

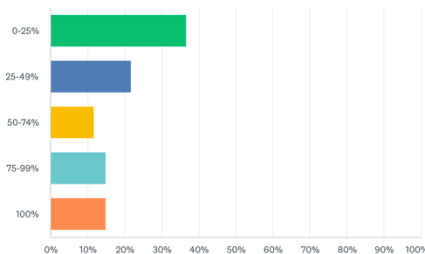
CUPE 3287 Newsletter

News from Nowhere

University of Saskatchewan Sessional Lecturers' Union

How much of your individual personal income is derived from sessional teaching at the University of Saskatchewan?

Answered: 60 Skipped: 20



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The 2021 member survey revealed that many of our members rely heavily on the income earned from teaching.

A Portrait of our Members

Last semester, we circulated our very first members' survey. Our intention was to build a portrait of our members and what kinds of issues are most important to them, especially as we negotiate a new collective agreement with the university.

At any given semester, our local represents an average of 200 to 300 sessional lecturers, fluctuating slightly according to the number of teaching contracts awarded. It was therefore encouraging to see 80 individuals participate in the anonymous survey, as this amounts to around 25 – 40% of our membership.

One interesting datapoint that we wished to analyze was the proportion of our members' personal income derived from

It is clear [...] that many of our members' income is based in large part on their sessional teaching. In fact, 42% of USask sessional lecturers get more than half their income from this kind of work.

sessional teaching at the University of Saskatchewan. It has been claimed in the past by the employer that our members are simply part-time employees hired on a contract basis that do not rely fully of the income they gain from teaching.

It is clear, however, that many of our members' income is based in large part on

their sessional teaching. In fact, 42% of USask sessional lecturers get more than half their person income from this kind of work. This is to say that if this income were to take a hit, these individuals would be much worse off financially speaking, as more than half of their income would be affected.

A substantial minority of our members – 15% – base their *entire* personal income off sessional contracts. This flies in the face of claims that a sessional lecturer is a contingent worker on campus; in fact, some people have established their entire profession on sessional teaching. The university has the responsibility to provide a decent living wage to these employees who are essentially dedicating their lives to postsecondary education.

In the coming issues of the newsletter, we will cover other important datapoints that were revealed from the survey, including the number of hours that our members spend on different types of tasks (teaching, research, service), and their level of satisfaction with respect to things like office space on campus.

We thank everyone who participated in this survey, as it will offer us some important evidence to bolster our negotiations with the employer. Hopefully, we can get a fair deal for our members during a time in which many are struggling to make a decent living.

In solidarity,

-Jeffrey Klassen, Vice-President

President's Report

Feeling Valued?

Sessional teaching can be tremendously gratifying, but it's also pretty demanding. We are nearing the end of the 2022 Winter term and, as usual at this time of year, many of us are busy with grading – in some cases, truly massive piles of grading. Those of us who fortunate enough to have appointments this term have been hard at work since January, dealing with all of the things that sessional lecturers normally have to deal with – lectures and lecture preparation, meeting with students, setting and grading midterms and assignments – but this term having to cope also with a delayed start to the term and a mid-term

“pivot” from remote to classroom instruction. And, as I've noted in this space previously, many sessional lecturers also

It's frustrating [...] that the University seems so unwilling to recognize or to reward appropriately the work that sessional faculty do.

make important unremunerated (and often under-appreciated) contributions to the work of University outside of their work as classroom instructors, sometimes over the course of many years. Sessional lecturers serve on graduate supervisory committees and on department and college-level committees; they deliver departmental

colloquia and seminars; they participate in art exhibitions, in theatre productions, in music recitals and juries, and contribute in many other roles besides.

It's frustrating then that the University seems so unwilling to recognize or to reward appropriately the work that sessional faculty do. As many of you know, our Local has been in collective bargaining with the University for nearly a year at this point, and one notable theme in our negotiations has been the Employer's unwillingness even seriously to consider a rather modest Union proposal to create a fund that would be made available to academic units to support otherwise unremunerated services to the University. Likewise, our Negotiating Committee has encountered virtually nothing but obstinance from the Employer when it comes to bargaining for an improved benefit plan (including vision care), and restoring voluntary access to a pension plan.

Nonetheless, it is noteworthy how essentially petulant the Employer's side has been about even approaching good faith bargaining on any of these proposals in our negotiations to date.

Of course, in collective bargaining the other side always leads with "no." That's typically how an employer sees its role in a basically adversarial process. Nonetheless, it is noteworthy how essentially *petulant* the Employer's side has been about even approaching good faith bargaining on any of these proposals in our negotiations to date.

Our Negotiating Committee will persevere, however. We have proposed a number of bargaining dates extending into the summer yet, to date, the Employer has agreed to one only.

A Modest, But Significant, Victory

One bit of good news is that the grievance that I described in our December newsletter has been resolved in our member's favour. In this case, due to an error on the Employer's part, one of our members had been appointed to teach a course for which another candidate who had right of first refusal (ROFR) had applied. That appointment was rescinded (less than two weeks prior to the start of term, by which time the wrongly appointed candidate had declined other teaching opportunities). Subsequently, the candidate with ROFR was appointed, but the University decided to pay the candidate whose appointment was rescinded only 25% of the stipend that she would have received for teaching the course. The 25% figure was supposedly based on the Course Cancellation Fee described in [Article 17 of our Collective Agreement](#) – despite the fact that Article 17 is clearly concerned with *cancelling* a course offering entirely, rather than rescinding a specific appointment. As I've said previously, our Local cannot permit the University to simply make up new procedures at will. In this case, however, the grievance was upheld and the grievor has been compensated to the full value of her appointment stipend.

