

# CUPE 3287

## ANNUAL GENERAL MEETING

December 12, 2022 at 5:30pm  
Private Dining Room (2nd Floor), Marquis Hall, University of Saskatchewan

**Present:** W. Buschert, J. Klassen, J. Zorbas, E. Arvanitis-Zorbas, P. Bulas, B. Zamulinski, J. Semko, P. Ahiahonu, M. Burtles, E. Shia, B. Gulka, G. McConnell, E. Shia, J. McDonald, A. Tavassoli, G. Lasiuk (CUPE 1975)

**1. Adoption of the agenda:** J. Zorbas moves, J. Klassen seconds; carried.

**2. Roll Call of Officers**

**3. Reading of the Equality Statement:** Read by J. Zorbas.

**4. Minutes of the Membership Meeting on October 13, 2022:** change “Collective Bargaining each of the following two years” not three years as stated. **Motion to Approve the Minutes of the Membership Meeting on October 13, 2022, as corrected:** E. Arvanitis-Zorbas moves; B. Zamulinski seconds; carried.

**5. Matters Arising from the Minutes:** Some issues will be addressed in the Executive Committee Report and the Secretary-Treasurer’s report.

**6. Secretary-Treasurer's Report:** J. Zorbas distributes his report and the budget for 2023. J. Zorbas explains that the Local’s finances are stable. **Motion to Accept the Secretary-Treasurer’s Report:** J. Zorbas moves; W. Buschert seconds; carried. J. Zorbas presents the budget for 2023 and notes that if job action occurs, escalator funds will be available for the Local to withdraw if needed without losing interest. He has also budgeted for anti-strike advertising for next year. **Motion to Accept the Budget for 2023:** J. Zorbas moves; B. Zamulinski seconds; carried.

**7. News & Communications Officer’s Report:** P. Bulas reports that photos from the meet and greet and as well as the door prizes were given out. The December newsletter has been sent out to all members. For the next newsletter he will interview Grant McConnell. He is looking for other members to interview, if anyone has recommendations, please contact him. He is currently preparing ads regarding information about our Local. **Motion to Accept the News & Communications Officer’s Report:** P. Bulas moves, J. Zorbas seconds; carried.

**8. Correspondence & Communications:** W. Buschert states that the Local has received thank you letters for donations made this year. An election will be held tonight for delegate(s) to represent our Local on the SDLC. The Local has also received nomination forms for SDLC labour community service awards. The SDLC is asking for donations for a silent auction with proceeds going to the United Way. If anyone has anything to donate, please let W. Buschert know.

## 9. Executive Committee Report

**a. Negotiations/Mandatory Conciliation Mediation Update:** W. Buschert explains that collective bargaining has not gone well. The Local was asking for a fair and equitable wage increase, pay for unremunerated work, improvements to benefits (vision care), a large course supplemental fee, and increases to the AP/PD fund. Everything that had a price tag was rejected by the Employer. At the same time, the Employer proposed measures to seriously gut ROFR, which would make it harder to obtain and maintain. In late August, as collective bargaining was not going well, the Local proposed mediation. Several meetings were held but the Employer was apparently not committed to the mediation process, and would re-introduce proposals that both parties had already agreed to shelve. The Local advised the mediator that it was ending mediation. The Local received a one page response from the Employer, containing no wage increase, nothing dealing with the Distance Education employees, and an attempt to hold hostage the proposals concerning ROFR. In the Negotiating Committee's judgment, the proposal would not be ratifiable by the Local's members. On November 7, 2022, the Local advised the Minister that collective bargaining was at an impasse. This means that a declaration of impasse is followed by 60 days of conciliation. The first conciliation meeting is scheduled later this week. It is not impossible that an agreement may yet be reached between the Local and the Employer. If mandatory conciliation fails, then a 14 day cooling off period will occur before strike action or a lockout may occur. The Local may be asking its members for a strike vote once the mandatory conciliation period has expired. Having a strike vote opens up strike aversion funding for publicity campaigns and advertising. CUPE National will cost share any strike aversion techniques with the Local. The Local is not going on strike immediately but it may hold a strike vote soon. The goal is to deliver a collective agreement that will be ratified by the membership. Comparing the University of Saskatchewan sessional lecturers and the University of Regina sessional lecturers, the top level of U of R sessional lecturers receive is 22% more than those at the U of S and they receive much better benefits. If a strike vote occurs in January, it means that an agreement has not been reached in conciliation and that the Local will be accessing funds from CUPE national for advertising campaigns.

