

CUPE3287

University of Saskatchewan Sessional Lecturers

News From Nowhere

Year 34, Number 4

December 2023 Newsletter

An Apology

At the Executive Board meeting of July 31, 2023, I proposed to the Board that we forgo a regular membership meeting in the Spring/Summer session on the grounds that our Executive had recently held several membership meetings leading up to the ratification of our new collective agreement in June. While the Board concurred with this proposal, I should not have proposed this in the first place. My proposal was in violation of Section 3, b) of our Bylaws, which requires that a regular membership be held in the Spring/Summer session. I apologize to all members of CUPE Local 3287 for my action and I shall endeavor to follow our Bylaws more scrupulously in the future.

William Buschert
CUPE 3287 President

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CUPE 3287 End-of-Term Banquet

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

Monday, December 11

The AGM will start at 6:00pm; the banquet will follow at 7:00pm

*Significant Others of CUPE 3287 Members are invited,
but are advised that they may wish to arrive no earlier than 7:00pm.*

President's Report

Looking Backward

As I've discussed in these pages previously, our local's main achievement this year was to ratify, after nearly two full years of negotiations, a [new collective agreement](#). The new agreement is far from perfect, but it does include improved language and procedures regarding teaching assessments and performance reviews, and, most significantly, a 3% stipend increase at all levels for each year from 2022 through 2024, as well as retroactive pay for members employed in 2022.

That's not enough, of course. All of us have been experiencing the effects of inflation and a rising cost of living over the last several years. A 3% per year increase may be a small step in the right direction to address the diminished purchasing power of our pay, and it is about on par with the general pattern of recent wage increases in the public sector, but it doesn't even make a dent in securing for U of S sessional faculty the wages that they deserve. (In particular, our new pay levels still lag far behind sessional faculty at the University of Regina, who, at the top their salary grid, currently receive about 15% more than we do.)

On a more positive note, however, our Negotiating Committee once again was successful in defending our collective agreement against employer proposals that would have gutted Right of First Refusal (ROFR), making it harder to obtain and

allowing the University to suspend ROFR in cases where, in the employer's judgment, instructional 'currency' had not been maintained. Our local has also successfully fought off similar challenges to ROFR in the past, yet we should expect the University to continue to challenge this—the only form of job security our collective agreement provides for—again and again into the future.

Looking Forward

Over the years, I've attended a few CUPE Education events relating to collective bargaining. Part of the training provided at those events is to think of "preparing for bargaining" as both the first and the last phase of the "bargaining cycle" – a phase that should begin immediately after a new agreement has been ratified. I've never doubted that this is true, but events of this past year have made me appreciate just how true it is.

In the round of bargaining concluded this year, our local was on the receiving end of a variety of 'hard bargaining' tactics initiated by the University – in particular, the employer's application to the Saskatchewan Labour Relations Board in early February for a mail-in "ordered" vote on its "best and final offer," which effectively brought actual negotiation to a standstill. In the spirit of "preparing for bargaining," however, one

lesson that our local can learn from the last year concerns the importance of keeping our membership engaged with bargaining issues *continuously*, and not just while negotiations are underway. Another related lesson is the importance of *continuously* making clear to the University the crucial role that sessional faculty in allowing the U of S to fulfill its academic mission. Yet another lesson is to make this clear to sessional faculty members themselves. The work we do is important and, recognizing this, we need to be prepared to fight for the recognition that we deserve leading up to the next round of negotiations in 2025.

On a more festive note, I encourage all of you to come out to our Annual General Meeting and End-of-Term Banquet on **Monday, December 11th** (details, including the agenda for the AGM, can be found elsewhere in this newsletter). As always, I encourage all members, and especially new members, to attend. As I've said before, the greater your involvement with your union, the more your union can do for you.

William Buschert
CUPE 3287 President



2023 Welcome Back BBQ

CUPE 3287 members gathered at Palliser Garden on September 15 to welcome the start of the Fall Term. Clockwise from the upper left: CUPE 3287 President Will Buschert, Vice President Jeffrey Klassen introducing CUPE National Representative, Will Bauer, special guest speaker CUPE Regional Vice-President, Saskatchewan & CUPE Saskatchewan Secretary-Treasurer, Kent Peterson, CUPE 3287 members enjoying the fall evening. photos: Patrick Bulas



Vicki Mowat:
Life as a Sessional Lecturer
Turned MLA: The Rollercoaster
Ride of Teaching & Advocacy



When I think about teaching, it's a trip down memory lane – from my nervous 16-year-old self teaching at air cadet summer camp to the wild world of sessional lecturing. I vividly remember the first time I faced a university class as a TA in the Thorvaldson airplane room, and the nerves that came with figuring out the technology.

