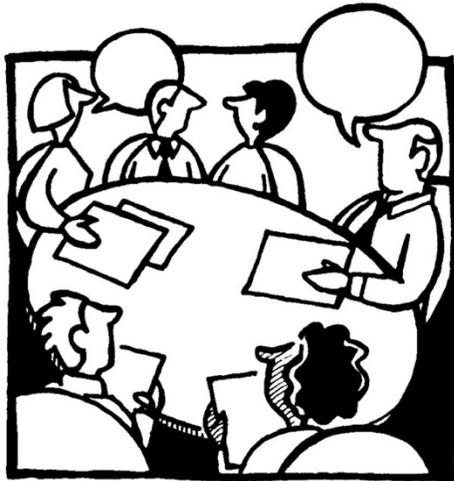


CUPE 3287 Newsletter

News from Nowhere

University of Saskatchewan Sessional Lecturers' Union



IN THIS ISSUE

In Memoriam: Amira Wasfy	1
President's Report	2
Professional Development and Tuition Waiver Fund	3
Upcoming Membership Meeting	4
Equality Statement	6

Negotiations with our employer began on June 18: learn more in the President's Report!

In Memoriam: Amira Wasfy

A well-respected artist and former member of our local, Amira Wasfy, passed away on May 20, 2021, as reported by the Globe and Mail. Born in Upper Egypt in 1942, Ms. Wasfy was forced to leave the country in the 1960s due to the violence and unrest surrounding the Six-Day War. After earning her MBA in Ohio, Wasfy completed a BFA at the University of Saskatchewan. Following this, Wasfy taught at the University of Saskatchewan for over 50 years, retiring from teaching only after reaching the age of seventy years old in 2012. Her time in Saskatoon was meant to be a temporary safe haven, but she settled in the city with her family, embarking upon a remarkable career in art.

"Wasfy's work 'examines the concepts of justice and its place as an enduring valued concept in contemporary society.'"

Wasfy's artwork, which is abstract in style and draws upon memories from her childhood in Cairo and subsequent visits to the country throughout her lifetime, is held in high regard in the artistic community. According to the Globe and Mail, Wasfy's work "examines the concepts of justice and its place as an enduring valued concept in contemporary society." Her work is housed in galleries around the world, including the permanent collection at the Museum of Modern Art (New York City), the International Monetary Fund (Washington D.C.), the Geneva offices of the United Nations, and the Guernica Peace Museum.

In addition to her work as an artist, Amira Wasfy's fearless commitment to justice and truth was apparent in her work as an educator. Wasfy worked at both the Faculty of Management (now the Edwards School of Business) and the Department of Art and Art History, teaching countless students



Amira Wasfy in an interview with the Canadian Museum of Immigration at Pier 21 [15.09.24AW]. CC BY-NC-ND 4.0

within these two separate disciplines. In addition to teaching at the University of Saskatchewan, Wasfy was also invited to teach at various other universities around the world, in several different languages, over the course of her career.

The much-loved lecturer leaves behind a daughter, Ayten Archer, and two beloved grandchildren. Our local salutes Amira Wasfy's tireless efforts towards a better world, and we are deeply honoured to have had a woman of such high esteem as a member of CUPE 3287.

-Jeffrey Klassen

President's Report

The big news for our Local, I suppose, is that we are (at long last) now back at the bargaining table. Our Negotiating Committee had an initial bargaining session with the Employer on June 18th and further sessions are scheduled for later this summer. As discussed at our membership meeting on April 16th, our Committee will be using proposals first developed in 2020 (i.e., prior to our current interim agreement) as the basis for our bargaining priorities in the current round of negotiations. These include (amongst many other smaller items) a fair and equitable increase to sessional lecturer stipends at all levels, enhanced job security, improved appointment procedures, an improved benefit plan (including vision care), and restoring voluntary access to a pension plan.

"[O]ur bargaining priorities include [...] a fair and equitable increase to sessional lecturer stipends at all levels, enhanced job security, improved appointment procedures, an improved benefit plan (including vision care), and restoring voluntary access to a pension plan."

