateful to Vice President Brian Zamulinski for his assistance in these matters. In fact, Brian has largely been taking the lead on grievances, investigations, and disciplinary proceedings over the last few months – and this, I think, is a very good thing. Brian's experience and expertise in these areas are invaluable both to me in my role as president and to the Union as a whole.

Our collective agreement expires on August 31, 2019 and we will soon be entering into negotiations. At our last members' meeting we elected Ranjan Datta, Jeffrey Klassen, Stavros Stavrou, and Barbara Mills to serve on our Bargaining Committee together with me, Vice President Zamulinski, and our CUPE National Representative, Ann Iwanchuk (who will be seconded by Rhonda Heisler while Ann is on leave from August 7th through October 4th). You'll be hearing from us over the coming months as we survey our membership to determine priorities for bargaining. You don't have to wait for the surveys to make your views known, however: If you have views about what the union should be bargaining for, please feel free to [share your views](#) with the Executive at any time.

Also, 2019 is the 30th anniversary of the union. At our last Executive Board meeting we struck 30th Anniversary Celebration committee, consisting of me, Henriette Morelli, Eleanor Shia, and Barbara Mills. We are just beginning to make preparations for a celebration to coincide with our Fall Members' Meeting. Stay tuned for more details as things develop.

Submitted by William Buschert

GOOD NEWS! GOOD NEWS!

There will be no strike on campus this fall. On June 28 the *StarPhoenix* informed readers that CUPE 1975 could now strike legally because the Provincial Essential Services Tribunal decided that 41.5 full-time equivalent and 7 call-in positions were essential and not the 252.3 and 23 that the Employer had designated.

This hearing and decision are extremely important because, as Dave Deibert explained, "The hearing was believed to be the first time new essential services legislation, passed by the Saskatchewan government after its previous laws were deemed unconstitutional in 2015 [by the Supreme Court of Canada], was fully tested."

Immediately after this verdict, and after almost 3 years without a contract, the University and the Union negotiators reached a tentative agreement. Offered were a \$4,000 signing bonus, more paid days off, increased health benefits along with a 1.5% retroactive wage increase for 2018 and 2% for 2019 and 2020; and then defined benefit pension plan will remain. On July 10, 97% of the union members voted in favour of the new contract.

Well done, union sisters and brothers – the "backbone of our university," as described by CUPE 1975 President Craig Hannah.

Submitted by Gail Osachoff

CHIRPS...

The average cost of tuition for 2019-20 has increased by 3.4% coming after a rise of 4.8% last year. For instance, an Arts student will pay \$6,452 and a Science student \$6,755. International students pay 2.73 times more than a domestic undergrad – about \$17,400 for a full course load in Arts.

A statement from someone in U of S Administration informed us that “we are doing everything possible to maintain the student experience and the quality of our academic programs.” (*Star Phoenix*, April 10). I’m not convinced. It seems that students are paying more and learning less and burdening themselves with a life-long debt.

In the July 2 *Star Phoenix*, Darren Moore responded to the news that a pilot project is to be established to consider safe separate accommodations for LGBTQ students on campus. He raised important questions: Are accommodations safe for all other students at present? What other groups of students will ask for similar considerations based on religious, ethnic, racial or cultural difference? He concluded that such action “seems to be the exact opposite of an all-inclusive institution of higher learning.

The June issue of *On Campus News* advertised a conversation with Marion Buller and Brian Eyolfson to “share their insights and perspective “regarding the National Inquiry into Missing and Murdered Indigenous Women and Girls on June 14 from 8:30-10:00 AM. I found out about this too late to ask someone to attend and report on this 90-minute event – short enough to pay a flying visit to Regina and Winnipeg the same day. The only result that I’m aware of is the photo in the *Star Phoenix* of Buller talking to a young Indigenous woman.

