

# **CUPE3287**

**University of Saskatchewan Sessional Lecturers**

## *News From Nowhere*

**Year 35, Number 1**

**April 2024 Newsletter**



"Bella, before she lifts" by artist and sessional instructor Frances Robson is on display at The Gallery/Art Placement as part of the Spring Cleaning Staff & Sessional Exhibition. The last day of the exhibition is Saturday, April 6. See p. 12 for photos from the March 2<sup>nd</sup> opening reception. (photo courtesy of the artist)

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## Notice of By-Election

At the upcoming membership meeting on April 5<sup>th</sup>, 2024, a by-election will be held for one Member-at-Large position on our local’s executive, with a term ending December, 2024.

Any member in good standing who wishes to be nominated for this position can either a) self-nominate at the meeting, b) be nominated by another member at the meeting (provided that the person seeking nomination is in attendance) or, if she is not in attendance at the meeting, c) provide written consent to be nominated witnessed by another member to be presented at the meeting. (See [Bylaws](#), Section 10(b) for specifics).

## President's Report

Without further ado, allow me to report on some of the issues that our local has been dealing with over the last few months.

### **Safe Instructional Spaces Survey**

Abuse and harassment of instructors by students seems to have become more common, and more severe, problem in recent years. An important function of our union is to assist members who find themselves subjected to abusive, harassing, or defamatory conduct (whether from students or anyone else in the University community). In order to gather data on the nature and extent of the problem, in February of this year our local conducted a "Safe Instructional Spaces" survey. A [summary of the survey results](#) (pdf, 150 kb.) can be found on the local's website and follows this report. I recommend that members have a look at this document. Some of the findings are truly eye-opening.

Beyond simply gathering data for our own benefit, an aim in conducting the survey is to provide evidence to the University about the need for action. I'm happy to report that this already seems to be producing some results. Our local has been advocating at SJUMC and with other unions on campus for a joint 'summit' meeting between senior administration and representatives from all labour organizations representing U of S instructional staff. The first such meeting is coming up on April 15<sup>th</sup>, when, together with representatives from the University of Saskatchewan Faculty Association, we will be advocating with senior administration for changes to the student evaluations

system. It is our intention that there should be additional meetings of this sort, focusing on the entire range of issues affecting the safety and security of U of S instructors.

Officially, the design and implementation of the survey was the work of our Communications Committee (including myself and Eleanor Shia). The great bulk of the work, however, was done by Vice-President Jeffrey Klassen, who deserves special thanks for taking the lead on this project.

### **State of the Academic Participation/Professional Development/Tuition Waiver Fund**

As many members will be aware, under Article 33.03 of our [collective agreement](#), the University provides \$45,000 each year which our local distributes in the form of grants—to enable qualified applicants to attend conferences and workshops, to purchase art and research materials and similar projects—and also in the form of tuition waivers. The University's allocation to the fund has not been increased since 2017 (despite the fact that the union had proposed a significant increase to the fund in our last round of collective bargaining).

It has been our local's policy for several years now that applications to the fund for academic participation (AP) and professional development (PD) grants should be given priority ahead of applications for tuition waivers (partly on the grounds that graduate student members have other sources of tuition support available to them, whereas most

members have no other source for academic participation or professional development funding). In the last few funding rounds, a consequence of this policy has been that, after fully funding all qualified AP/PD grant applications, tuition waivers have been funded at a reduced level, so as to allow all qualified tuition waivers applicants to receive at least some funding.

Heading into the February 2024 funding round, the remaining balance in the AP/PD/TW Fund already was greatly depleted. At that time, the remaining balance in the fund was \$28,833, as compared to a total of \$48,364 in qualified grant requests (creating a shortfall of about \$19,531). As things stood, even if we were to set funding for all tuition waivers at \$0, we would still not have been able to fully fund all qualified AP/PD grants.

This was, unfortunately, entirely foreseeable, and indeed foreseen: Our local has been promoting the AP/PD/TW fund extensively in recent years (partly in order to make the case in bargaining that the fund is under-resourced). Also, perhaps partly in response this increased promotion, graduate student members, noting that TWs can be applied to graduate program tuition, have applied for TW grants in steadily increasing numbers. And of course: inflation: Travel and conference charges have increased significantly over the last few years and the cost of tuition has gone up by roughly 2-4% each year (and likely will continue to increase indefinitely into the future).

