

# CUPE 3287

University of Saskatchewan Sessional Lecturers

## News From Nowhere

Year 33, Number 6

December 2022 Newsletter

### CUPE 3287 End-of Term Banquet

*After the AGM, please join your fellow sessionals to celebrate the end of the term.*

*Marquis Hall, Private Dining Room (Second Floor)*

*Monday, December 12*

*The AGM will begin at 5:30pm; the banquet will follow around 7:30pm*

*Significant others of CUPE 3287 members are invited, but we advise that they may wish to arrive no earlier than 7:30pm.*

Please visit the [CUPE 3287 website](#) for more information

Please [RSVP HERE](#)

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## Member Profile: Jessica McDonald



Photo Credit: Jessica McDonald

At the start of each episode of her podcast, *Teachin’ Books*, Jessica McDonald welcomes her listeners to a “podcast about the ways people teach, learn, and work with literature.”

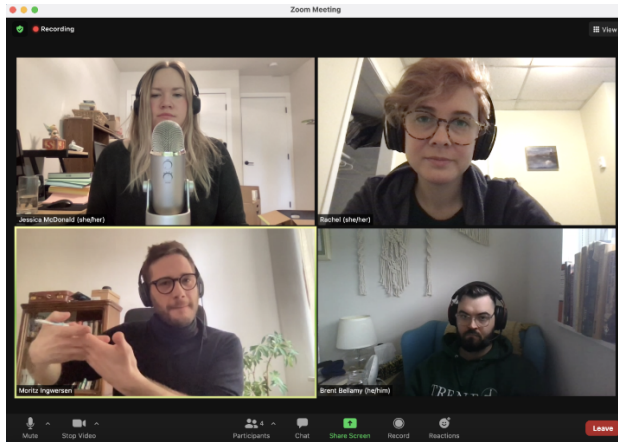
Following this introduction, McDonald continues onto conversations with her guests that cover everything from novels and the experiences of being a teaching assistant to video games and book clubs.

Growing up in Saskatoon, McDonald was an avid reader at an early age, and her love of literature led her to complete both a B.A and a PhD in the Department of English at the University of Saskatchewan as well as a M.A. in the Department of English and Film Studies at the University of Alberta. In addition to her

work as a researcher, McDonald has been a sessional lecturer since 2018 and teaches in the Department of English at the U of S and STM.

The research done during her postdoctoral fellowship at Simon Fraser University focused on her interest in geographic “non-places” like Walmarts and suburbs that have vibrant cultures and exist as rich, creative places in contrast to their apparent anonymous and impersonal nature.

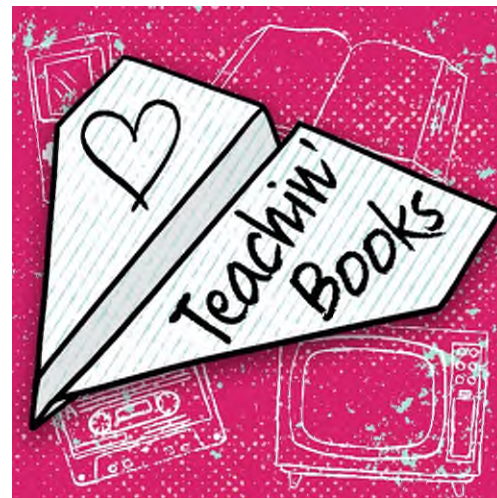
McDonald began her podcast in the fall of 2020, after the start of the COVID-19 pandemic partially as a coping mechanism to the isolated loneliness that she was experiencing at that time while also pursuing postdoctoral work remotely rather than in-person. She compares the isolation brought about by the pandemic to the isolation that can be experienced by sessional instructors, where teaching is done contract to contract and establishing a career can be challenging due to the precarious and impermanent nature of the work.



Podcast host Jessica McDonald (top left) is joined by Rachel Webb Jekanowski (top right), Brent Ryan Bellamy (bottom right), and Moritz Ingwersen (bottom left). Photo credit: Jessica McDonald

The podcast gives McDonald a chance to connect with her guests and bring education and her love of literature beyond the confines of the classroom. She has several favorite episodes from the two seasons of her podcast including talking with the Alice Munro Book

Club, and a Christmas special with her mom and cousin, Whitney, where the conversation was less traditional and scholarly and included more tangents and stories. The power of literature is frequently celebrated throughout the podcast. In one episode, McDonald talked with Taylor Brown, an undergrad student who worked as a tour guide, about how *The Inconvenient Indian* by Thomas King, significantly changed the way Brown narrated the tour.