Fast forward to the summer of 2013, as I prepped for my first gig as a sessional lecturer. Two months of prep for a three-week class – classic! Teaching the sociology of deviance and social control, where my first student mistook me for a peer instead of the instructor.

Now, I haven't graded final papers since 2016, and you might think I'd be thrilled about it. But truth is, I miss teaching. It's not about the money; it's about the connections with students, watching them grow, and those feel-good moments that keep us going, even during the Christmas eve grading countdown.

I don't have to tell any of you: being a sessional lecturer is hard work. The pay is inadequate, the benefits have you crossing your fingers during dentist visits, and don't even mention the stacks of papers threatening to crush you. And that's just the tip of the iceberg – shaping hearts and minds while managing student complaints that make you late for the next class across campus? We've all been there.

No permanent office space, no private spot for student chats – it can feel like you're on an island in this massive institution. That's where CUPE 3287 comes in. My first meeting? A game-changer. Sandwich in hand, surrounded by people in the same boat – that's what they call solidarity. I want to thank everyone who is working hard on the CUPE 3287 executive to look out for your members, and the sessionals who are working hard to deliver quality education for their students.

I was elected as an MLA in the summer of 2017. I ran to tackle the inequities I've seen and experienced, the holes in the "work hard, get ahead" narrative. And we all know that we've faced some challenging times on campus. Budget cuts, deliberate actions by the government, have hit us hard – In 2017, we saw the biggest government cut to postsecondary in university history, and it hasn't bounced back. It's lead to job losses, fewer contracts for sessionals, and higher tuition rates for students.

Not investing in education has consequences. It jeopardizes people's futures, their income, and, in turn, their health. Education is the future of our province. That's where I come in as an MLA, advocating for predictable funding for educational institutions, meaning better learning environments for students and better workplaces for sessionals.

We need to reinvest in education, from top to bottom. It's about choices, and cutting budgets is a choice to devalue education. We shouldn't stand for it.

We all have the power to speak up as citizens, and to let the government know we're voting for postsecondary education. Vote in the provincial election next year because who's in power matters. Talk to friends and family about it. Politics might be not be everyone's favourite topic, but we can't ignore it. Let's demand a government with a vision for the next generation, one that is ready to deliver for the people of this province.

We can do better – for ourselves, for our students, and for the future.

Vicki Mowat
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2023 Staff & Sessional Exhibition

On Thursday, October 12, a closing reception was held at the Gordon Snelgrove Gallery to celebrate the incredible artwork of CUPE 3287 & 1975 members working in the Dept of Art & Art History.

Clockwise from the upper left: artist & sessional lecturer Jacob Semko with CUPE 3287 president Will Buschert, artist, sessional lecturer, & studio technician Patrick Bulas, an overview of the exhibition at the Snelgrove Gallery, artist & sessional lecturer Frances Robson.

photos: Will Buschart & Joseph Anderson



Sessional Profile: Aman Mogos



Before moving to Saskatoon from Italy, after moving there from his home country of Eritrea, Africa to pursue his PhD in Electrical Engineering, Aman Mogos remembers watching a promotional video on Saskatchewan where the province was only shown in the summer and fall months. In stark contrast to the weather shown in the video, Mogos and his wife arrived in Saskatoon to the shock of a Saskatchewan winter. Now, Mogos considers Saskatoon his home and has recently completed his PhD and has started teaching as a sessional lecturer at the University of Saskatchewan.

Power systems, studying how power is generated and developing and maintaining

ways to safely transmit it to consumers is Mogos' area of research. Specifically, his research involves developing smart grid technology through machine learning and AI.

While pursuing his PhD, Mogos worked with SaskPower through the SRC, the Saskatchewan Research Council, on a pilot project to build a smart, self-sufficient microgrid off the primary electrical system to provide power to the small, remote community of Descharme Lake in northern Saskatchewan. The project is now in the construction phase and solar energy will be used to power the microgrid.

Back in the 1970s, SaskPower took on a mandate to provide electricity to the entire province. To bring electricity to remote, small communities required the construction of hundreds of kilometers of power lines. The financial and environmental cost to build and maintain those lines remains quite high.

Currently, SaskPower has committed to having 50% of the province's electricity generated through green power by 2030, and projects like the Descharme Lake microgrid will contribute towards this goal. Microgrids require less repair, have fewer outages and because they are smart built, they can be controlled remotely.

Mogos interest in power systems began while growing up in Eritrea, a country in

Africa that borders northern Ethiopia. Math and physics came easy to Mogos and in grade 12 he ranked second nationally in mathematics. He completed his undergraduate degree in electrical and electronics engineering in Eritrea and continued his studies in Milan, Italy, where he received his Masters in 2020.

