

CUPE3287

University of Saskatchewan Sessional Lecturers

News From Nowhere

Year 34, Number 3

September 2023 Newsletter



On June 17, CUPE Saskatchewan celebrated in this year's Saskatoon Pride Parade. CUPE is proud to support its LGBTQ members. (Photo: Patrick Bulas)

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After a four-year absence, the Welcome Back Powwow and Métis Dance Celebration returned to the Bowl on September 12. (photo: Patrick Bulas)

Member Profile: Paul Suchan



Photo courtesy of Paul Suchan

Born and raised in North Battleford, Paul Suchan recalls when he was seven years old, his single mother brought her four unruly children to church and the organ player offered to take him off her hands to teach him a few lines of music on the organ. As a musician, composer, and sessional instructor, Suchan believes that there is something universal and intangible about music that resonates with humans.

Suchan moved to Saskatoon to study at the University of Saskatchewan and received his Bachelor of Music and Bachelor of Music Education in 2007. Eventually he moved to Montreal and studied with composer Alan Belkin at the Université de Montréal where he received his Master's in Music Composition in 2012.

When comparing his experiences between Saskatoon and Montreal, Suchan points out that while Saskatoon and the U of S are smaller, the music community is closer and less spread out than in Montreal and finds that often everyone knows everyone else in Saskatoon.

Suchan moved back to Saskatoon to raise his family and has been teaching on campus since 2017. He taught high school for several years but moved to sessional instruction to allow him more time for his music. In the Department of Music, Suchan teaches Music 184, Jazz Materials, a class that brings students up to a level where they can take more advanced classes. When Suchan was studying at the U of S most, if not all, students that attended music classes were music majors and now as an instructor, he finds that music majors are a minority in the classes he teaches. Music classes are now more open and reflect the demographic of Saskatchewan and include students of all backgrounds. Suchan credits this to students having more access and exposure to all forms of music through sources like the internet. Non music students enrolled in Suchan's classes have found his approach to music improvisation and composition liberating and fun.

Suchan is also a co-founder of the Strata Festival of New Music which brings together musicians throughout Saskatchewan and recently completed its 12th year this past

June. Every year, the festival features three components—a guest Canadian composer, a highly regarded artist, and a non-musical setting or theme. This year’s setting explored the sense of taste and music was created for each of the five elements of taste: sweet, sour, salty, bitter, and umami. For example, during the performance of the salty piece, an accompanying salty appetizer was served while wine was served during the bitter piece.

In addition to teaching and his work with the Strava Music Festival, Suchan is an accomplished composer and has created over 40 arrangements for the Saskatoon Symphony Orchestra, including pieces for Julie Nesrallah, an acclaimed singer and host of Tempo on CBC Radio. Suchan’s freelance commissions include composing music for Justin Trudeau’s exoneration of Chief Poundmaker that was played during the ceremony at Chief Poundmaker First Nation. Recently, Suchan worked with the Saskatoon Jazz Orchestra and Allison Glenn, a visual artist and associate professor in the Department of Art & Art History on a project that explores Glenn’s synesthesia,

an involuntary connection between two or more senses. Connecting vision with hearing, Glenn created an animation in response to music composed by Suchan. The work has been shown internationally and has won several awards.

Of the several instruments that Suchan plays, the pipe organ at St Paul’s cathedral is one the most involved where all his limbs are used to operate the various keys and pedals of the organ. Balancing teaching, composing, performing, the Strava Festival, along with his family life is a welcome challenge for Suchan. His love of music and teaching was recently acknowledged with an USSU Teaching Award. Suchan is grateful to the students that nominated him and thanks the USSU for the award and all the hard work that goes into all the teaching awards.

Click on the link below to check out the project Paul Suchan collaborated with Allison Glenn.

<https://www.youtube.com/watch?v=KT58A-B-yDo>

President's Report

Welcome to the start of another academic year at the University of Saskatchewan. I hope that your teaching is going well and that you are settling in nicely. As always, [contact the union](#) if you are encountering any problems with access to teaching materials, assignment of office space, getting set up with email or printing or other such issues.

The good (or at least goodish) news is that, after nearly two full years of negotiations, our local signed a [new collective agreement](#) in July of this year. The agreement, which runs until August 2025, includes some revised language and procedures regarding teaching assessments and performance reviews, and, most importantly, a 3% stipend increase at all levels for each year from 2022 through 2024.

(If you taught as a sessional lecturer between September 1, 2022 and August, 2023 you will be receiving 3% retroactive pay for each course taught. If you are teaching this term, you likely will have already received your retroactive pay on September 15th; if you are *not* teaching this term, your retroactive pay will be distributed at the end of September. Once again, [contact the union](#) if you encounter any difficulties relating to pay that you are owed.)

The less-than-good news is: That's pretty much it. Our Negotiating Committee came to the table with a number of proposals that would greatly improve the lives of U of S sessional faculty, including improved benefits (in particular, vision care), restored access to a pension plan, increasing the maximum teaching assignment, and much else besides.

Yet over nearly two years of bargaining the University steadfastly refused to seriously consider our central proposals.