Teachin' Books podcast logo design by Jade McDougall

McDonald has a strict “no douche” policy when it comes to inviting guests to the podcast. She selects specific guests on an ethical basis, who are approachable, and have cool work. Guests tend to be local or Canadian and McDonald believes it’s important to showcase Saskatoon voices and recognize those who have influenced her. She would also be interested in expanding and bringing in more guests from the US and Europe.

Guests are given a chance to participate in editing and curating their episode. McDonald remembers one guest, who is a white settler, struggling to discuss Black Lives Matter, and after hearing the initial recording of the episode, chose to keep the “ums and ahs” to emphasize the uncertainty of talking about the subject.

Each episode of the podcast takes hours of research, editing, and promotion done through Twitter and Instagram. McDonald fundraised for the podcast by producing a zine that has tidbits from the podcast episodes and has successfully raised \$1500.



Clockwise: The Teachin' Books Zine, Jessica McDonald at the mic, and Carl the Moose. Photo Credits: Jessica McDonald

The unofficial mascot of Teachin' Books is Carl the Moose, a Build-a-Bear stuffed animal that McDonald bought with her mom when she was 23. To promote the podcast, photos of Carl appear on social media and on the *Teachin' Books* website. McDonald laughs when she remembers spending more time than expected setting up Carl with a margarita outside on a summer day. The photo session made her "question everything."

When asked what she does, McDonald's answer is "teachin' books" and this response is well suited as the title for her podcast, reflecting her fun and insightful approach to discussing education and literature.

(Listen to Jessica McDonald's podcast, *Teachin' Books* [here](#) and follow her on [Twitter](#) and [Instagram](#).)

Patrick Bulas  
CUPE 3287 News & Communications Officer



## President's Report

After nearly two years of bargaining, our Local's negotiations with the University are now formally at impasse.

In late August 2022 both parties had agreed to enter into voluntary mediation. Five mediation meetings were held, led by Pete Suderman, the mediator appointed by Ministry of Labour Relations and Workplace Safety. From the outset, however, it quickly became apparent that the University was not interested in actual mediation, but instead appeared to be attempting to game the mediation process (for example, by re-introducing proposals that they had previously agreed to shed earlier in the process). Accordingly, on October 21<sup>st</sup>, our Negotiating Committee advised the mediator that we were withdrawing from the voluntary mediation process – but with the provision that we would still consider a last response from the University if it was received by October 31<sup>st</sup>.

We received a response from the University on October 27<sup>th</sup>. Regrettably (but, at least in my personal opinion, not surprisingly), that response was judged by the Negotiating Committee to be clearly unacceptable. The University's response offered no real movement on money issues beyond their previous offer of 0%, 1.5%, and 1.5% over three years. The response *did* contemplate a further 1.5% in the fourth year, if we were willing to extend the agreement by an additional year – though it is difficult to imagine why we would seriously consider locking in an already inadequate wage increase for a further year. The University's response also offered no commitment to address the situation of Distance Education Unit

instructors whose appointments were previously in-scope of ASPA but who the University has unilaterally transferred into our Union. Worse, the University's response

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**“We want to exhaust every reasonable possibility for averting a strike and achieving a negotiated agreement prior to a strike vote being called”**

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effectively attempted to hold hostage any increase in our maximum teaching assignment (under Article 16.04 of the Collective Agreement) unless the Union agreed to accept the University's proposal to severely undermine our job security by significantly increasing the number of times sessional lecturers would have to teach a course in order to qualify for Right of First Refusal (ROFR) in that course. In the view of the Committee, the University's proposal was unratifiable – a view that was communicated to the mediator and the University's negotiating team.

Accordingly, on November 7<sup>th</sup>, our Committee advised to the Minister of Labour Relations and Workplace Safety that negotiations between CUPE 3287 and the University of Saskatchewan were at impasse. Under Saskatchewan law, this triggers a 60 day period of mandatory conciliation between the parties. We are now in that period, with a first conciliation meeting tentatively scheduled for December 14<sup>th</sup>. Following the 60 day conciliation period, the

law prescribes an additional 14 day 'cooling off' period, plus 48 hours' notice, before a strike or lockout can take place.