In light of this situation, the employer has agreed to release the entire \$45,000 fund

allocation for 2024-25 effective the first day U of S fiscal year, May 1. The upshot is that, for the February, 2024 application period, we have been able to fully fund all qualified AP/PD grant applications and to fund all qualified TW applications for 3 CU of domestic category 3 tuition (i.e., half of the maximum), post-dated to May 1, 2024.

In one respect, this is a welcome and just outcome (and presumably good news for applicants in the most recent funding round). It is also rather ominous, however. After all disbursements in the February round are accounted for, this will leave a balance of only \$32,490.83 (plus unused grants returned to the fund, if any). Note this is for the *entire year*, through to May 1, 2025.

In recent 'side-table' discussions, we have asked the employer to increase the annual allocation to the fund to \$60,000. HR has indicated that this is a "reasonable ask" and has generally made positive noises about increasing funding prior to the next round of collective bargaining.

So, going forward, either a) the employer agrees to increase the fund allocation or b) if the employer does not agree to increase the fund allocation before, say, early August, we may have to cancel the September 2024 AP/PD/TW application round.

### **Tuition Waiver Overpayment Situation**

In July 2023, due to an error on the employer's part, fourteen members who had received tuition waivers in the previous two funding application rounds had the value of their tuition waivers increased

from the amount that had been approved by the union to the maximum value of 6 CU of domestic undergraduate category 3 tuition. The overpayment – which, I repeat, was not approved or authorized by the union – ranged between \$802 and \$853 per member affected. For most of us, that is *not* a small amount of money.

The union did not learn of this situation until early February 2024 when the employer finally revealed its mistake. When we met with the employer on February 9<sup>th</sup>, the employer's initial position was to require repayment in full from each affected member immediately. In response, the union asked the employer simply to forgive the balance owing (since the mistake was entirely the fault of the employer). The employer rejected this proposal. In the end, however, the union was able to negotiate: a) that the amount to be repaid would be reduced by half for each member affected and b) that the employer will override the hold that would otherwise be placed on students accounts with a balance owing, so that the affected members would still be able to graduate, order transcripts, and register for courses in the following year. No one likes to have to repay money, and \$400ish is still a fairly substantial amount for most of us, but I think the union has done a quite effective job in mitigating the effects of the employer's error. We are still awaiting clarification from the employer regarding the tax implications of these overpayments, but we will pass along information to those affected as soon as we have it.

### On a Happier Note

The reception for the “Spring Cleaning” Staff and Sessional Exhibition, took place at The Gallery/Art Placement on Saturday, March 2<sup>nd</sup> – right in the midst of one of the heaviest snowfalls that Saskatoon has seen in many years. As I was trudging through the snow on my way there, I expected to find very few people (or possibly no one) in attendance. I was surprised to find that turn-out for the event was actually quite good! A good time, I think, was had by all. Special thanks to our News & Communication Officer, Patrick Bulas, for his role in organizing the event. Here's hoping that these exhibitions become a regular occurrence.

Speaking of attendance, I encourage all of you to come out (either in person or via Zoom) to our End-of-Term Membership Meeting on **Friday, April 5<sup>th</sup>** (details, including the agenda for the meeting, can be found elsewhere in this newsletter). I especially encourage new members of our local to attend: As I've said before, the greater your involvement with your union, the more your union can do for you.

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William Buschert  
CUPE 3287 President

## Harm-Free Instructional Spaces

### CUPE 3287 Survey Report

In recent months, our local has responded to an increasing number of incidents involving abusive behaviour by students directed at instructors. Some of these incidents have been extremely disturbing in nature.

As part of our response to this situation, our local developed a survey instrument intended to gather information about the extent and character of abusive conduct directed against our members, which was released in mid-February, 2024. The survey was designed and implemented chiefly by Vice-President Jeffrey Klassen, who deserves special thanks for taking on this task.

