

# CUPE3287

University of Saskatchewan Sessional Lecturers

## News From Nowhere

Year 37, Issue 1      April 2026 Newsletter

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**During the CUPE 3287 Annual General Meeting held on December 5, 2025, at the University Club, Union President William Buschert led newly elected executive board members through the CUPE Oath of Office. Congratulations to the following:**

**Jeffrey Klassen** – Vice President

**Jason Zorbas** – Secretary-Treasurer

**Joan Forder** – Recording Secretary

**Artin Lahiji** – Trustee

**Clay Burlingham, Pearson Ahiahonu, Camila Bernardes, William Gulka, & Woyin Adedigba**– Members-at-Large

**William Gulka** – Delegate for CUPE SK convention and SDLC AGM

## President's Report

Our local is currently in bargaining geared toward achieving a new collective agreement. This has been the main business (and definitely the most important business) of our local over the last several months. Our Negotiating Committee (myself, Vice-President **Jeff Klassen**, **Pearson Ahiahonu**, **Denise Beaulieu**, **Patrick Bulas**, and **Denise Huynh**, together with our CUPE National representative, **Will Bauer**) has met with the employer five times since November.

There is still a lot of ground to cover in negotiations, and we have only just begun to hear the employer's response to our monetary proposals. (We'll know more after our next bargaining session with employer on April 28<sup>th</sup>.) There are so far at least a few reasons for some guarded optimism, however.

First, as I've noted in this space previously, our Committee is negotiating with an employer team led by the Vice-Provost Faculty Relations (in contrast to previous rounds of bargaining where the employer's side was led by people from Labour Relations and/or outside consultants). If nothing else, the "vibe" is much better this time around, principally because we are across the bargaining table from people who have actual teaching experience and so are in a better position to understand some of the issues that we have raised (concerning, e.g., class sizes, office space, and professional development resources).

Second, in its budget released on March 18<sup>th</sup>, the provincial has committed to [3% increases in post-secondary operating funding over the next four years](#). This is fairly good news in that suggests a higher-than-it-might-have-been floor in negotiating wage increases for our local.

The Committee will be reporting on developments in negotiations at our upcoming membership meeting on April 8<sup>th</sup>. (See details elsewhere in this newsletter).

### *Get Involved*

As the 2026 Winter term draws to a close, I'd like to remind that union exists to serve its members. Our local is here to help and support you in your work and in your dealings with the University. As always, please [contact the union](#) if you encounter any problems with access to teaching materials, assignment of office space, access to information technology or other such issues. Likewise, if you have been deprived of benefits or teaching opportunities to which you believe you are entitled, or have been threatened with disciplinary action, the union can and will intervene on your behalf.

I encourage all of you – and especially new members – to come out to our upcoming End-of-Term Membership Meeting on **Wednesday, April 8<sup>th</sup>**, starting at **4:00 PM** in **Arts 206** or via Zoom. (Details, including the agenda for the meeting, can be found elsewhere in this newsletter.) I hope to see you all there.

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**William Buschert**  
**CUPE 3287 President**

## ASPA Online Instructor Settlement

If you taught an online-only course in scope of CUPE 3287 in the Fall term of 2025, you may be entitled to a financial settlement under the Administrative and Supervisory Personnel Association (ASPA) MOA with the University.

In July 2020 the University unilaterally transferred instructor (“Online Facilitator”) positions for online-only courses, which had previously be in-scope of ASPA, into CUPE 3287. This was taken to arbitration by ASPA and resulted in an award requiring the University to restore those positions to ASPA. (As we’ve noted in the past, CUPE 3287 did not oppose this, since those positions are very often filled by individuals who are also members of our local, yet those positions are much better paid than sessional appointments and offer a way around the 12 CU maximum teaching assignment in the regular session prescribed in our current collective agreement.)

ASPA has apparently been unable to contact all of the individuals affected and has asked CUPE 3287 for help. If you are potentially one of those individuals affected and haven’t yet received any communications from ASPA about this, you can email [aspa@aspasask.ca](mailto:aspa@aspasask.ca) for more information.