As I explained at the Strike/Job Action Membership Information Meeting held on November 9<sup>th</sup>, no one wants a strike, and no strike vote has yet taken place. The Negotiating Committee recognizes the severe burden that a strike would place on most of our members. Instead, we want to exhaust every reasonable possibility for averting a strike and achieving a negotiated agreement prior to a strike vote being called. In particular, our Local has applied for access to strike aversion funds available on a 50/50 cost share basis through CUPE National. Once approved, our Local will be using these resources to engage in a variety of strike aversion actions (through, amongst other tactics, targeted advertising, online campaigns, and membership engagement events) in an attempt to bring the University back to the bargaining table with, let's say, an *enhanced appreciation* of what our members demand and deserve.

On a much happier note, good news: It's nearly the end of the Fall term!

Our Local's Annual General Meeting will held on Monday, December 12<sup>th</sup>, starting at 5:30 PM in the Private Dining Room on the second floor of Marquis Hall. The meeting will include elections for the positions of President, Recording Secretary, News and Communications Officer, up to five Members-at-Large, and one Trustee position, as well as representatives to various committees and delegates to conferences (see the AGM Agenda in this newsletter for further details). If you are a member in good standing of CUPE 3287 and you are interested in standing for election to one of these positions, you can self-nominate at the meeting or, if you will be unable to attend the meeting, file your consent to be nominated witnessed by another member

for presentation at the meeting. As always, I encourage all members of CUPE 3287 to attend.

If that isn't enough to motivate you, however, I'd also point out that, after a two year break due to the pandemic, the AGM will be followed, in the same location, by our [End-of-Term Banquet](#), starting at around 7:30. Please come out and join your fellow sessional lecturers to enjoy some delicious food – including vegan and vegetarian options – as well as some fellowship and a chance to unwind after what, for many of us, has been a very busy term. Spouses/partners/significant others of CUPE 3287 members are also welcome (though guests who are not members of CUPE 3287, and so not eligible to participate in the AGM, may wish to arrive no earlier than 7:30). Food for all guests, as well your first drink ticket for wine or beer, will provided compliments of the Union. (It would be appreciated, though, if you can [RSVP](#), so that we can know how many guests to expect.) I hope to see you all there.

William Buschert  
CUPE 3287 President



## Unpaid Work

*With “Big Bad Summer” in the August 2022 newsletter, we began a series on what CUPE 3287 is focusing on in bargaining. We continue the series with an in depth look at the unpaid work done by sessional lecturers*

During the recent round of bargaining, the term “contract workers” has been used to describe the work done by sessional lecturers. If this description is meant to be taken seriously, then sessionals are here to simply fulfill the requirements of the contract they signed: to teach what’s on the course syllabus, grade students, and move on to the next contracted teaching assignment. Nothing more, nothing less.

However, this reductionist view of the role sessional instructors has within the campus community couldn’t be farther from the truth. Sessionals are skilled professionals that often invest many unpaid hours of work into the intellectual and artistic life of the university because of their dedication to what they study and teach.

Sessional instructors in the Department of Art and Art History, often organize end of term student exhibitions. This is an invaluable experience for students, who get the opportunity to learn how to install work in a gallery, write artist statements describing their work and artistic practice, and document artwork properly for future submissions. All of this is done under the guidance of sessional

instructors, who do not receive additional pay or honoraria for the hours spent on helping students exhibit their work.

Students in the Department of Music depend on sessional instructors to sit on juries to evaluate their final recitals. Without this unremunerated work, it would be very difficult for music students to complete their courses, let alone their degrees.

Sessional instructors in the Collage of Arts and Science often present their scholarly work at symposiums and conferences without financial compensation.

These are just some examples of the unpaid work done by sessional instructors to improve the university experience for their departments, colleagues, and most importantly students. A considerable amount of effort, time, and money is invested by students to attend courses on campus. Sessional instructors continuously go out of their way to ensure that students receive an education that is rewarding and worthwhile.

At present, departments do not have the budget to offer honoraria to sessionals, even as a symbolic gesture. The CUPE 3287 Bargaining Committee is fighting to have the involvement of sessional instructors in campus life recognized and valued.

