

CUPE 3287

END OF TERM MEMBERSHIP MEETING

April 6, 2023, 3:30 PM

Health Sciences 1B11 & via Zoom

Present: W. Buschert, J. Klassen, J. Zorbas, E. Arvanitis-Zorbas, P. Bulas, L. Ehrlich, W. Gulka, E. Shia, S. Leard, S. Stavrou, J. MacDonald, C. Burlingham, S. Brazier-Thompkins, C. Priebe, S. Brandon, W. Baijus, B. Zamulinski, P. Ahiahonu, W. Bauer (CUPE National)

1. **Adoption of the Agenda:** J. Klassen moves, E. Shia seconds; carried.
2. **Roll Call of Officers**
3. **Reading of the Equality Statement:** read by W. Buschert.
4. **Motion to Adopt the Minutes, Winter Term Membership Meeting, February 21, 2023:** E. Arvanitis-Zorbas moves, L. Ehrlich seconds; carried.
5. **Oath of Office:** W. Bauer takes over the reading of the Oath. Clay Burlingham, William Gulka, Stavros Stavrou read the Oath.
6. **Matters Arising from the Minutes:** None
7. **Secretary-Treasurer's Report:** J. Zorbas shows his report on the screen (paper copies distributed to those in person) and explains the Local's finances. He is currently looking into the Local's ability to use e-transfers. He will have more details regarding how it will all work at the next meeting. **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 April newsletter is out, most photos of executive are on the site. An Instagram account has been opened for the Local. The News and Communications committee will meet in the near future. If anyone wants anything promoted or included in the newsletter let P. Bulas know. **Motion to Accept the News & Communications Officer's Report:** P. Bulas moves, S. Stavrou seconds; carried.
9. **Correspondence & Communications:** W. Buschert goes through the correspondence & communications the Local has received.
 - (a) The Local is entitled to send one delegate to the Canadian Labour Congress conference in Montreal on May 8-12, 2023. The deadline to register is today. Any member interested in attending must get in touch with W. Buschert today. Notice of this conference was received today.
 - (b) CUPE Summer School will be at Waskesiu on May 28-June 2, 2023. The registration deadline is April 12, 2023.
 - (c) The Saskatchewan Federation of Labour Prairie School for Union Women will be held June 12-15, 2023, in Saskatoon.

(d) International Day of Mourning to honour workers killed on the job is on April 28, 2023.

10. Executive Committee Report

- (a) Negotiations/Conciliation Update:** The Employer's forced vote on its "best and final offer" failed. W. Buschert explains that the Local has been in negotiations for two years. All proposals were unratifiable by our members, as they were trying to gut ROFR among other things. The Local was trying to increase the benefit plan, tuition waiver fund among other things. By last summer the Employer said no to all of the Local's proposals and insisting on theirs. In March 2023 the Employer set out a best and final offer. The "best and final offer" was that the existing Collective Agreement does not change but the Employer increased the wage increase offer from 1% to 3% over three years, starting January 1, 2023. This is still below what sessional lecturers receive at other institutions. The Employer approached the Labour Relations Board and forced a vote. The Negotiating Committee urged members to vote no. On March 13, 2023, the Local was notified that the Employer's offer was rejected by 64% of the members who voted. When the forced vote failed, the negotiating committee was hoping to return to the bargaining table. The Employer did not contact the Local. In the meantime, the Negotiating Committee was preparing to introduce a strike mandate vote at this meeting (in order to be able to have a strike vote at a future date). Prior to this meeting the Employer, through the conciliator, revised the "best and final offer" that was voted on, to give retroactive pay to September 2022. On the advice of our CUPE National Representative (Will Bauer), it was not in good faith to continue with a strike mandate vote so the strike mandate vote has been withdrawn for today. A tentative agreement will be brought to a subsequent membership meeting likely at the end of the month. The Negotiating Committee has been in negotiations with the Employer making some technical changes to the Collective Agreement that have been agreed to but not exactly reconciled. Once the Local and the Employer come to a reconciled agreement it will be given to the membership to vote on. Discussion between the members in attendance.
- (b) Grievance & Case Work Report:** In mid- February, a member was charged with a criminal offence and was suspended with paid leave pending an internal investigation. The Local advised the member of all of the options available to them. The member elected to resign. With respect to the case where a member was charged with discrimination and harassment. It has taken more than a year for it to be heard and resolved, despite the fact that the Employer has a policy that an investigation should be completed within 60 days of the complaint. The investigator found all accusations against the member were unsubstantiated. The Local is still waiting for the Dean's report on this matter. The Local has raised an issue with the timing of this as it was dragged out for a year and has taken a psychological toll on the member when it should have been concluded within 60 days. The Local has brought this delay to the attention of the Employer many times throughout the year.
- (c) SJUMC Report:** The Local has a grievance on hold with respect to a closely related course that was moved from the Department of Mathematics to the ESB. It is on hold as another instance has arisen with a closely related course. The Local is hoping that a binding MOA will deal with closely related courses and no grievances will need to be

filed. If the Employer does not deal with it, the Local will grieve and take it to arbitration.

Sunlife benefit cards are no longer being sent out to members. Sunlife's pharmacy benefits manager was changed on March 1, 2023. Even though the Local was notified that no changes will be made with respect to coverage, members have noticed certain things that were covered before are no longer covered. If any members are unexpectedly having to pay or co-pay things that you did not before, please contact the Local and let them know.

- (d) PD/AP + TW Fund applications:** J. Klassen explains that the AP/PD committee (comprised of W. Buschert, J. Klassen, and P. Ahiahonu) received an increased number of applicants, in fact it was a record number this year. After looking at eligibility, 32 awards were granted. More members now know about the fund because of more advertising by the Local but we also have limited resources. In this round all tuition waivers were given out but the amount awarded to each member was decreased compared to other years. Going forward, the Local would like to secure a higher level of funding, but so far that has not happened. A policy must be decided on how funds will be distributed for the next round in the fall if we run into the same problems.

Motion to Adopt the Executive Report: W. Buschert moves, L. Ehrlich seconds; carried.

11. Election: Trustee (one position, 2023-2024): W. Buschert asks for nominations. J. Zorbas nominates Lawrence Chang. Lawrence accepted via email. Lawrence Chang is appointed via acclamation.

12. New Business: None

13. Adjournment: J. Zorbas.