Thank you also to the 77 sessional faculty (about 24% of our actively teaching membership) who responded to the survey. It is noteworthy, that the University of Saskatchewan Faculty Association conducted a similar survey in early 2024 and obtained very similar results.

CUPE 3287 intends to use the information gathered in the survey to compel the University to develop revised policies and procedures regarding how this sort of abusive conduct can be reported by those affected, regarding consequences for students who engage in abusive conduct, and to implement measures to help ensure that our instructional spaces remain harm-free.

#### ***Overall Summary***

Our survey garnered 77 responses and revealed that out of our 77 respondents, **at least 35 (45.45%) reported encountering abusive behavior from students**. In 24 instances the abuse occurred within the last two years, and in 8 instances, the abusive behavior is still ongoing. Nine respondents witnessed another instructor being subject to abuse from a student.

Those who have faced abuse most commonly encountered this behavior in teaching evaluations, in email, and in the physical classroom.

The most common type of abuse involved the degradation and/or questioning of an instructor's expertise, followed by defamatory claims and insults and attacks on personal characteristics.

In only two cases was the abusive behavior addressed through a formal complaint via the Discrimination and Harassment Policy or the Non-Academic Misconduct Policy. **In at least 93.75% of cases, no formal complaint was filed.**

**Approximately 35% of respondents perceive an increase in harmful behaviors initiated by students within instructional spaces over the last two years. Comments from our members on the survey highlighted the acute need for better communication and leadership from the university administration in order to address this rise in harmful behaviours.**

The following is a statistical summary.

*Statistical Summary by Question*

1. During your time working at the U of S, have you encountered abusive behaviour from current or former students? (77 respondents)

Yes – 45.45% (35)

No – 54.55% (42)

2. Forums in which this abuse occurred (32 respondents)

In the physical classroom (face-to-face) – 43.75% (14)

In a virtual meeting (Zoom, WebEx, etc.) – 18.75% (6)

E-mail – 50.00% (16)

Social media – 18.75% (6)

Comments in teaching evaluations – 62.50% (20)

RateMyProfessor.com – 37.50% (12)

Other (please specify) – 25.00% (8)

Other (summary):

- In physical meetings, in office hours (4)
- To other students who report such statements (1)
- Other (uncategorizable) (4)

3. Please select all descriptors that apply to the abuse you faced (32 respondents)

Defamatory claims – 53.13% (17)

Degradation, questioning of your expertise – 84.38% (27)

Targeting a group you belong to (i.e., speech that is sexist, racist, homophobic, etc.) – 21.88% (7)

Inappropriately sexual language or behaviour – 15.63% (5)

Insults and attacks on other personal characteristics – 53.13% (17)

Threats to your personal safety – 15.63% (5)

Other (please specify) – 15.63% (5)

Other (summary):

- Use of profanity (2), emotional manipulation (1)
- Other (uncategorizable) (2)

4. When did the abuse occur? (32 respondents)

More than two years ago – 50.00% (16)  
Within the last two years – 50.00% (16)  
It is still ongoing – 25% (8)

5. Did you file a discrimination/harassment complaint or open a Non-Academic Misconduct file in regards to the abuse? (32 respondents)

Yes – 6.25% (2)  
No – 93.75% (30)

6. Have you witnessed abuse against another instructor? (41 respondents)

Yes – 21.95% (9)  
No – 78.04% (32)

7. Regardless of whether you have personally experienced abuse, do you perceive an increase in harmful behaviours initiated by students within instructional spaces over the past two years? (66 respondents)

Yes – 34.85% (23)  
No – 65.15% (43)

The survey also included the following open-ended questions:

- With regard to your own personal experience or that of others you have witnessed, do you have any suggestions on how to improve the situation on campus regarding verbal abuse and other harmful behaviours?
- Is there any other relevant information you would like to share with us?

Responses to these questions yielded recurring suggestions:

- Clearer communication from the employer to help students understand what constitutes unacceptable behavior. Suggested methods included a visible solidarity campaign and a standard section on student conduct in syllabus templates.
- Better leadership from tenured faculty, departments heads, and deans as there is a perception that such individuals tend to side with students.
- Recognition of the unique vulnerability of sessional lecturers, whose qualifications are often questioned or attacked, emphasizing that they are equally qualified despite their contract status.
- Calls for a tougher approach, such as immediate expulsion, to address abusive student behavior.



