

CUPE 3287
AMMENDED MINUTES OF MEMBERSHIP MEETING
Tuesday, July 13, 2021
4:00pm Via Zoom (Meeting invitations circulated via email)

Present: W. Buschert, B. Zamulinski, J. Zorbas, E. Arvanitis-Zorbas, J. Klassen, E. Hulse, P. Bulas, W. Gulka, D. Bueckert, L. Ehrlich, J. Semko, B. Wotherspoon, R. Castro-Zunti, S. Stavrou, P. Ahiahonu. M. Burles

1. Adoption of the agenda: B. Zamulinski moves, E. Hulse seconds; carried.

2. Roll Call of Officers

3. Reading of the Equality Statement: read by B. Zamulinski.

4. Adoption of Minutes, Membership Meeting, April 16, 2021: E. Arvanitis-Zorbas moves, L. Ehrlich seconds; adopted. W. Buschert noted that the Employer rejected the motion the Local voted on in the last membership meeting on April 16, 2021 regarding the requirement of vaccination to be required to come onto campus.

5. Motion: Acceptance of new members: 7 of the 26 new members are appointments that would have been through ASPA. Retired tenure faculty who decide to teach as sessional faculty do not get any rights other than level 3 pay and start at the bottom for ROFR. J. Zorbas moves, B. Zamulinski seconds; carried.

6. Secretary-Treasurer's Report: J. Zorbas gives his report. "Other income" blank because the Employer has not deposited money owed to the Local. J. Zorbas and W. Buschert will contact the Employer regarding the funds. Union dues were more than usual during the spring/summer – because ASPA employees are now part of the Local. Expenses will go up in the future, as conferences and meeting expenses will increase to regular pre-covid numbers. **Motion to accept the Treasurer's Report:** J. Zorbas moves; E. Hulse seconds; carried.

7. News and Communications Officer's Report: J. Klassen notes that the summer issue of the newsletter has been distributed. The fall issue will include profiles of sessional faculty. If you know of anyone that should be profiled contact J. Klassen. He is developing a survey to help with the bargaining process which will be sent out in August. **Motion to accept the N&C's Officer's Report:** J. Klassen moves, L. Ehrlich seconds; carried.

8. Correspondence & Communications: Unemployed Workers Help Centre sent a thank you for the Local's support. CUPE National is holding a Trustee Orientation Workshop – if anyone is interested in attending contact W. Buschert.

9. Executive Report

a. SJUMC Report: In the MOA last August there was an agreement by the Employer to extend ROFR for sessional faculty who chose not to teach remotely when it was mandated. Despite that, ROFR for many sessional faculty was allowed to expire. It was corrected when it was brought to the attention of the Employer. Quarterly meetings are not enough to deal with the Local's issues and the Local requested that the meetings occur more often, but Employer has not replied. Looking for a room in McLean hall for the Local to use as a meeting space. Facilities Management offered a positive assessment that the Local should be granted some space but we

are waiting for the Strategic Capital Investment Committee to make their determination. Sessional Faculty job postings are being stacked which does not make it clear which positions are available. The Local contacted the Employer to post only one job ad for each position as opposed to stacking in order to make it clear what positions are being advertised. The Employer has not made a commitment to change it yet. The Local has contacted the Employer with respect to waiver of postings that have occurred where the academic unit has given the position to someone who does not have ROFR. The Employer has decided to include the issue of ASPA members and ROFR to now be part of collective bargaining. The policy decision to bring ASPA into the Local is currently in arbitration as ASPA is grieving it and the members may or may not continue to be part of the Local. The Local will argue it is a separate process and should be dealt with outside of collective bargaining.

b. Negotiating Committee Update re: collective bargaining: The Local has only had one initial meeting with the Employer. The Employer has hired an outside negotiating consultant. The Local will be pursuing a fair and equitable increase stipend, increase in funding union operations, participation in Employer processes and to improve benefits. The Employer has pleaded poverty using Covid as an excuse, and restraints in provincial funding. The Employer is aggressive in trying to carveout exceptions to ROFR or make it a more conditional situation.

c. Pandemic Response and Reopening Task Force Updates: They have recommended people who are appointed to teach while restrictions are still in place should have a choice to teach remotely or face to face. The Employer made a commitment to be accommodating to sessional faculty who prefer not to teach face to face, but the Employer is unwilling to commit to make it a mandated choice. If any sessional faculty have already applied for a class in the fall, and they would prefer to teach in a different modality, they should raise it with their academic unit now. Policies are changing daily.

d. Parking: The Local gave up our spaces during Covid. The Local needs to get parking spaces for the fall term and avoid the rush when everyone goes face to face in January.

Motion to accept the executive report: W. Buschert moves, B. Zamulinski seconds; carried.

10. Election: Trustee (to replace Yliana Baron Gavidia; three year term): W. Buschert nominates Meridith Burles as she has agreed to let her name stand. Meridith Burles is elected by acclamation.

11. Election: Delegate(s) to CUPE National Convention, Nov. 22-26 (either Vancouver or online): They will let us know by August 24 if the convention will be live or online. B. Zamulinski would like to be a delegate if it is in Vancouver; W. Gulka will attend if it is online. Both deemed elected.

12. Election: Delegate(s) to SFL Convention, Oct. 21-22 (online): B. Gulka, J. Klassen, put their names forward.

13. New Business - None

14. Adjournment – J. Klassen, carried