Our Negotiating Committee consists of me and Vice-President **Brian Zamulinski**, together with **Patrick Bulas**, **Jeffrey Klassen**, **Jacob Semko**, **Stavros Stavrou**, and **Will Bauer** (who is continuing as our CUPE representative while **Ann Iwanchuk** remains on secondment to CUPE national). We will be reporting on bargaining developments at our **upcoming membership meeting on July 13th** (see about this later in the current issue).

Under the heading of *plus ça change*, our Local also continues to try to negotiate a

Memorandum of Agreement (MOA) on Online Instruction. As many of you will recall, possibly with some bitterness, the University, unilaterally and without consultation, announced a “policy decision” in July, 2020 under which instructors in courses offered through the Distance Education Unit (DEU), who previously had been represented by the Administrative and Supervisory Personnel Association (ASPA), would be moved into CUPE 3287. As I’ve reported previously, individuals affected by this decision have conveyed to our Local its harsh effects – including massive pay cuts, loss of benefits, and uncertainty about future teaching appointments. ASPA’s grievance in this matter is now proceeding to arbitration. While our Local awaits the outcome of the arbitration process (which may not be known for some time yet), we have been in talks with the University with a view to integrating DEU instructors into our collective agreement. In particular, we have argued that DEU instructors’ past work

experience in ASPA positions should be counted toward their placement in our existing salary grid and that they should be afforded Right of First Refusal protection comparable to that already set out in our collective agreement. Frustratingly, the University continues to resist this on nearly every front. We shall persevere, however.

Also, as you may recall, at our April membership meeting, we passed a motion urging the University to implement a policy under which, before being allowed on campus, all instructors, staff, students, and visitors would be required to provide proof of vaccination against COVID-19 unless they can provide medical documentation indicating that they are ineligible for vaccination due to an underlying health condition. The University of Saskatchewan Faculty Association (USFA) passed a similar just a few days later. The University’s response effectively rejecting these motions can be read [here](#) [pdf, 178 kb.].

-William Buschert

Funding Available for our Members’ Professional Development and Tuition Expenses

Some sessional lecturers may not be aware that CUPE 3287 has a fund dedicated to the reimbursement of our members’ expenses related to professional development and tuition. We will be accepting applications for the Fall cycle of the Academic Participation and Professional Development (AP/PD) Fund until **September 30th, 2021**. This fund can pay for conferences, equipment for remote

“[W]e will be accepting applications [...] until September 30th, 2021.”

teaching, tuition, or anything that contributes to your career development. Please note that the maximum that can be reimbursed for tuition expenses is \$1525.20 per year. All those who are members in good standing of CUPE 3287 and have taught as a sessional lecturer at the University of Saskatchewan within the previous six months are eligible to apply for funding. Find the application form [at this link](#) or visit the CUPE 3287 website. Further guidelines can be found [at this link](#).

-Brian Zamulinski

Members' Meeting, Summer 2021

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

Tuesday, July 13, 2021

4:00pm – 6:00pm

Agenda on following page





MEMBERSHIP MEETING

July 13, 2021, 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
 5. Motion: Acceptance of new members
 6. Secretary-Treasurer's Report
 7. News and Communications Officer's Report
 8. Correspondence & Communications
 9. Executive Report
 - a. SJUMC Report
 - b. Negotiating Committee Update re: collective bargaining
 - c. Pandemic Response and Reopening Task Force Updates
 - d. Parking
 10. Election: Trustee (to replace Yliana Baron Gavidia; three year term])
 11. Election: Delegate(s) to CUPE National Convention, Nov. 22-26 (either Vancouver or online)
 12. Election: Delegate(s) to SFL Convention, Oct. 21-22 (online)
 13. New Business
 14. Adjournment
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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

Our office in McLean Hall remains closed due to COVID-19 safety measures. We continue to receive postal mail as well as voicemails and email.

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