- Criticism of the Student Learning Experience Questionnaire (SLEQ) as biased and problematic, with a demand for more transparency to prevent anonymous abusive comments.
- A need for increased resources to help students manage and resolve conflicts and stress.
- A perception that today's students harbor faulty notions of entitlement, believing they have the power to challenge their instructors if they are simply dissatisfied with the materials or assessments.

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Jeffery Klassen  
CUPE 3287 Vice President

with introduction by Will Buschert  
CUPE 3287 President

The Saskatoon & District  
LABOUR COUNCIL  
MAKING A DIFFERENCE SINCE 1900

Presents:

# MAY DAY CELEBRATION 2024

THURSDAY  
MAY 2<sup>ND</sup> 7 PM  
**The Bassment**

ADVANCE TICKETS: \$35    \$45 AT THE DOOR  
Available at the Steel Workers Hall - 325 Fairmont Dr.

With:



Prof. Charles Smith



Ray Elliot



Carla Carignan

## Sessional Profile: Dr. Rosa Moazed



Photo courtesy of Dr, Rosa Moazed

Learning effective communication skills is invaluable for students, both within the classroom and as they transition into the professional world. Dr. Rosa Moazed, a lecturer at the Ron and Jane Graham School of Professional Development and a Professional Skills Specialist at USASK Career Services, offers students a

transformative journey through her professional skills classes.

Moazed, with her rich background in rhetorical communication and her experience in teaching in diverse contexts both nationally and internationally, brings a unique perspective to her teaching. She grew up and started her education in Saskatoon and later moved to Iran temporarily with her parents, who had accepted positions as university professor and school principal. She later returned to Saskatoon, where she resumed her educational path, ultimately earning her PhD from the University of Saskatchewan.

Dr. Moazed's deep love for teaching and learning blossomed at a young age, inspiring her to embark on her teaching journey early on. Her interest in how language shapes our understanding of the world drove her to explore interdisciplinary fields. There, she investigated how language, communication, and human perception intersect and influence each other. Driven by her passion for effective communication, she found herself at the crossroads of communication and healthcare. Her doctoral research focused on the intricate dynamics of doctor-patient communication, particularly in delivering life-altering diagnoses- a skill crucial in healthcare settings.

Rosa emphasizes the significance of empowering every USASK student to meet the evolving needs of the world and to be well-prepared for the professional realm. She highlights the importance of students' awareness of USASK student competencies and actively advocates for providing the essential support students need to explore, develop, practice, and articulate these competencies. Through her courses in professional skills, particularly Effective Professional Communication, Rosa equips students with the tools required to achieve these goals.

For the past decade, Moazed has been teaching various undergraduate and graduate courses in linguistics, communication, and professional skills. Teaching isn't just a profession for Moazed; it's a passion. She constantly seeks innovative ways to engage her students, likening the diverse topics covered in her classes to the petals of a flower, where each separate aspect merges harmoniously by the course's end. Drawing from her "toolbox" of teaching methods, Moazed prioritizes the psychological and emotional needs of her students, fostering an environment where every voice is valued.

Her teaching philosophy centers on collaboration and inclusivity. Whether through one-on-one sessions or group discussions, Moazed encourages active participation and respects diverse viewpoints. Recognizing the varied learning preferences of her students, she tailors her approach to accommodate each one of her students, transforming the way students perceive professional skills such as communication.

Beyond her professional responsibilities and teaching commitments, Rosa finds joy in sharing moments with her husband, Daniel, and their little girl, Ayleen. Together, they enjoy cooking, singing, and engaging in various family games.

Dr. Moazed's hope is to equip all students with the skills necessary to thrive in an ever-evolving professional landscape. With this goal in mind, she empowers students at undergraduate and graduate levels to become the professional communicators of tomorrow.

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Patrick Bulas  
CUPE 3287 News & Communications Officer  
with Dr. Rosa Moazed



**2024 Staff & Sessional Exhibition**

Art lovers braved the snow on March 2 to join members of CUPE 3287 and 1975 from the U of S Department of Art & Art History for the opening reception of the latest Staff and Sessional Exhibition at The Gallery/Art Placement Inc.



