

CUPE 3287
MINUTES OF MEMBERSHIP MEETING: END OF TERM

Wednesday, April 27, 2022 at 5:30pm
Zoom Meeting

Attendance : W. Buschert, J. Klassen, J. Zorbias, E. Arvanitis-Zorbias, B. Zamulinski, P. Bulas, W. Gulka, A. Hidalgo, E. Hulse, M. Burles, L. Ehrlich, W. Bauer (CUPE National)

- 1. Motion to adopt the agenda:** J. Klassen moves, B. Zamulinski seconds; carried.
- 2. Roll Call of Officers**
- 3. Reading of the Equality Statement:** Read by J. Klassen.
- 4. Motion to adopt the minutes of the Annual General Meeting on December 7, 2021:** E. Arvanitis-Zorbias moves, P. Bulas seconds; carried.
- 5. Matters Arising from the Minutes:** W. Buschert states that the Local was informed that an amalgamation of the fine arts departments was being proposed. It appears that this will be going ahead and it may have an impact on sessional faculty. It is not clear what, if any, standing the Local has with respect to this, but the Local will keep an eye on it. The Local met with the Employer regarding the accounting discrepancy for the AP/PD fund. The numbers now match up to the Local's. The Employer has changed how they will account and report to the Local from now on. J. Klassen explains that he was ill and was unable to attend CUPE Saskatchewan meeting.
- 6. Motion to accept New Members:** W. Buschert showed the list of new members on the screen. W. Buschert moves, E. Hulse seconds; carried.
- 7. Secretary-Treasurer's Report:** J. Zorbias explains revenue and expenses to the end of March, 2022. The membership numbers have increased. Expenses are lower than normal due to Covid as most meetings (both the Local membership meetings and conferences) have primarily been virtual. **Motion to amend the signing officers for the CUPE bank accounts to W. Buschert, J. Klassen and J. Zorbias and remove B. Zamulinski.** J. Zorbias moves, B. Zamulinski seconds; carried. W. Buschert mentions finances will increase once the Local receives the \$23,000 from the Employer. B. Zamulinski asks whether the director under the CRA has been changed as currently B. Zamulinski as named as the sole director and he is no longer vice-president. Discussion of whether more than one person should be named as director. J. Zorbias will contact the CRA to change the director and find out if they can name more than one. **Motion to accept the Secretary-Treasurer's report:** J. Zorbias moves, B. Zamulinski seconds; carried.
- 8. Correspondence & Communications:** W. Buschert states that tomorrow (April 28) is the National Day of Mourning for workers injured or killed on the job. SDLC will be meeting near City Hall tomorrow. CLC Spring School for Labour Education will be held May 2-6, 2022 (online). SFL, Prairie School for Union Women will be held on June 13-16, 2022 in Saskatoon.

9. Executive Committee Report

a. Increased membership numbers: W. Buschert explains the increase in membership numbers has to do with the fact that 48 of the new members are teaching DEU courses that would have been part of ASPA but were transferred to CUPE 3287. E. Hulse explains the College of Engineering's new program is one of the reasons there have been more sessional lecturers hired.

b. Academic Participation/Professional Development Grant and Tuition Waiver: This was the last time that members could apply for remote instructional grants as classes are now in person.

c. Grievance & Case Work: W. Buschert reports that the grievance with respect to the wrongly appointed candidate whose contract was cancelled last minute and was only offered 25% has been settled. An MOA has been signed and the member will be fully compensated. The grievance dealing with closely related courses has been going on for a year now and involves the Math Department and Edwards School of Business. The Local took it to the last stage of appeals (where a committee, with a representative from the Local was to meet and determine a resolution). The Local had reassurances from the Employer that a resolution would be received soon. The Local has not received a resolution and has been notified that no meeting has occurred. The Local has contacted the Employer regarding this issue. The Local has also received notice from the Employer that effective April 1, 2022, certain courses will no longer be considered closely related. The Local has notified the Employer that this violates 14.04 of the Collective Agreement which does not provide a mechanism for expiring closely related courses. The Local has filed a grievance asking them to rescind the status or that the Employer negotiate an MOA with the Local, this cannot be a unilateral decision by the Employer. The Local is still waiting to hear back from the Employer. Regarding the harassment complaint against one of our members, the case has been ongoing for 6 months and nothing has been resolved. The Local had not been contacted for a couple of months so the Local wrote to the College in question, the next day, the lawyer re-initiated contact. This is an important case for the Local, the College in question is attempting to silence a member for criticizing university administration.

d. Negotiations Update: J. Klassen reports that the negotiating committee is trying to discuss issues with the Employer but they have not been given enough time. The Local proposes a list of dates for meetings and the Employer returns with usually only one available date. The Employer is delaying negotiations, this has been ongoing throughout. W. Bauer explains the Employer has been doing the minimum to appear that they are not committing unfair labour practices. They are using hard bargaining tactics. The next meeting will be in May. W. Buschert explains that the Local has been negotiating for a year but has had very few meetings. The Local has talked through the non-monetary procedural issues, which are mostly trivial but the more substantive issues the Employer will not bargain, they just say "No". The Employer intends to table a final offer, a take it or leave it package even though most issues have not been discussed. This offer will also be inconveniently timed as spring and summer session are difficult to hold ratification meetings with members.

e. SJUMC Issues: The format of job posting's is an issue. The Employer is planning on no longer providing a phone system and will be using computers for phone calls instead. This is not good for sessional faculty who share offices.

Motion to accept the Executive Report: W. Buschert moves, E. Hulse seconds; carried.

10. By-election: News and Communications Officer: Patrick Bulas accepts nomination. Elected by acclamation.

11. New Business: None

12. Good of the Union: The Local is sad to report that one of our long-time members, Nancy Poon, passed away on January 8, 2022.

13. Adjournment: E. Hulse moves.