

# CUPE 3287

## SUMMER MEMBERSHIP MEETING

August 10, 2022

4:00pm, via Zoom

**PRESENT:** W. Buschert, J. Klassen, J. Zorbas, E. Arvanitis-Zorbas, P. Bulas, B. Zamulinski, S. Brazier-Tompkins, W. Baijius, A. K. Hidalgo, R. Campbell-Chudoba, P. Ahiahonu, M. Burles, L. Ehrlich, R. DeCoursey, W. Noonan, G. McConnell.

1. **Motion to Adopt the Agenda:** B. Zaumlinski; R. Campbell-Chudoba; carried.
2. **Roll Call of Officers**
3. **Reading of the Equality Statement:** Read by R. Campbell-Chudoba.
4. **Motion to Adopt the Minutes of the Membership Meeting, April 27, 2022:** E. Arvanitis-Zorbas moves; P. Ahiahonu seconds; carried.
5. **Matters Arising from the Minutes:** None
6. **Motion: Acceptance of New Members:** W. Buschert moves; J. Klassen seconds; carried.
7. **Secretary-Treasurer's Report:** J. Zorbas presents his report. The Local's finances are doing well.  
**Motion to Accept the Secretary-Treasurer's Report:** J. Zorbas moves; B. Zamulinski seconds; carried.
8. **Correspondence & Communications:** CUPE Saskatchewan is asking for individuals that would like to help out Nathaniel Thied, Saskatoon Meewasin, with canvassing or political action. Contact W. Buschert and he will provide you with the information. CUPE National Sector Conference will be on October 3-6, 2022. Any member in good standing interested in attending this conference can contact W. Buschert. SDLC is planning a labour day bbq, at Victoria Park on September 5, 2022 and are looking for volunteers and people to attend. SFL is holding a conference on pensions and benefits, March 22-23, 2023. Rise Up! Is putting together an archive of documents regarding feminist activism involved in any labour movement documents, if anyone has anything documents to donate, please do.
9. **Executive Committee Report**
  - a. **Grievances & Case Work:** As of July 22, 2022, the issue dealing with closely related courses has yet to have a meeting scheduled. The Employer discrimination and harassment issue that the Local has been dealing with since October 2021, has yet to provide the Local with a decision, hopefully it will be released soon. The Local has filed a grievance with respect to a department proposing to change a closely related course status. A department cannot make unilateral decisions with respect to closely related status as this is not allowed in the Collective

Agreement. The department has asked the Local for an extension of time, which the Local agreed.

**b. Negotiations Update:** W. Buschert explains that bargaining began a year ago but the Employer has agreed to only a few sessions and no more than 2 hours at a time. The Employer hired an external consultant for bargaining and not much bargaining has occurred. Progress on technical and housekeeping issues is the only progress that has been made. All proposals made by the Local have been shut down by the Employer. On May 10, 2022 the Local received a document titled "Proposal" by the Employer. The Employer is trying to make ROFR much more difficult. They also propose that graduate students and international students would be eligible to teach outside the scope of the Local, with unlimited numbers for international students. The Proposal document made an offer regarding wages: 1.5% increase for 2022, 2023 and 2024 and no increase for 2021. With inflation as it is, this increase is not reasonable. The Employer's external consultant applied for voluntary mediation, although this was not signed or agreed to by the Local. B. Zamulinski explains that the Employer has never attempted to deal with the issues that have arisen with the previous ASPA employees being placed into the Local. Members of ASPA took a huge pay cut and are in a situation of uncertainty of how their previous teaching experience fits into our Local. The Local has offered proposals to deal with the issue and have not received any effort on behalf of the Employer to bring those instructors back to what their income was prior to being transferred to the Local. The Local's position is that people should not be worse off by coming into our Local. The negotiating committee will be meeting next week to discuss what the Local will do regarding the voluntary mediation request that the Local was not a part of.

**Motion to Accept the Executive Report:** Moved by W. Buschert, S. Brazier-Tompkins seconds; carried.

**10. By-Election: Member-at-Large (One position, term to December, 2022):** W. Buschert asks if anyone would like to put their name forward for MAL. Ana Karinna Hidalgo self nominated and elected by acclamation.

**11. Discussion & Planning: Welcome Back/Member Engagement Event planned for Sept. 16, 2022:** To educate and get members involved with the Local. The event will be on Friday September 16 at 4:00pm at Palliser Garden between Marquis and Qu'Appelle Hall. Food will be provided as well as one free drink followed by cash bar. Vegan and vegetarian options will be available. CUPE Saskatchewan will co-sponsor and will share the costs with the Local. In the event of rain, the event will be moved to room 105 of the Peter MacKinnon building.

**12. Motion: That the membership authorize the News and Communications Committee to allocate up to \$2,500 of union funds for expenses related to the Welcome Back/Member Engagement Event planned for September 16, 2022. Money Motion 001-2022:** W. Buschert moves; J. Zorbas seconds; carried.

**13. New Business:** None

**14. Adjournment:** J. Zorbas moves.