For me personally (and I expect for other members of the Committee as well), one lesson that can be taken away from the last round of bargaining is that our local needs to do more to keep members engaged with bargaining issues and to do so continuously, not just while negotiations are underway. For a local like ours—comprising a very diverse group in which many of us are in and out of sessional employment from term to term—this is a challenging task. Yet during negotiations it became apparent (at least to me) that University assumes that our membership is, on account of its diversity and the (for some of us) transitory nature of our employment, either incapable or unwilling to credibly threaten job action. In my view, an important goal leading up to next round of negotiations in 2025 is to demonstrate unmistakably to the University that this isn't the case.

On a not-unrelated note, I encourage all of you to come out (either in person or via Zoom) to our Fall Membership Meeting on **Friday, September 22nd** (details, including the agenda for the meeting, can be found elsewhere in this newsletter). I especially encourage new members of our local to attend: The greater your involvement with your union, the more your union can do for you.

William Buschert
CUPE 3287 President

Congratulations to...

Paul Suchan on receiving an USSU Teaching Excellence Award for his work in the Department of Music.

Dr. Barbara Fornssler (PhD) on receiving an USSU Teaching Excellence Award for her work in the Department of Sociology.

Dr. Steven Langon (PhD) on receiving the Sylvia Wallace Award for his work in the Department of Chemistry



Art and Art History Dept. Staff and Sessional Exhibition
September 25 - October 13, 2023

Gordon Snelgrove Gallery, Room 191 Murray Building
Open Monday - Friday between 10am-4pm
Closed Friday, September 29 in honour of the National Day of TRC
and closed Monday, October 9 for Thanksgiving.

Reception: Thursday, October 12, 7-10pm

Fall Parking Sales

Parking spaces for Fall Term 2022 (September through December) go on sale beginning Wednesday, August 2, 2023.

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 tend to sell out quickly. Further details on pricing are available on the CUPE 3287 Parking Services page.

Starting Wednesday August 2, please contact the CUPE 3287 Parking Coordinator, Roberta Campbell-Chudoba at cupe3287parking@gmail.com to arrange for parking and payment.

Lot F or Lot V

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

\$20.00/hour/week/term

Minimum 6 hours/week/term (minimum per term charge is \$120.00 = \$30.00/month)

Maximum charge (cap) after 20 hours/week/term: \$400.00/term (\$100.00/month) – gives 24/7 access to the chosen lot.

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.

Roberta Campbell-Chudoba,
Parking Coordinator, CUPE 3287
cupe3287parking@gmail.com

CUPE 3287 Professional Development and Tuition Waiver Fund

CUPE 3287 members are encouraged to apply for professional development funds, including the Professional Development and Tuition Waiver Fund. Since July 2017 these funds have been combined and are administered directly by the Union.

[Guidelines](#) [PDF, 118 kb.]

[Application Form](#) [MS Word, 78 kb.]

Announcements

CUPE National Convention

The [2023 CUPE National Convention](#) will be held October 23 – 27 at the Québec City Convention Centre.

CUPE 3287 is entitled to send up to three delegates to the Convention. In keeping with our [Bylaws](#), [pdf, 446 kb.] delegates will be elected at the September 22nd Membership Meeting.

Proposed Amendments to Bylaws

At the September 22nd Membership Meeting our Bylaw Committee will be presenting a number of proposed amendments to CUPE 3287's Bylaws. The proposed amendments include a) honoraria increases for Members at Large, Trustees, and the Parking Coordinator, b) changes to allow our local to make electronic payments, and c) various 'housekeeping' changes to clarify the document and to ensure compliance with recent changes to the [CUPE National Constitution](#).

A [draft document indicating the proposed changes](#) can be found [here](#) [pdf, 432 kb.]

Fall Membership Meeting
Friday, September 22, 2023

4:00 pm

This will be a hybrid meeting:

In-Person: Health Sciences GB10

&

Remote: Via Zoom

Zoom invitations have been sent to the membership via email. If you have not received your invitation email, please contact cupe3287@gmail.com

The agenda and minutes from the previous meeting have been distributed to the membership via email

Agenda on following page



FALL MEMBERSHIP MEETING

September 22, 2023, 4:00 PM

Health Sciences GB10 & via Zoom

(Zoom invitations distributed via email)

AGENDA

1. Adoption of the agenda
2. Roll Call of Officers
3. Reading of the Equality Statement
4. Adoption of Minutes, Membership Meeting, April 6, 2023; Special Membership Meeting, June 1, 2023
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. Parking Coordinator appointment
 - b. Grievance & Case Work Report
 - c. SJUMC Report
 - d. PD/AP + TW Fund applications
10. Bylaws Committee Report: Notice and presentation of proposed amendments to CUPE 3287 Bylaws.
11. Election: Representative(s) to CUPE National Convention, Oct. 23-27, Québec City Convention Centre, Quebec (up to three delegates).
12. New Business
13. 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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If you would like to submit an article to our newsletter or would like to join our committee, please contact news.cupe3287@gmail.com