**Submitted by William Buschert**



## Sessional Profile: Eleanor Shia



After 26 years as a sessional lecturer and longtime CUPE 3287 executive board member, Eleanor Shia recently retired last winter but continues to tirelessly volunteer in the Saskatoon community.

Born in China and raised in Taiwan, Shia was raised by parents who valued community involvement and from a young age she volunteered quite frequently with her family. Looking back at her childhood, she remembers celebrating New Years with those without families, who were invited by her parents.

Her values of community and harmony through communication and support travelled with her and her husband, Dr.

George Shia when they moved to Saskatoon in the February of 1972 to complete his studies that began in the United States. “Crazy country” was her immediate response to her first Saskatchewan winter.

Throughout the years, Shia’s involvement in the Saskatoon community has been truly astonishing. She started her volunteer work in 1978 as a Chinese language teacher. She is a founding member and the President of the Saskatoon Heritage Chinese Language School and is responsible for developing the curriculum for Saskatchewan’s high-school Chinese credit course.

She and her family have been involved with Saskatoon Folkfest since 1985 with the Chinese Pavilion. In 1992, she and her husband invited the Japanese Kendo Club and the Korean community to establish the Asia Pacific Pavilion, which focused on culture sharing and education. From 1992 to 2018, she served as a volunteer coordinator, pavilion director, entertainment coordinator, and pavilion manager.

Shia was the panel member of the Canadian Broadcast Standards Council of the Western Region and served on the Board of Police Commissioners for the City of Saskatoon and the Saskatoon Race Relation Committee. She is currently the Committee Chair of Saskatoon Multilingual Schools and the Director of the Chinese Voice of CFCR community radio in Saskatoon.



Eleanor Shia volunteering at the 2022 CUPE 3287 Welcome Back BBQ. (Photo: Patrick Bulas)

In recognition of all her accomplishments within the community, Shia has received numerous awards. In 1992 she was one of forty Saskatoon citizens to be presented with a Canada 125 Commemorative Medal from the Governor General. She received a YWCA Women of Distinction Award and the Saskatchewan Organization for Heritage Language Outstanding Teacher Award in 2002. She also received the Saskatchewan Centennial Medal in 2005 for her dedication to supporting and assisting immigrant and refugee youth and families. Shia was the recipient of the Saskatchewan Intercultural Association 50th Anniversary Language Education Award in 2015 and was one of ten recipients of the Global Excellence Teacher 's Award, issued by the Taiwanese Ministry of Education in 2020.

With a bachelor's degree in commerce, Shia worked for Revenue Canada while volunteering with the Open Door Society, a local organization that supports newcomers and refugees in Saskatoon. She found her volunteer experience so rewarding that she left Revenue Canada to become the family program developer for the Open Door Society. She has since retired from the Saskatoon Open Door Society as the Immigrant Youth Program Supervisor and a family support counselor.

After raising her three sons, Shia returned to graduate school at the University of Saskatchewan. Before her retirement, she taught Chinese for the Departments of Religion and Culture, Linguistics and Language, and Literature and Cultural Studies. Her interest in language and communication began in Tiawan when she



Eleanor Shia with her students from the Fall 2025 term. (Photo courtesy of Eleanor Shia)

worked as a radio talk show host after university. Later when she was living in the States with her husband, she taught Chinese on the side and found working with students and seeing their progress very rewarding. When her and her family moved to Saskatoon, she practiced her English with her doctor whenever she brought her kids in for a checkup.

Shia went on to establish and co-develop several Chinese Language, Literature, and Culture courses at the University of Saskatchewan. She loves teaching and has always found that walking into the classroom raises her energy level no matter what kind of day that she is having. Throughout her years of teaching, she has developed close friendships with several of her students.