He was accepted into the PhD program in Italy, but Mogos chose the U of S for its world-renowned work on power systems. Four members of the Power Systems Research Group are IEEE (Institute of Electrical and Electronic Engineers) fellows. The IEEE is the world's largest non-profit technical professional organization dedicated to advancing technology for the benefit of humanity. Mogos was also drawn to the U of S by the extensive and

internationally recognized work of Roy Billinton, a distinguished emeritus professor in electrical and computer engineering.

Curiosity led Mogos to a science project in elementary school testing magnetic and nonmagnetic materials with a bar magnet and he remembers removing a magnet from the speaker of his parent's stereo, leaving his mother wondering why it would no longer play music. Mogos brings this sense of curiosity to his research and to teaching power electronics. His class is considered to be one of the most challenging in the Department of Engineering and his students appreciate Mogos work as a teacher.

Patrick Bulas
CUPE 3287 News & Communications Officer

60th ANNUAL CUPE NATIONAL CONVENTION

Quebec City, QC

October 23 to 27, 2023



photo courtesy of William Gulka

A total of 2,233 delegates representing locals, affiliated jurisdictions, and 744,00 CUPE members from across Canada attended the 2023 CUPE National Convention held at the spacious Congress de Québec – the Québec City Convention Centre. Every province was represented. Ontario (920), British Columbia (408), and Québec (323) had the largest number of delegates. Saskatchewan was represented by 73 delegates, including one delegate from CUPE Local 3287. CUPE BC oversees the Yukon Territory while CUPE AB serves The Northwest Territory and Nunavut.

National Convention consists of six main activities: (a) reports from committees; (b) caucus and sectoral groups meetings; (c) debate of constitutional amendments and resolutions brought forth by locals from across the country; (d) educational forums; (e) presentations on selected topics; and (f) election of officers and committee positions. The educational forums, caucus meetings, and sectoral gatherings can be considered as breakout sessions that are typically held apart from and in addition to the plenary sessions.

Provincial caucuses (the Saskatchewan-Manitoba caucus was held Sunday evening,

October 22nd prior to the Convention), meetings of the 18 sectoral groups (the Post-Secondary sectoral meeting took place Sunday afternoon, October 22nd), and working committee meetings were held throughout the week. On-site translators made it possible to hear the sessions and speakers in both English and French, and a Spanish translation was available for the presenter from Columbia. Four forums (pensions, human rights, workplace health and safety, and global justice) and one information session (bystander intervention training) were held.

Nine distinguished guests addressed the Convention: Edith Picard-Marcoux, elder (listen, observe, appreciate, learn from the act); Jagmeet Singh, national NDP leader; Jean Rolland Golinski Fatal (quality of life is reflected by the level of public services); Bernice Celeia Alayon; Raymond Basilio (secretary-general of ACT, Philippines); Bea Burke (Canadian Labor Congress); Patrick Gloutney (President, CUPE Québec); Davis Eby, NDP Premier of British Columbia (via video); and Wab Kinew, NDP Premier of Manitoba (via video).

39 constitutional amendments were presented to the Convention; 6 were passed and 4 were defeated. 221 resolutions dealing with 29 topics and areas of interest were presented for the delegates' consideration. The presentation of resolutions was aligned with the 3-4 sectoral group reports on a given day. Nineteen resolutions were accepted, and three were referred back to the Executive for further consideration. The remaining 29 constitutional amendments and 199 resolutions that could not be debated because of lack of time were referred back

to the Executive for further consideration. Three emergency resolutions were also put forward for debate.

The Conference presentations and discussions surfaced four themes.

First, safety and violence, bullying, and harassment within union and workplace spaces are increasing trends.

Second, understaffing and workplace safety, especially in long-term care facilities and public libraries, are of concern.

Three, the mental health and well-being of CUPE members at their workplaces received some discussion.

Four, employer/government efforts to not only resist decent collective agreements but to dismantle unions continues as a major concern.

Elections yielded the following results: (a) President: Mark Hancock (acclaimed) (b) Secretary-Treasurer: Candace Rennick (acclaimed); (c) five General Vice-Presidents (Judy Henley, CUPE SK, will represent Saskatchewan and Manitoba); (d) 14 Regional Vice-Presidents (Kent Peterson will represent CUPE SK); (e) four Diversity Vice-Presidents; and (f) two National Trustees.

Over time, convention procedures, technology, political systems, and perspectives change. These were reflected in this year's convention.

First, electronic voting has yet to be perfected (e.g., no ABSTAIN option was included).

Second, designated smoking areas for future conventions were suggested so that

delegates would not need to walk through a “wall of smoke” to enter the Convention Centre.

Third, a variety of representatives from a variety of Working Committees voiced a compelling need to be recognized and accepted as equal members of CUPE.

Fourth, convention protocols (e.g., Point of Order; Point of Privilege) need to be clearly explained and form part of delegates’ convention packages. Fifth, about half of this year’s convention delegates were first time attenders and/or young workers.