Clockwise from the upper left: artist & sculpture technician Todd Lyons, (left) with MFA student J.S Sebastian, artist & sessional lecturer Jasmine Fookes (left) with Alex Hainsworth from the Saskatchewan Craft Council, a busy opening reception in spite of the winter weather. (photos:Jasmine Fookes, Patrick Bulas)



## SDLC Annual General Meeting 2024

The 64<sup>th</sup> Annual Saskatoon and District Labour Council (SDLC) Annual General Meeting was held February 9 & 10, 2024 at the Masonic Temple, Saskatoon. A total of 70 people – 52 delegates and 18 guests – representing 15 unions and 20 affiliates, attended the event. Guests included representatives from the City of Saskatoon, Elder Gilbert Kewistep, Samantha Becotte (STF), Nicole Sarauer and Vicki Mowatt (NDP), Ashlee Hicks (CLC), Lori Johb (SFL), Kurt Wintermute (United Way of Saskatoon and Area), Myrna Kanigan (Family Service Saskatoon), Joeline Magill (Hope Restored Canada), Corinne Anthony (Crocus Co-operative), Judy Henley and Kent Peterson (CUPE Saskatchewan), and Shobna Radons (President, Regina and District Labor Council). SDLC President Don MacDonald served as the emcee for the AGM. Joeline Magill, Corinne Anthony, and Theo Koshinsky were the keynote speakers for the Friday evening Labour Community Service Award Dinner and Ceremony. The 2024 Labour Community Service Award was presented to Justin Priel, SGEU 1102, on behalf of the SDLC and United Way.

The 64<sup>th</sup> SDLC AGM reminded the participants that the SDLC and United Way partnership continues to be a fruitful one to work together to make Saskatoon a better community. Four ongoing initiatives reflect this partnership: the *Summer Snacks* program, Greater Saskatoon Catholic Schools system's *Summer Success Literacy Camp*, the Saskatoon Public Schools system's *Summer Reading Camps*, and the Annual Labour Community Service Award.

On Saturday, SDLC President Don MacDonald moderated a *Private Sector*

*Union Panel*. The panel was comprised of Garry Burkhart, Retail Wholesale & Department Store Union (RWDS), Lucia Flack-Figueiredo and Pat Horbay, United Food & Commercial Workers Union (UFCW), and Jason Prokopchuk, United Steel Workers (USW).

Six topics were presented for the panelists to respond to:

- (i) union density – increasing, decreasing or static
- (ii) impact of technology on the bargaining process
- (iii) effect of the pandemic on union density and bargaining
- (iv) economic gains that your sector has realized
- (v) staff turnover
- (vi) efforts at organizing

Key points made by the panel were that electronic bargaining is challenging, staff turnover makes it difficult to engage and organize workers, COLA clauses are increasingly difficult to achieve because of the government's minimum wage measures, a critical core of workers is essential to organize, educate, and motivate workers in the workplace, and private and public sectors have similar challenges.

STF President Samantha Becotte addressed the AGM on Friday evening. She summarized the current state of negotiations between the STF and the provincial government-school board negotiating team. Hope Restored Canada Executive Director Joeline Magill highlighted

the work her organization is doing with individuals experiencing sexual exploitation and human trafficking. SFL President Loro Johb spoke to the assembly on Saturday, reaffirming the SFL's commitment to and assistance with putting pressure on the government for workplace fairness and equity. Representatives from the ongoing Heritage Inn dispute served to highlight that workplace issues have a "human face" and that there is much work to do in the struggle for decent agreements and workers' rights. NDP representatives Nicole Sarauer and Vicki Mowatt stressed the current government's hostility to unions and workers, stressing that if a change is to be realized, organized labor and the NDP must work together to offer a better alternative in the upcoming election. Family Service Saskatoon Director of Programs Myrna Kanigan explained the Rapid Access Counselling approach the organization is using to provide timely service to clients. CLC representative Ashlee Hicks brought greetings.