For instance, two students from Hong Kong who volunteered for Shia's CFCR radio program in Saskatoon eventually got engaged and moved back to Hong Kong. They considered Shia their "Canadian Parent", and insisted that she had to attend

their wedding, so she and her husband flew to Hong Kong. The table of guests that she sat with during the wedding reception were all former students of hers.

Another student graduated and moved to Calgary. Over the years, he kept in touch with Shia and while she was attending a conference in Edmonton, he brought his wife and child to meet her. Shia truly cherishes the relationships she had been able to have with her students.

Shia's family extends beyond her three sons and five grandchildren to include the students that she has taught, the Saskatoon community that she has dedicated so many hours to, and the international community that she has brought closer together through her belief in harmony and inclusion.

CUPE 3287 appreciates Eleanor Shia's dedication to the union and wishes her all the best in her retirement.

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**Patrick Bulas**  
**CUPE 3287 News & Communications**  
**Officer**

## CUPE 3287 Announces Winter 2026 AP/PD Fund Recipients

CUPE 3287 is pleased to announce the recipients of the Winter 2026 Academic Participation and Professional Development (AP/PD) Fund. These grants support members in pursuing a wide range of professional development opportunities, including conference travel, research activities, creative work, professional accreditation, and essential equipment purchases.

### **Congratulations to the following members:**

<b>Name</b>	<b>Project</b>	<b>Amount</b>
Cameron Choquette	Conference attendance and travel	\$3,140.00
Ana Hidalgo	Professional accreditation/membership	\$640.70
Ebenezer Barnes	Conference attendance and travel	\$3,420.00
Gregory Boldt	Conference attendance and travel	\$1,202.52
William Buschert	Conference attendance and travel	\$2,591.37
Gabriel Dalio Bernardes	Conference attendance and travel	\$3,070.00
Hamid Yari	Conference attendance and travel	\$1,358.20
Harris Ford	Conference attendance and travel	\$2,000.00
Paul Jacob	Laptop requisition	\$2,398.43
Grant McConnell	Book project	\$1,400.00
Kiera Mitchell	Conference attendance and travel	\$2,835.00
Natalie Pallisco	Professional accreditation/membership	\$3,873.90
Jordan Raymond	Conference attendance and travel	\$6,663.18
Frances Robson	Art-making expenses	\$2,650.00
Jacob Semko	Laptop requisition	\$1,965.69
Laura St. Pierre	Personal website update	\$1,059.00
Christie Tetreault	Research funding	\$612.20

The AP/PD Fund continues to play an important role in supporting the professional, scholarly, and creative development of CUPE 3287 members.

At the bargaining table, the union is currently seeking an increase to the AP/PD Fund so that we can restore the tuition waiver program and further strengthen funding for professional development, research, and creative projects. Expanding this support remains a key priority.

We thank all members who applied and encourage everyone to plan ahead for the next application round, opening in Fall 2026.

## 66<sup>th</sup> Annual Saskatoon & District Labor Council Annual General Meeting

The 66<sup>th</sup> Annual Saskatoon and District Labour Council (SDLC) Annual General Meeting was held February 6 & 7, 2026 at the Masonic Temple, Saskatoon. A total of 114 people – 60 delegates representing 14 unions and 29 locals, and 54 guests – attended the event. Guests included Elder Judy Pelly, Carla Beck (NDP Leader of the Official Opposition) and a number of NDP MLAs, Darcy Debert (CLC), Ashlee Hicks (CLC Director of the Prairies Region for the North), Lori Johb (SFL), Robert Pearce (Deputy Mayor, City of Saskatoon), and Jason Prokopchuk (United Way of Saskatoon and area). SDLC President Don MacDonald served as the chairperson for the AGM. Andrea Howe served as the emcee for the Friday evening Labour Community Service Award Dinner and Ceremony. The 2026 Labour Community Service Award marked the 26<sup>th</sup> Anniversary of this Award. The 2026 award was presented to Justin Smart.

