

CUPE 3287
FALL MEMBERSHIP MEETING
October 13, 2022
4:00pm via Zoom

Present: W. Buschert, J. Klassen, J. Zorbas, E. Arvanitis-Zorbas, P. Bulas, E. Shia, B. Zamulinski, A. K. Hidalgo, W. Noonan, J. Semko, S. Brazier-Tompkins, E. Hulse, L. Ehrlich

1. Motion to Adopt the Agenda: B. Zamulinski moves, J. Klassen seconds.

2. Roll Call of Officers.

3. Reading of the Equality Statement: read by J. Zorbas.

4. Adoption of the Minutes, Membership Meeting, August 10, 2022: W. Buschert notes the correct spelling is "Nathaniel Teed". E. Arvanitis-Zorbas will make the amendment. **Motion to Adopt the Minutes of the Membership Meeting on August 10, 2022:** E. Arvanitis-Zorbas moves, E. Shia seconds, carried.

5. Matters Arising from the Minutes: W. Buschert states that the matters will be discussed in the Executive Meeting Report. J. Klassen notes that the Local's Welcome Back BBQ was a success.

6. Motion: Acceptance of new members: E. Arvanitis-Zorbas moves, A. Hidalgo seconds, carried.

7. Secretary-Treasurer's Report: J. Zorbas shows the expense report on the screen and goes through it. He talked to the CRA and faxed all of the documents they lost. He is waiting to hear back from them. The BBQ event bills have not come in and will appear in next months expenses. **Motion to Accept the Secretary-Treasurer's Report:** J. Zorbas moves, B. Zamulinski seconds, carried.

8. News & Communications Officer: P. Bulas reports that the headshots that were taken at the Welcome Back BBQ have come in and he will send them out to the members. He has sent out this month's newsletter and is preparing the next one. B. Zamulinski states the BBQ was very well attended with the most members the Local has had come out in recent years. **Motion to Accept the News & Communications Officer Report:** P. Bulas moves; E. Shia seconds, carried.

9. Correspondence & Communications: The Local received a thank you letter from CUPE 3939 regarding our donation to support CUPE 3939's strike action. CUPE SK Indigenous People's Conference 2022 will be held in person on November 21-22 at Wanuskewin Heritage Park. If anyone is interested in attending, please contact the Local. SDLC is asking the Local to support the United Way by making payroll deductions. Any member interested in serving on any academic programs committees will receive a \$50 stipend. CUPE National is holding a virtual conference for any CUPE member who identifies as Black, Indigenous and/or racialized person or ally. The conference is titled "Our Time Together: A national space for Black, Indigenous and racialized CUPE members and allies to co-create nationally and stay connected." The conference will be held on November 19, 2022.

10. Executive Committee Report:

a. Membership numbers: W. Buschert notes there was a significant increase in new members but a moderate decrease in the overall number of members currently teaching.

b. AP/PD Fund: J. Klassen explains there were more applications received by the Local this year than in previous years. The total granted on this cycle was higher than ever before. There is enough to support the grants, but if in the next cycle the Local receives the same number of applications the AP/PD fund committee will have to consider whether applicants have received previous funding, and if needed, to determine a quota for tuition waivers.

c. Negotiations/Mediation Update: W. Buschert states that our Local has been in negotiations with the Employer for almost 2 years. But the Employer has only agreed to very few bargaining dates and they usually only lasted an hour or so. The situation with respect to the DEU members has not been dealt with since 2020. Things are not going well in collective bargaining. The "Proposal" the Employer made included an increase in out of scope people teaching, gutting ROFR and it did not deal with incorporating ASPA members into our Local. The pay increase they offered was 0% for 2021, and 1.5% for each of the following 3 years. The Local has been asked to concede a lot but are not in any way being compensated with respect to wages. At the end of the summer, the Employer and Local agreed to go into voluntary mediation. The Local has met with the mediator several times, signed a confidentiality agreement and cannot discuss what is being discussed at the meetings. If the Local decides there is no realistic prognosis of a successful outcome to mediation, the Local will file an impasse. 60 days must pass, and a conciliator will be appointed. If an agreement is made, that agreements will go to the membership. If that does not work, a strike vote will occur.

d. Grievance & Case Work Report: W. Buschert explains the Local had yet to receive a decision regarding a discrimination charge against one of our members that has been ongoing since November 2021. The Local allowed an extension of timeline regarding a grievance that deals with closely related courses in the Department of English where the College unilaterally deemed closely related courses to be no longer closely related. The Local has yet to hear from the Department regarding this issue and the Local has contacted the Department. Academic units cannot unilaterally change the Local's collective agreement.

e. SJUMC Report: The Local is at the joint appeals committee stage regarding a math course which was transferred to Edwards and removed the closely related status. The Local is still waiting to hear when the committee will meet. There were 7 cases of members with ROFR in Education where the College had not noted their ROFR. The Local is pursuing this more thoroughly in order for the College to comply with our collective agreement. The members' ROFR was not reflected in the College of Educations priority list.

Motion to Accept the Executive Report: W. Buschert moves, J. Klassen seconds, carried.

11. Motion: "That, in view of a possible strike or other job action in the foreseeable future, the Secretary-Treasurer shall be authorized to liquidate a portion of the local's investments, not to exceed \$48,000. These monies are to be used exclusively to top up strike pay and/or to cover other expenses related to a strike or job action. Any funds not used for these purposes will be re-invested with the local's Contingency Fund upon ratification of a new collective agreement." It will not cost the Local

much to hold this as cash. J. Zorbas explains the Local holds GICs in escalator GICs, allowing the Local to cash in different ones monthly if needed. CUPE National will provide the Local with funds in case of job action or strike pay, but the Local will need to top up strike pay to a more realistic rate. B. Zamulinski wants to amend the wording and replace “strike or job action” with related to achieving a new collective agreement satisfactory to the membership”. To change “strike or job action” to “a strike, job action or otherwise achieving a new collective agreement satisfactory to the membership”. The motion passed unanimously.

12. Notice of Motion: To be voted on at our next membership meeting – “That Section 8 – Honoraria in CUPE 3287’s By-Laws be amended as follows: ‘Information and Communications 2 Officer – \$200.00 a month’ shall be deleted and replaced with ‘News and Communications Officer – Annual honorarium equivalent to the stipend for a three-credit course, apportioned and paid on a monthly basis.’” W. Buschert explains that the new language in the bylaw would be the same as that of the other table officers. The News & Communications Officer who was elected at the time the bylaw was written wanted to limit the scope of the role and asked for it to be focused on the newsletter only. Since then, the new News & Communications Officer has taken on many more responsibilities. The Local will vote on this amendment at the next meeting, as there needs to be a 60 day notice before a change can be made to the bylaws. Notice for making this amendment begins today.

13. Membership Money Motion 002-2022: “That the membership authorize the Secretary-Treasurer to provide a special one-time honorarium in the amount \$1,200 to the incumbent News and Communications Officer, Patrick Bulas, in recognition of the extra responsibilities he has assumed in his role since taking it on in April, 2022.” W. Buschert explains how the role had changed since the bylaws were written up. W. Buschert moves, B. Zamulinski seconds, the motion was passed unanimously.

14. New Business: None

15. Adjournment: J. Zorbas