Patrick Bulas  
CUPE 3287 News & Communications Officer

## Winter Parking Sales

Parking spaces for Winter Term 2023 (January through April) go on sale beginning **Monday, November 21, 2022**.

CUPE 3287 makes a limited number of parking spaces available to sessional faculty on a cost-recovery basis. The union purchases parking spaces from USask's Parking and Transportation Services (PTS) and resells them to members in smaller portions than would otherwise be available. This allows sessionals to purchase parking in choice lots where the waiting list for parking through PTS is years long.

Spaces are available in F Lot and V Lot. Locations of these lots are shown on the [Campus Parking Lots Map](#).

Parking spaces are made available on a **'first come, first served'** basis; spaces are not reserved until payment has been received. Please note that the available number of spaces is relatively small and they sell out quickly. Costs are outlined below.

**Starting Monday, November 21**, please contact the CUPE 3287 Parking Coordinator, Roberta Campbell-Chudoba at [cupe3287parking@gmail.com](mailto:cupe3287parking@gmail.com) to arrange for parking and payment.

### **Peak Time Rate (Monday to Friday, 8:00 AM to 4:00 PM)**

- \$20.00/hour/week/term
- Minimum 6 hours/week/term (i.e., minimum per term charge is \$120.00 = \$30.00/month)
- Maximum charge (cap) after 20 hours/week/term: \$400.00/term (\$100.00/month)

### **Off-Peak Rate (Monday to Friday, 4:00 PM to 8:00 AM)**

- \$4.00/hour/week/term

Payment is by e-transfer or cheque.

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**Roberta Campbell-Chudoba,**  
Parking Coordinator, CUPE 3287  
[cupe3287parking@gmail.com](mailto:cupe3287parking@gmail.com)



## Awards and Opportunities

### Sylvia Wallace Sessional Lecturer Award

The Sylvia Wallace Sessional Lecturer Award, sponsored by The Gwenna Moss Centre for Teaching and Learning, annually recognizes the important and essential contribution of sessional lecturers to the University of Saskatchewan's teaching community. It recognizes exceptional competence in teaching - including superior command of the subject area, skills at organizing and developing class materials, and the capacity to motivate and inspire students.

The award was established in 2001 to honour the memory of Dr. Sylvia Wallace, College of Pharmacy and Nutrition. The winner of the award receives \$1,000 from the GMCTL

The submission deadline for nominations is February 15, 2023

Visit [Sylvia Wallace Sessional Lecturer Award](#) for more information.

### CUPE SK Winter School 2023

**WHEN: January 29 to February 1, 2023**

**WHERE: Temple Gardens Hotel & Spa, Moosejaw, SK**

**Your registration fees must be received by the registration deadline, Tuesday, January 3, 2023.**

**To register, please click on the link below:**

<https://cupe.ca/mrm-union-education/event/5560>

**For more information, please click on the link below for the brochure:**

[CUPE SK Winter School 2023 brochure.pdf](#)

The school is open to all CUPE Members. Class sizes will be limited to approximately 20 participants. Participants will be registered on a first come - first choice basis. Register early!

#### **LIST OF COURSES:**

TRACK #1 INCLUSIVITY AND EQUITY

TRACK #2 STEWARD LEARNING SERIES

TRACK #3 ACCOMMODATION

TRACK #4 GRIEVANCE BOOTCAMP (GRIEVANCE-WRITING INTENSIVE)

## Notice of Nominations

The following members are standing for election to the CUPE 3287 Executive Board during the upcoming AGM on December 12.

William Buschert for **President**

Brian Zamulinski for **President**

Eleni Arvanitis-Zorbas for **Recording Secretary**

Patrick Bulas for **News and Communications Officer**

Pearson Ahiahonu for **Member at Large**

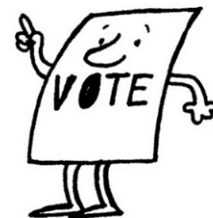
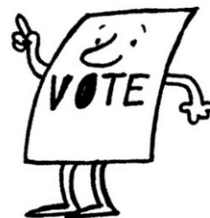
Eleanor Shia for **Member at Large**

Additional Member at Large positions and one Trustee position, as well as representatives to various committees and delegates to conferences are also open.

If you are a member in good standing of CUPE 3287 and you are interested in standing for election to any of the above positions, you can self-nominate at the AGM on December 12 or, if you will be unable to attend the meeting, file your consent to be nominated witnessed by another member for presentation at the meeting.