The 66<sup>th</sup> SDLC AGM reminded the participants that the SDLC and United Way partnership, in its 31<sup>st</sup> year, continues to be a fruitful one to work together to make Saskatoon a better community. Five ongoing initiatives, among many others, reflect this partnership: the *Summer Snacks* program, Greater Saskatoon Catholic Schools and United Way Saskatoon and Area's *Summer Success Literacy Camp*, the Saskatoon Public Schools *Summer Reading Camps*, the Annual Labour Day Barbecue in September, and the Annual *Labour Community Service Award*.

On Saturday morning, NDP Leader and Leader of the Opposition Carla Beck addressed the assembly. She stressed change is needed in Saskatchewan, and the people of Saskatchewan deserve a change. This was followed by an NDP MLA *Bearpit Session*, moderated by SDLC President Don MacDonald, which featured Carla Beck and eight NDP MLAs. Nine topics were addressed: (a) emergency rooms in Saskatchewan's health centres; (b) anti-scab legislation; (c) government-labour relations; (d) health workers' workload issues; (e) mill rates; (f) AI; (g) public transportation safety; (h) caring for the community; and (i) educating the younger generation workforce.

SFL President Lori Johb brought greetings to the assembly from the SFL. She reaffirmed SFL's commitment to and assistance with putting pressure on the government for workplace fairness and equity. She reminded the assembly about the turbulent times regarding contracts, negotiations, and workers' rights. Every strike is a strike for democracy. Unions must work together to create a united front to confront the anti-union forces at work in the workplace.

Sheri Benson, CEO, United Way Saskatoon and area, moderated a *Community Panel*. Panel members were Nicol Obrigavitch (Elizabeth Fry Society), Tammy MacFarlane (Saskatoon Crisis Intervention Service – Journey Home), and Robert Lafontaine (Saskatchewan Housing Initiatives Partnership - SHIP). The main focus of the Panel was homelessness in Saskatoon and

area. Key points were prolonged homelessness (i.e., more than five years) leads to deterioration of physical health, mental issues, lack of stability, and high likelihood of incarceration. Individuals most at risk of homelessness are those who live in poverty and who have experienced family breakdown. Many experience homelessness before they are incarcerated.

On Saturday afternoon, Dr. Charles Smith, Professor, Department of Political Studies, St. Thomas Motre College, University of Saskatchewan, moderated a panel on *Past and Present Labour Disputes*. The panel members consisted of Garry Burkhart (Retail Wholesale & Department Store Union), Lucia Flack-Figueiredo (United Food & Commercial Workers Union Local 1400), Gail Lasiuk (Past President CUPE 1975 University of Saskatchewan), and Brahm Enslin (Canadian Union of Postal Workers Local 824). Four disputes were shared and analyzed by the panelists: (i) a recent strike at the University of Saskatchewan; (ii) the strike by the Saskatoon Co-Op workers; (iii) the lockout at the Saskatoon Heritage Inn; and (iv) a strike at the Saskatoon Pepsi plant. Key points that were made were that both employers and union are currently testing the language that courts and arbitration boards use, one-on-one strategies (i.e., body language and verbal language are immediate) are superior to online methods (delays and procrastination are too easy), picketers develop solidarity, and the broader labor community supports those in need (physical, emotional, financial). Engagement is critical to developing solidarity. Education helps to

build solidarity and engagement. Darcy Debert, Canadian Labour Congress (CLC), presented the closing comments for the AGM. She asserts that politicians have built a system that ignores workers. Every policy must have one test: will it benefit workers?

An overview of the 37<sup>th</sup> *Summer Snack Program* (2025) was presented by Ann Kolesnik and Brianna Thibault, program coordinators. This initiative was started by 2 teachers in 1988, 37 years ago, and continues to operate with volunteers and generous corporate and union donations. About 9,907 children and adults received lunches and snacks 7 days a week in 8 city parks in 2025. There has been a noticeable increase in the number of adults (1,146) who are being served by this program as well as halal options (1,1778). 2,365 free breakfasts, lunches, and snacks were made available to the *Saskatoon Public School Foundation Summer Reading Camps* and the *Greater Saskatoon Catholic Schools and United Way Saskatoon and Area's Summer Success Literacy Camps*.