An overview of the 35<sup>th</sup> *Summer Snack Program* (2023) was presented by Hailey

Black and Quaneisha Muzyka, program leaders. This program was started by 2 teachers in 1988, 35 years ago, and continues to operate with volunteers and generous corporate and union donations. About 13,265 children and adults received lunches and snacks 7 days a week in 8 city parks in 2023. Between 2015 and 2023, meals and snacks served increased by 126% while the number of meals served at the parks increased by 82%. Between 2020 and 2023, there was a 42% increase in meals served to adults, and a 380% increase in halal meals served. A request from Caswell Hill Park in 2023 could not be honored due to limited resources.

The following changes were made to the 2024 SDLC executive: First Vice President – Tyson Materi, Second Vice President – Nathan Schneider, and Treasurer – Rhealene Wagner. One Trustee 3-Year Term will be filled at a later date.

William (Bill) Gulka  
CUPE 3287 Member at Large

## CUPE 3287 Academic Participation/Professional Development & Tuition Waiver Fund

The CUPE 3287 Academic Participation/Professional Development and Tuition Waiver Fund is a vital resource that supports the activities of our members. As mentioned in our meetings, the fund has recently been transformed from an underutilized resource to a highly sought-after source of funding for conferences, professional development activities, and graduate coursework. We take immense pride in our members and the exceptional work they contribute beyond teaching. Within our local, we have a diverse range of talents, including researchers, writers, musicians, artists, scholars, business innovators, certified professionals, scientists, and more!

However, we have encountered challenges as our fund has not received sufficient funding from the employer. The \$45,000 of annual funding provided by the employer for sessional lecturers' professional activities since 2017 is rapidly being overtaken by rising costs associated with tuition, travel, and other expenses. In our last bargaining round concluding in June 2023, one of our proposals aimed to effectively double the amount of funding available. Unfortunately, this proposal was flatly rejected by the employer, as you may recall. This has prevented us from fully funding tuition waiver requests, and we have been obligated to disburse a reduced amount equally among qualified applicants in recent semesters. Nonetheless, we remain steadfast in our commitment to increasing the available funding for this crucial resource. We have tabled a Memorandum of Agreement with the employer that would result in a 33% increase in the funds as we await the next round of negotiations.

Let us extend congratulations to all the successful recipients of the fund in the Fall 2023 and Winter 2024 cycles, listed below.

<b>FALL 2023 FUNDING RECIPIENTS</b>		
<b>Bates</b>	Steve	Professional development workshop (cost of flight)
<b>Berkenbrock</b>	Jose	Professional membership
<b>Bulas</b>	Patrick	Art supplies (paper)
<b>Epp</b>	Adam	Conference expenses (travel, accommodation, registration)
<b>Gravlin</b>	Matt	Conference expenses (travel, accommodation, registration)
<b>Li</b>	Gang	Professional membership
<b>Maricic</b>	Alan	Conference expenses (travel, accommodation, registration)
<b>Naseer</b>	Bilawal	Certification of qualifications and professional membership

<b>Robson</b>	Frances	Art supplies (3D printing)
<b>Sawchuk</b>	Katrina	Conference expenses (travel, accommodation, registration)
<b>Semko</b>	Jacob	Art supplies (printmaking materials and Adobe suite)
<b>Shia</b>	Eleanor	Professional visit (travel, accommodation)
<b>Stalwick</b>	Amanda	Conference expenses (travel, accommodation, registration)
<b>Williams</b>	Chad	Conference expenses (travel, accommodation, registration)
<b>Bernandes</b>	Camila	Tuition Waiver
<b>Black</b>	Samantha	Tuition Waiver
<b>Caron</b>	Valerie	Tuition Waiver
<b>Desveaux</b>	Michelle	Tuition Waiver
<b>Golshan</b>	Faly	Tuition Waiver
<b>Juarez</b>	Adriana	Tuition Waiver
<b>Lehmkuhl</b>	Paul	Tuition Waiver
<b>Moazed</b>	Raha	Tuition Waiver
<b>Moradi</b>	Ehsan	Tuition Waiver
<b>Naseer</b>	Bilawal	Tuition Waiver
<b>Owusu Nkrumah</b>	Daniel	Tuition Waiver
<b>Suchan</b>	Paul	Tuition Waiver
<b>WINTER 2024 FUNDING RECIPIENTS</b>		
<b>Bernardes</b>	Camila Ramos	Fieldwork
<b>Brophey</b>	Erin	Conference attendance and travel
<b>Burles</b>	Meridith Clare	Conference attendance and travel
<b>Bernardes</b>	Gabriel Dalio	Conference attendance and travel
<b>Fookes</b>	Jasmin	Artist residency
<b>Hall</b>	Sandra Jane	Conference attendance and travel
<b>Lehmkuhl</b>	Paul	Conference attendance and travel
<b>Li</b>	Gang	Publication fee
<b>McConnell</b>	Grant	Printmaking intensive
<b>Owusu Nkrumah</b>	Daniel	Conference attendance and travel
<b>Sanyal</b>	Palash Ranjan	Conference attendance and travel
<b>Shia</b>	Eleanor	Conference attendance and travel
<b>Doerksen</b>	Mark	Tuition Waiver
<b>Krause</b>	Daniel Jacob	Tuition Waiver



