

CUPE 3287

WINTER MEMBERSHIP MEETING

February 21, 2023 at 2:00pm
Health Sciences 1B11 & via Zoom

Present: W. Buschert, J. Klassen, J. Zorbas, E. Arvanitis-Zorbas, P. Bulas, P. Ahiahonu, L. Ehrlich, B. Gulka, S. Leard, B. Zamulinski, D. Huynh, E. Hulse, M. Gibson, S. Brazier-Tompkins, S. Brandon, S. Sanders, W. Baijius, L. Howie, R. Hamoline, G. McConnell, A. Novecosky, M. Baerg, J. McDonald, J. Kaur, W. Bauer (CUPE National)

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. Motion to Approve the Minutes of the Annual General Meeting, December 12, 2022: E. Arvanitis-Zorbas moves; S. Leard seconds; carried.

5. Matters Arising from the Minutes: Negotiation issues will be dealt with under the Executive Report.

6. Motion to Accept New members: W. Buschert shows the list of new members on the screen. W. Buschert moves; L. Ehrlich seconds; carried.

7. Secretary-Treasurer's Report: J. Zorbas puts his report on the screen (paper copies to those in person) and goes through it. If the Local needs to strike, funds are available to access without any penalties from our credit union. He is looking into using e-transfers instead of cheques, some cheques have been lost by Canada Post this past year. E-transfers would also require the double approval as our current cheques do. This will cost less than writing cheques and paying for postage. He is currently looking into it and gathering information on how it will work and cost. An amendment to the bylaws will be required if the Local decides to go forward with it. **Motion to Accept the Secretary-Treasurer's Report:** J. Zorbas moves; J. Klassen seconds; carried.

8. News & Communications Officer's Report: P. Bulas reports that the newsletter was sent out last week. He met with Wendy Jones from the Gwenna Moss Centre regarding support for sessional lecturers, and that information is in the newsletter. **Motion to accept the News & Communication Officer's Report:** P. Bulas moves; S. Leard seconds; carried.

9. Correspondence & Communication:

- a. CUPE National Women's Conference will be held March 12-15, 2023. If anyone is interested in attending, please contact W. Buschert by Friday, February 24th.
- b. Gail Lasiuk (CUPE 1975) has contacted the Local regarding a May Day event on Monday May 1, 2023. It will take place at the Bassment, tickets are \$35 each and proceeds go to SDLC summer snack program.

c. Request from Owen Stuart Robinson doing a study regarding short term contracts and academic researchers. He is looking for volunteers with experience in this area. If anyone is interested in participating in this study please contact W. Buschert.

10. Executive Committee Report

a. Negotiations/Conciliation Update: The Employer applied to the Saskatchewan Labour Relations Board to conduct an ordered vote on the Employer's "last offer" (per S. 6-35 of the *Saskatchewan Employment Act*). The Local has been in negotiations for nearly 2 years with the Employer. It was clear this past summer that negotiations were stagnating. The Employer was saying no to all of the Local's proposals. At the same time, the Employer tabled several proposals that would have gutted ROFR. At the conclusion of collective bargaining, the Employer was saying no pay increase in 2021 and a 1.5% increase each year for 2022-2024. We then moved into mediation. The Employer apparently was not interested in mediation and, amongst others things, reintroduced proposals that they had previously agreed to shelve during the mediation process. On November 7, 2022, we informed the mediator that negotiations were at an impasse. This started a 60 day conciliation period. Very little conciliation actually occurred. The Employer agreed to only one conciliation meeting, on December 16, 2022, where the Employer tabled their "best and final" offer. In that offer, the Employer agreed to withdraw earlier proposals, including those targeting ROFR, and, apart from some new language about performance reviews and some other technical changes, the agreement would remain essentially status quo. In the offer, however, the Employer also proposed a 3% wage increase for each year from 2022 through 2024 (but, again, 0% for 2021). In the Negotiating Committee's view, this was the first significant movement on wages that the Employer had proposed since the beginning of bargaining. Accordingly, the Committee indicated that it would consider bringing the Employer's offer to the membership for ratification, if the offer was amended to include retroactive pay to September 1, 2022. The Employer said no.