In Other News

We continue to await a final determination regarding a determination of closely-related courses that was initiated nearly a year ago.

Similarly, the harassment claim against one of our members that I reported on in the last issue of the newsletter continues to drag on. At this point we have been awaiting the completion of an investigation report for nearly six months – despite the fact that University's [Policy Procedures on Discrimination and Harassment](#) sets out that investigation reports "will be completed within 60 working days of the time that the respondent was notified that an investigation would be conducted." To be clear, our Union supports policies intended to prevent or punish harassment. Yet we cannot allow those policies to be used as a means to constrain the academic freedom of our members. This current case, however, appears to be an instance of the University's [Discrimination and Harassment](#)

[Prevention](#) (DHP) policy being used to punish one of our members for past criticism of University administration. The Union will, of course, continue to vigorously defend our members' academic freedom in this and all other contexts.

Hope to see you all (virtually) at the Membership Meeting which be held (via Zoom) on Wednesday, April 27th. (For more information see the meeting announcement in this newsletter.) As always, I encourage all members of CUPE 3287 to attend.

-William Buschert, President

Obituary: Nancy Poon



A long-serving member of our local, Dr. Nancy Poon, passed away on Saturday, January 8, 2022. Nancy taught courses in Criminal Justice for the Department of

Sociology at the University of Saskatchewan as well as at Saskatchewan Polytechnic.

We keenly feel the loss of this union sister who dedicated much of her life to social justice. The obituary published by Morning Glory Funeral Services describes her as a "tireless advocate for marginalized and incarcerated women," having worked many years at the Elizabeth Fry Society.

To honour her passing, our local arranged to have a bouquet of flowers delivered to her funeral. We extend our deepest condolences to Nancy's beloved colleagues, family, and friends in this difficult time.

Spring and Summer Parking Sales

Parking spaces for the 2022 Spring/Summer session went on sale Wednesday, April 6, 2022.

The union makes a limited number of parking spaces available to sessional lecturers on a cost-recovery basis. Spaces are available in Lot F and Lot V. Locations of these lots can be viewed here: [Campus Map](#)

The 2022 Spring/Summer Session Rate is \$85.00/quarter (~\$21.00/week).

Q1: May 9 – June 1
Q2: June 2 – June 24
Q3: July 4 – July 25
Q4: July 26 – August 19

Parking spaces are available on a **'first come, first served'** basis; spaces are not reserved until payment has been received. Please note that the available spaces tend to sell out quickly. To arrange for parking, please contact the CUPE 3287 Parking Coordinator, Roberta Campbell-Chudoba: cupe3287parking@gmail.com

Payment can be made by e-transfer or cheque once arrangement for the space is made.

A heartfelt congratulations to our grantees!

This latest cycle of the **AP/PD fund and Tuition Waiver fund** saw fifteen successful applicants! We congratulate these grant recipients and wish them best of luck in their projects and/or studies.

Mohsen AsadiBagloee - \$1,525.20

Tuition waiver

Jose Berkenbrock - \$6,071.70

Conference expenses

Raquel Biem - \$1,525.20

Tuition waiver

Patrick Braun - \$1,525.20

Tuition waiver

Emma Chen - \$2,767.00

Conference expenses

Mark Doerksen - \$1,525.20

Tuition waiver

Kenzie Friesen - \$280,65

Software to facilitate remote instruction

Peggi-Lyn Gatin - \$679.11

Equipment to facilitate remote instruction

Ana Hidalgo - \$360.21

Conference Expenses

Colby Johanson - \$1,525.20

Tuition waiver

Grant McConnell - \$1,469.04

Art supplies

Matthew Miller - \$1,525.20

Tuition waiver

Omar Nawara - \$1,525.20

Tuition waiver

Arash Tavassoli - \$1,525.20

Tuition waiver

Khaled Zoroufchi-Benis - \$1,525.20

Tuition waiver

For more information on the AP/PD fund guidelines and how to apply, please visit <https://3287.cupe.ca/resources/funds-and-benefits/>.

Applications for the Fall semester will be due September 30, 2022

By-election: News and Communications Officer

The Spring End-of-Term Membership Meeting for CUPE 3287 will take place **Wednesday, April 27, at 5:30pm**, via Zoom.

The position of News and Communications Officer became vacant in January, and we will be holding a by-election at the meeting in order to fill this position.

Any member in good standing who wishes to be nominated for this position can either a) self-nominate at the meeting, b) be nominated by another member at the meeting (provided that the person seeking nomination is in attendance) or, if she is not in attendance at the meeting, c) provide written consent to be nominated witnessed by another member to be presented at the meeting. (See Bylaws, Section 10 (b) for specifics).

End-of-Term Membership Meeting

April 2022

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

Wednesday, April 27, 2022

5:30pm

Agenda on following page





END-OF-TERM MEMBERSHIP MEETING

APRIL 27, 2022, 5:30 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, Annual General Meeting, December 7, 2021
5. Matters Arising from the Minutes
6. Motion: Acceptance of new members
7. Secretary-Treasurer's Report
8. Correspondence & Communications
9. Executive Committee Report
 - Increased membership numbers
 - Academic Participation/Professional Development Grant and Tuition Waiver numbers
 - Grievance & Case Work
 - Negotiations Update
 - SJUMC Issues
10. By-election: News and Communications Officer
11. New Business
12. Good of the Union
13. Adjournment

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