<b>Moazed</b>	Raha	Tuition Waiver
<b>Naseer</b>	Bilawal	Tuition Waiver
<b>Nelson</b>	Josiah	Tuition Waiver
<b>Penney</b>	Renée	Tuition Waiver
<b>Spence</b>	Danielle	Tuition Waiver
<b>Todd</b>	Malcolm	Tuition Waiver
<b>Ward</b>	Josie	Tuition Waiver
<b>Yaghoobian</b>	Omid	Tuition Waiver
<b>Stalwick</b>	Amanda	Tuition Waiver

**CUPE Saskatchewan Annual  
Convention  
March 13-15, 2024  
Saskatoon Delta Hotel**

A total of 220 people, of which 176 were voting delegates representing 36 locals, attended the Convention. CUPE National, CUPE Manitoba, Canadian Labor Congress (CLC), Saskatoon & District Labor Council (SDLC), Regina & District Labor Council (RDLC), and Saskatchewan Federation of Labor (SFL) were represented. Guests included Bev Dubois, City of Saskatoon; Elder Cecile Smith; Carla Beck, Leader of the Official Opposition, Saskatchewan NDP; NDP MLAs Nicole Sauerer, Nathaniel Teed, Betty Nippi-Albright, and Vicki Mowatt; and Samantha Becotte, (STF). CUPE 3287 was represented by one delegate.

The Convention focused on seven main issues:

- (a) education sector matters
- (b) human rights, dignity, and equity
- (c) health and safety matters

- (d) political action and workers’ rights
- (e) bargaining
- (f) environment
- (g) health care sector issues.

Global justice, childcare and early learning, library sector, and union affairs were additional matters that received some attention as resolutions. Topics that surfaced during the discussions and presentations included the 2024 Saskatchewan elections, membership involvement at the local level, privatization, and contract negotiations and challenges. Two panel discussions were held: *“Building Power: Mobilizing Members for Change”* and *“So You Think Our Crowns Are Safe”*.

Five interesting presentations were provided for the convention delegates. Laurie O’Connor (Saskatoon Food Bank and

Learning Centre) outlined the increasing severity of food insecurity.

Troy Winters (CUPE National Health and Safety Senior Officer) focused on psychological health and safety in workplaces and union spaces.

Jason Schrader explained meaningful land acknowledgements and commitment to action for reconciliation.

Katherine Norton (CUPE National Communications) posed the question as to whether social media was friend or foe of organized labor.

In lieu of international guests, Kent Peterson shared a presentation *Save the People: Lessons from the Philippines* based on a recent trip a CUPE Saskatchewan delegation made to the Philippines to offer support to workers and organized labor who are undergoing challenges and difficulties in making their voices heard.

Guests that addressed the assembly were Mark Hancock (CUPE National President), Candace Rennick (CUPE National Treasurer), Gina McKay (CUPE Manitoba), Lori Johb (SFL), Don MacDonald (SDLC), Samantha Becotte (STF), Carla Beck (Leader of the Official Opposition, Saskatchewan NDP), and Anne Iwanchuk (CUPE National Director, Saskatchewan). Judy Henley (CUPE Saskatchewan President) and Kent Peterson (CUPE Saskatchewan Secretary-Treasurer)

reported on the CUPE Saskatchewan 2023 activities.