On February 3, 2023 the Employer applied to the Saskatchewan Labour Relations Board to force a vote, effectively bypassing the Negotiating Committee. While this is legal, it is uncommon and IS considered a hard bargaining tactic. The Negotiating Committee is urging the membership to vote no. Given the nature of our membership, an ordered vote is inherently unfair to many of our members. In an ordered vote, only current employees, meaning only those currently teaching in the Winter 2023 term, are allowed to vote. Under our Bylaws, CUPE 3287's membership includes all individuals who have taught in the last 24 months. This means that people who taught last term but not this term will not have their interests represented in the vote. According to the proposal, those who taught before January 1, 2023, will NOT get a retroactive pay increase. If this vote fails, both parties have to go back to bargaining, unless the Employer locks us out, which is unlikely. Retroactive pay for all members from September 1, 2022 is what the Local is asking for. The Employer will be entering into negotiations with the University of Saskatchewan Faculty Association this summer. W. Buschert shows everyone how to fill out the voting ballot and send it in.

A grievance, and subsequent arbitration, was launched by ASPA while the Local has been bargaining with the Employer. The arbitrator found that DEU instructors who are remunerated on a per course basis are to be returned to the ASPA bargaining unit, but the Employer is seeking

judicial review of this decision. This could take anywhere from 6 months to 2 years to complete. Until the Employer's appeal is resolved, per course DEU instructors will remain CUPE 3287. In light of the arbitration award, however, the Negotiating Committee has withdrawn proposals relating to DEU instructors from negotiations until the outcome of the Employer's appeal is known. W. Bauer explains that the Local has agreed to extend conciliation until after the vote (ballots are due on March 7, 2023) and then a mandatory cooling off period must be followed after conciliation. The members discuss and ask questions regarding the vote and proposal. It was pointed out that the Employer refuses to offer back pay, but wasted months by agreeing to only a handful of bargaining dates. Similarly, under the Employer's "best and final offer," the University will be saving itself a half a year's worth of pay increases.

b. Grievance & Case Work Report: The Local is filing a grievance with respect to a course moved from the Mathematics and Statistics Department to the Edwards School of Business yet not recognized a 'closely related' course under Article 14.04 of our Collective Agreement.

c. SJUMC Report: W. Buschert explains that the Local and the Employer are having discussions regarding an MOA to deal with 'closely related' courses. The Local's intent is to sign an MOA only if it is precedent-setting and becomes part of the Collective Agreement.

Our Collective Agreement says that members should receive \$20 for setting and grading a special deferred or special supplemental exam. At SJUMC the Employer has agreed to a process on how to apply for this. It is outlined in the February newsletter and will be on the website for anyone who needs it.

The Edwards School of Business now understands that it is a right to apply for ROFR and members do not need to be invited nor need letters of reference to apply.

SunLife is changing who is running their drug benefits. This was already under way when it was brought up at SJUMC – what has changed regarding benefits will be listed on the Local's website.

B. Zamulinski explains that dental cleanings include 10 units of scaling, you can contact Connection Point and complain if they charge you past 8.

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

11. By-Election: One (1) position as Trustee: W. Buschert asks for nominations for trustee, calls 3 times. No nominations.

12. By-Election: Up to three (3) positions as Members-at-Large: William (Bill) Gulka nominates himself. J. Zorbas nominates Stavros Stavrou and Clay Burlingham, who indicated their willingness to be nominated via email. Gulka, Stavrou and Burlingham are elected by acclamation. The oath of office for the newly elected MALS will be administered at the next membership meeting.

13. New Business: J Klassen reminds the members that AP/PD and TW applications are due on February 28, 2023. Members can apply for conference trips, PD projects or tuition waiver applications, are all welcome. Further information is on the website.

14. Adjournment: J. Zorbas moves.