Your vote counts!

1,2,3,4....



## Candidate Statements

### **William Buschert for the position of President**

My name is William Buschert and I am seeking re-election as President of CUPE Local 3287. I've been teaching at the University of Saskatchewan since 2000 in the Department of Philosophy and, since 2003, off and on, in the Department of Political Studies. I've had the privilege of serving our Local in a number of capacities over the years, including Member-at-Large, Parking Coordinator, and Vice-President.

Since first being elected President at the 2018 AGM, I believe that I've done a rather good job of managing our Local's day-to-day operations, protecting and promoting the interests of our members, and, in general, keeping things pointed in the right direction. Doing so was especially challenging at the height of the pandemic. I'm especially proud also of what has been achieved, working together with our Vice-President, Jeff Klassen, and our News and Communications Officer, Patrick Bulas, in improving communications and engagement with our membership and in strengthening our Local's ties other labour organizations on campus. But all of that, of course, is for the membership to judge.

The main reason I'm seeking re-election, however, is this: As many of you know, our Local has been in negotiations with the University for nearly two years at this point. Those negotiations are now formally at impasse. Yet achieving what our members need and deserve in our next collective agreement—better pay, better job security, better health insurance coverage, restored access to a pension plan—is now more crucial than ever, especially in these times of sustained inflation with a looming possible recession. If we do not get what we deserve in our next collective agreement, we will be falling still further behind. We need to be prepared to fight to get what we deserve.

No one, including me, wants a strike, and our Negotiating Committee will be bending every effort to avert one. Yet is possible that that may be where our Local is headed. I first stood for President because I wanted to lead negotiations that would see U of S sessional lecturers finally make some serious progress toward receiving the recognition, respect, and remuneration that we deserve. I'm running for re-election as President because I want to see the job through. I am, by nature, more than a bit of a fighter, and I'd be honored if the members of CUPE 3287 were to give another term as President to fight on their behalf.

William Buschert

## **Brian Zamulinski for the position of President**

I am running for president.

I have years of experience, including experience in negotiations.

I am committed to fighting for union members, individually and collectively, and have repeatedly demonstrated that commitment.

My priorities will be the well-being of union members and the defence of their rights.

Brian Zamulinski

# Annual General Membership Meeting

Monday, December 12, 2022

5:30 pm

In-Person

Private Dining Room (2<sup>nd</sup> Floor), Marquis Hall

End of Term Banquet to follow

Invitations with the agenda and minutes from the previous meeting have been distributed to the membership via email. If you have not received your invitation email, please contact [cupe3287@gmail.com](mailto:cupe3287@gmail.com)

*Agenda on following page*



**ANNUAL GENERAL MEETING**  
**December 12, 2022, 5:30 PM**  
**Private Dining Room (2nd Floor), Marquis Hall**

**AGENDA**

1. Adoption of the agenda
2. Roll Call of Officers
3. Reading of the Equality Statement
4. Adoption of Minutes, Membership Meeting, October 13, 2022
5. Matters Arising from the Minutes
6. Secretary-Treasurer's Report
7. News & Communications Officer's Report
8. Correspondence & Communications
9. Executive Committee Report
  - a. Negotiations/Mandatory Conciliation Mediation Update
  - b. Grievance & Case Work Report
  - c. SJUMC Report
10. Motion: "That Section 8 – Honoraria in CUPE 3287's By-Laws be amended as follows: 'Information and Communications Officer – \$200.00 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'."
11. Elections: President, Recording Secretary, News and Communications Officer, Members-at-Large (up to five)
12. Elections: Trustee (1); Occupational Health Committee representative (1); Good and Welfare Committee (1)
13. Election: Delegate to Saskatoon & District Labour Council AGM (February 5, 2022, via Zoom)
14. Election: Delegates to CUPE SK Convention, (March 8-10, Delta Hotel, Regina)
15. New Business
16. 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 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

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@cupe3287



### Newsletter Editorial Board

**Editor:**

Patrick Bulas

**Committee Members:**

Will Buschert, Jeffrey Klassen, Eleanor Shia

*If you would like to submit an article to our newsletter or would like to join our committee, please contact [news.cupe3287@gmail.com](mailto:news.cupe3287@gmail.com)*