The April 11 *Star Phoenix* reported that the Saskatchewan Polytechnic has laid off 19 employees after the March 20 provincial budget. This was the response to the “operational review to ensure program alignment with current market demand, operating efficiencies and budget accountability.” I know the meaning of each word, and yet the meaning of the sentence escapes me.

A single word has caused a ruckus in Huskie Athletics: what exactly is a “trustee”? The six-member volunteer board of trustees was used to being part of decision making in the College of Kinesiology but, to make that process conform better to a new clearer “chain of command”, they would now (merely) provide advice to the Chief Athletics Officer. Dissatisfied with the loss of influence, 5 of these prominent business men and “star” former athletes have resigned.

There are rumours afoot that Sessional Lecturers might be negatively affected by the appointment of Full-time Lecturers who will teach 8-10 classes in an academic year, and therefore take over the classes that sessional faculty have previously taught.

Submitted by Gail Osachoff

REFLECTIONS ABOUT CUPE SASKATCHEWAN 54th ANNUAL CONVENTION
REGINA, SK. March 06 – 09, 2019

In addition to Bill Gulka's succinct and comprehensive report about the March CUPE Convention in the Spring issue of the newsletter, I would like to share a few reflections about my experience as a first-time representative of CUPE 3287 at this convention. The following topics made an impact on me:

1) The Need for Unions and for Solidarity Between Unions

Most of the speakers focused on the need for developing and nurturing employee-to-employee relationships, employee-to-public relationships, and union-to-union relationships. Paul Moist's presentation about the 1919 *Winnipeg General Strike* emphasized the importance of union members supporting each other when things such as working conditions, benefits, and pensions are at stake. One hundred years ago in Winnipeg, approximately 30,000 people, almost the entire working population of the city, walked off of their jobs in support of other civic workers who were being treated unfairly. I had to wonder if that would ever happen in today's world. That being said, I was encouraged by the enthusiastic support amongst CUPE locals, and it warmed my heart to see a collection taken up for CO-OP employees who at the time were striking for their rights.

I left the conference with the conviction that each of us has the responsibility to support other workers who are being treated unfairly, and the speakers at the conference motivated me to attend the March rally to support CUPE 1975 employees on campus.

2) The Need for Education about the Meaning and Effects of *Privatization*

Representatives from several sectors shared stories and discussed the effects of attempts at privatizing public services in Saskatchewan. A number of members described endeavors to depersonalize, devalue, delegitimize, and defund public service employees, unions and organizations—in order to convince the public that private businesses can better meet society's needs. Speakers at the conference were of the opinion that privatization most benefits those who can afford to invest and profit from such big business. At first, I was a bit taken aback by the tone of some of the discussions, but I learned a great deal about the challenges that people in other occupations have had to face in this province.

I left the conference with the conviction that each of us has the responsibility to learn about the meaning of privatization, to educate ourselves about the stand taken by our civic, provincial and federal political candidates on the processes of privatization, and to exercise our right to vote on these matters.

3) The Need to Walk the Talk

Those who planned the CUPE conference paid attention to issues of ecological justice; there was no bottled water, and the coffee was organic and fair trade. The agenda was focused on inclusiveness and social justice—both within and beyond Canadian borders. The nurturing of relationships at all levels was stressed, but it was in this area that I felt the conference did not *walk the talk*. The speakers were separated from the audience, and little communication between attendees took place. Other than lunch, there were no breaks scheduled, and there was little opportunity to get to know people from other locals. I think that if relationships are key, future organizers would be wise to plan for more communication between CUPE members.

Nevertheless, I left the conference with a feeling of gratitude for my education, my workplace experience, and for my freedoms-- to belong to a union, to speak my mind, and to vote for my elected representatives in government.

Interestingly, I became involved with CUPE 3287 primarily to find out about my *rights*; I left the CUPE provincial conference with a new awareness of my *responsibilities*. I would encourage all sessional lecturers to become engaged with our local CUPE 3287; I am finding that it is a very rewarding learning experience.

Submitted by Barbara Mills, MAL, CUPE 3287