CUPE is the largest union in Canada. A highlight of the Convention was National President Mark Hancock’s announcement that in 2023, CUPE surpassed the 744,000 member mark.

Respectfully submitted, and in solidarity,

William (Bill) Gulka
CUPE 3287 Member At Large

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, 2024.

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

Academic Participation/Professional Development and Tuition Waiver Fund

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

Applications must be submitted electronically to cupe3287grants@gmail.com, cc'd to cupe3287@gmail.com.

Fund Guidelines

The Fall 2023 competition is now closed. The next round will open in January 2024.

Please read these guidelines *in full* before applying for the fund: [AP/PD/TW Fund guidelines](#) [PDF, 160KB]

To apply for a tuition waiver:
[Tuition Waiver Application Form](#) [DOCX, 94 KB]

To apply for academic participation/professional development funds:
[Academic Participation/Professional Development Application Form](#) [DOCX, 90 KB]

Notice of Nominations

The following members are standing for election to the CUPE 3287 Executive Board during the upcoming AGM on December 11.

Jeffrey Klassen for **Vice President**

Jason Zorbas for **Secretary-Treasurer**

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

Representatives for: 1. the Occupational Health Committee
2. the Welfare Committee

Delegates to: Saskatoon & District Labour Council AGM (February 3 to 4, Venue TBA)

CUPE SK Convention (March 13-15, Delta Hotel, Saskatoon)

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 11 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.

Candidate Statements

Jeffrey Klassen for Vice President

Dear members,

With elections coming up, I am reaching out to you with gratitude and a sense of duty as I express my intention to continue serving you in the role of Vice President. Over the past two years, it has been my privilege to work alongside you, striving for a fair and just workplace. Together, we have successfully navigated the challenging process of negotiating a new collective agreement, helping to secure a fair deal that was ratified this June.

Throughout my time at the union, enhancing member engagement has been a key goal. Key outcomes on this file include the redesign and revitalization of the union newsletter and the increased uptake of our Academic Participation/Professional Development and Tuition Waiver Fund. Under my management, we transformed an underutilized fund into a valuable resource for our members. Looking ahead, my goal for 2024 is to secure a funding increase, ensuring ample support for eligible projects and tuition reimbursements.

I am excited to participate once again in the democratic process during our elections on December 11 at our Annual General Meeting. I look forward to seeing all of you over a splendid meal, and I humbly seek your support to continue this journey into a second term, striving to achieve our shared objectives of fostering a fair workplace rooted in solidarity and responsible governance.

Thank you for your consideration.

Sincerely,

Jeffrey Klassen

Winter Parking Sales

Parking spaces for Winter Term 2024 (January through April) go on sale beginning **Monday, November 27**.

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 sessional faculty 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.

Starting Monday, November 27, please contact the CUPE 3287 Parking Coordinator, Roberta Campbell-Chudoba at cupe3287parking@gmail.com to arrange for parking and payment.

Winter Term 2024 rates are as follows:

F Lot and V Lot:

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

- \$22.50/hour/week/term
- Minimum 6 hours/week/term (minimum term charge – \$135.00 term)
- Maximum charge (cap) after 20 hours/week/term – \$440.00 for the term, which gives 24/7 access to the chosen lot (either Lot F or Lot V)

Off-Peak Rate (Monday to Friday – 4:00 PM to 8:00 AM) – \$5.00 hour/week/term

Payment is by e-transfer or cheque.

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

Annual General Membership Meeting

Monday, December 11, 2023

Doors Open 5:30pm

In -Person Meeting Starts 6:00 pm

Private Dining Room (2nd 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

Agenda on following page



ANNUAL GENERAL MEETING
December 11, 2023, 6:00 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. Motion: Acceptance of New Members
5. Adoption of Minutes, Membership Meeting, September 22, 2023
6. Matters Arising from the Minutes
7. Secretary-Treasurer's Report
8. News & Communications Officer's Report
9. Correspondence & Communications
10. Executive Committee Report
 - a. Membership Numbers
 - b. AP/PD + TW Grants
 - c. Grievance & Case Work Report
 - d. SJUMC Report
11. Motion: "That the membership approve the [amendments to our locals Bylaws](#) [pdf, 448 kb.], as distributed through the membership email list, October 6, 2023."
12. Elections: Vice-President, Secretary-Treasurer, Members at Large (up to five)
13. Elections: Trustee (1); Occupational Health Committee Representative (1); Good and Welfare Committee (1)
14. Election: Delegate to Saskatoon & District Labour Council AGM (February 2-3, 2024, Venue TBA)
15. Election: Delegates to CUPE SK Convention, (March 13-15, Delta Hotel, Saskatoon)
16. New Business
17. 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