**b. Grievance & Case Work Report:** The Local has contacted HR regarding one member who has been charged with a discrimination and harassment policy complaint which started a year ago. This was supposed to be dealt with in 60 days. The Local has contacted the Dean of the College on numerous occasions and has not received a response. There is also an issue of closely related courses in the Department of Mathematics & Statistics and Edwards School of Business (ESB). The Department of Mathematics & Statistics accepted the appropriation of a business math class into ESB. The member affected lost their ROFR because there was a name and location change of that course. Our Collective Agreement specifies that a joint appeals committee deal with this issue. After nearly a year, the joint committee met and the outcome was a 2-2 tie. The Local can grieve this. The committee was to be made of mathematicians, which it was not. The committee should be subject matter experts, but this was not the case with respect to the two committee members the Employer appointed.

**c. SJUMC Report:** At the most recent meeting, priority points list and ROFR have come up. Many members found out that they were not on the lists. Edwards School of Business sessional lecturers have been told that they must be invited to apply for ROFR but may not apply themselves. This is incorrect. It has been discovered that both the Edwards School of Business and the College of Education have issues with ROFR. A committee in ESB believed it was up to them to grant ROFR, a strong message has been sent from HR to that committee that that is not how it works. We have also raised the issue of remuneration for special and supplemental exams, especially for Arts and Science. The Local has been in contact with Sara Wurst, asking her to whom an application should be sent and what evidence is needed to apply for the \$20 remuneration for deferred exams. The Employer is setting up a new entity of conflict and engagement management to be the first point of contact, to call them for informal resolution. It will be a mediator who will be dealing with the issues. If the Employer does use this to diffuse situations with anonymity it will be a welcome change.

**Motion to accept the Executive Report:** W. Buschert moves, J. Klassen seconds; carried.

**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'."** W. Buschert explains that the role has expanded greatly, now including website management, social media, monthly newsletter, etc. W. Buschert moves; it is unanimously approved by the members.

**11. Elections:** President, Recording Secretary, News and Communications Officer, Members-at-Large (up to five): W. Bauer (CUPE National) was unable to attend the AGM and therefore unable to run the elections. Under the Local's bylaws in these situations the chair is therefore passed off to the Vice-President of the Local. W. Buschert steps away from the chair and J. Klassen takes over as chair to run the elections. J. Klassen asks for someone to handle the ballots that is not on the Executive and Grant McConnell volunteers to collect and count the ballots.

**Election for President:** J. Semko nominates Brian Zamulinski; Brian Zamulinski accepts the nomination. J. Klassen nominates William Buschert; William Buschert accepts the nomination. J. Klassen asks for further nominations, no one else is nominated, the nominations are closed. Each nominee says a few words to the membership. G. McConnell collects the votes and asks M. Burles to assist him in counting the votes. G. McConnell announces W. Buschert is elected.

**Recording Secretary:** J. Klassen nominates Eleni Arvanitis-Zorbas; Eleni Arvanitis-Zorbas accepts nomination. Elected by acclamation.

**News & Communications:** J. Klassen nominates Patrick Bulas; Patrick Bulas accepts the nomination. Elected by acclamation.

**MAL:** J. Zorbas nominates Eleanor Shia; Eleanor Shia accepts. J. Klassen nominates Brian Zamulinski; Brian Zamulinski declines. J. Zorbas nominates Jacob Semko; Jacob Semko declines. J. Klassen nominates Grant McConnell; Grant McConnell declines. J. Klassen nominates Pearson Ahiahonu; Pearson Ahiahonu accepts. Eleanor Shia and Pearson Ahiahonu elected by acclamation.

**12. Election for Trustee (1):** No nominations were made. J. Zorbas will contact Lawrence Chang to see if he is interested in being nominated. A by-election can be made in January. The role of Trustee remains open.

**Occupational Health Committee representative (1):** J. Klassen nominates Patrick Bulas; Patrick Bulas accepts the nomination. Patrick Bulas elected by acclamation.

**Good and Welfare Committee (1):** J. Klassen nominates Meridith Burles; Meridith Burles accepts the nomination. Meridith Burles elected by acclamation.

**13. Election of Delegates to Saskatoon & District Labour Council AGM** (February 3-4, 2023, Heritage Inn, Saskatoon: up to 3 delegates can attend). W. Buschert nominates himself. W. Buschert elected as delegate.

**14. Election for Delegates to CUPE SK Convention** (March 8-10, Delta Hotel, Regina, up to 2 delegates can attend): J. Zorbas nominates J. Klassen, J. Klassen accepts. J. Klassen elected as delegate.

The newly elected read the CUPE Oath of Office.

J. Klassen passes back the chair to W. Buschert.

**15. New Business:** None

**16. Adjournment:** J. Zorbas moves; J. Semko seconds.