A total of 38 resolutions and 4 constitutional amendments were presented for debate. The resolutions focused on education (8), human rights, dignity, and equity (6), health and safety (5), political action and worker's rights (5), bargaining (3), environment (3), health care (3), global justice (2), library (1), union affairs (1), and child care and early learning (1). One resolution - union affairs (virtual meetings) and one constitutional amendment (elder care, respite care or pet care expenses, Article 13) – were defeated.

Delegates at the 2020 CUPE Saskatchewan Convention adopted a motion that CUPE Saskatchewan reaffirm its affiliation to the Saskatchewan NDP for the period April 01, 2024 to March 3, 2025.

Elections yielded the following results: (a) President CUPE SK – Kent Peterson; (b) Secretary-Treasurer – Erin Auchstaetter; (c) Trustee – Garrett Schwartz (three-year term); (d) SFL Vice-Presidents - Kent Peterson and Erin Auchstaetter; and (e) Recording Secretary Tammy Bobyk-Jacquermart.

**William (Bill) Gulka**  
CUPE 3287 Member at Large

## Spring Parking Sales

Parking spaces for the 2024 Spring/Summer session will go on sale beginning **Monday, April 8th, 2024.**

The union makes a limited number of parking spaces available to sessional lecturers on a cost-recovery basis. The union purchases parking spaces from U of S Parking and Transportation Services (PTS) and resells them to members in smaller portions than would otherwise be available. This also allows sessional lecturers to purchase parking in 'choice' lots where the waiting list for parking through PTS is often more than a decade long.

**13 spaces are available (11 in F Lot and 2 in V Lot). Locations of these lots can be viewed here:**  
[http://www.usask.ca/maps/map-nav/campus\\_maps/uofsm4c.pdf](http://www.usask.ca/maps/map-nav/campus_maps/uofsm4c.pdf)

The 2024 Spring/Summer Session Rate is \$95.00 per quarter.

Quarter dates are set outside the term dates to provide some preparation and end-of-term flexibility.

Q1: May 1 – May 31

Q2: June 1 – June 28

Q3: June 26 – July 26

Q4: July 22 – August 23

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.

To arrange for parking, please contact the CUPE 3287 Parking Coordinator, Roberta Campbell-Chudoba:

cupe3287parking@gmail.com or mobile: (306) 222-5781.

Then payment can be made by e-transfer or cheque made out to "CUPE 3287."

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

# **End-of-Term Membership Meeting**

**3:30 PM, Friday, April 5, 2024**

**In-Person in Health Sciences 1B11**

**&**

**via Zoom**

(Zoom invitations distributed via email)

~ Refreshments Available for In-Person Attendees ~

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](mailto:cupe3287@gmail.com)

*Agenda on following page*



**END-OF-TERM MEMBERSHIP MEETING**

**April 5, 2024, 3:30 PM**

**Health Sciences 1B11 & via Zoom**

(Zoom invitations distributed via email)

~ Refreshments Available for In-Person Attendees ~

**AGENDA**

1. Acknowledgement of Indigenous Territory
2. Adoption of the agenda
3. Roll Call of Officers
4. Reading of the Equality Statement
5. Motion: Acceptance of New Members
6. Adoption of Minutes, Annual General Meeting, Dec. 11, 2023
7. Matters Arising from the Minutes
8. Secretary-Treasurer's Report
9. News & Communications Officer's Report
10. Correspondence & Communications
11. Executive Committee Report
  - a. State of the Academic Participation/Professional Development/Tuition Waiver Fund
  - b. Tuition Waiver Overpayment Situation
  - c. Safe Instructional Spaces Survey & Developments
12. By-Election: Member at Large, 1 position (to Dec., 2024)
13. New Business
14. 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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@cupe3287



### Newsletter Editorial Board

**Editor:**

Patrick Bulas

**Committee Members:**

Will Buschert, Jeffrey Klassen, Eleanor Shia

*If you would like to submit an article to our newsletter or would like to join our committee, please contact [news.cupe3287@gmail.com](mailto:news.cupe3287@gmail.com)*