The 2025 SDLC Executive remains unchanged except for the replacement of one Executive Member position, one Trustee 3-Year Term position, and a Youth Member position.

An item of good news surfaced at the AGM. A new union was welcomed into SDLC: The Society of United Professionals, Local 160 and Local IFPTE 222 (International Federation of Professional and Technical Engineers).

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**William A. Gulka**  
**CUPE 3287 Member-at-Large**

## Parking Services

**Parking spaces for the 2026 Spring/Summer session will go on sale beginning Monday, April 6, 2026.**

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 on the [Campus Parking Lot Map](#).

**The 2026 Spring/Summer Session Rate is \$95.00 per quarter.**

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

Q1: May 1 – May 29

Q2: June 1 – June 26

Q3: June 29 – July 24

Q4: July 27 – August 21

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](mailto:cupe3287parking@gmail.com).

Payment is by e-transfer or cheque.

## Application for Member in Good (MIG) Standing

### Membership Meeting April 8<sup>th</sup>, 2025

LAST NAME	FIRST NAME	DEPARTMENT
Agecoutay	Rebecca	Environment and Sustainability
Bernard	Conisius	Physics and Engineering Physics
Besas Roberto	Joshua	Mathematics and Statistics
Choquette	Cameron	Management & Marketing
Epp	Valerie	Curriculum Studies
Klein	Ethan	English
Moxley	Kevin	School for the Arts
Thomson	Kaylee	Pharmacy and Nutrition
Ziehl	Wendy	Biology

## Become a “Member in Good Standing”

As you probably already know, if you have been hired as a sessional lecturer at the University of Saskatchewan, you are automatically a dues-paying member of CUPE 3287. The union represents all of its dues-paying members in collective bargaining and protects the interests of all of its members in their interactions with the University (for example, in grievance procedures).

In order to vote in union elections or referenda or to hold office in the union, however, dues-paying members must submit an application in order to become [members in good standing](#).

The rule that only members in good standing are eligible to vote in union elections or to hold union office has been part of the [CUPE National Constitution](#) from its inception. Until recently, however, our local did not actively enforce this rule. It is now doing so, however.

*The practical upshot for individual members is simple, however: If you are attending a membership meeting and there is any doubt in your mind whatsoever about whether you have submitted a membership application previously, sign and submit an application form then and there.*

**Submitted by William Buschert**

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

**4:00 PM, Wednesday, April 8, 2026**

**In-Person in Arts 206**

**&**

**via Zoom**

(Zoom invitations distributed via email)

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 8, 2026, 4:00 PM

Arts 206 and via Zoom

### 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 in Good Standing
6. Adoption of Minutes, AGM, December 5, 2025
7. Matters Arising from the Minutes
8. Secretary-Treasurer's Report
9. News & Communications Officer's Report
10. Correspondence & Communications
11. Money Motion 001-2026: "Moved that our local donate \$200 in support the Saskatoon Unemployed Workers Help Centre."
12. Executive Committee Report
  - a. Negotiations Update
  - b. Case Work/Grievance/SJUMC Report
  - c. AP/PD Grants
  - d. For Information: Membership Database Update
  - e. Reminder: Spring & Summer Session Parking
  - f. Possible Summer Community Engagement Event
13. Election: Delegate to Canadian Labour Congress, Winnipeg, May 11 -15
14. New Business
15. Adjournment

### **Acknowledgement of Indigenous Territory**

As we gather here today, we acknowledge we are on Treaty 6 Territory and the homeland of the Métis. We pay our respect to the First Nations and Métis ancestors of this place and reaffirm our relationship with one another.

### **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.

## How Are We Doing?

**Is there something you want to see published in the newsletter?**

**Have something related to what we do as sessional lecturers that you want posted on Facebook, Instagram, or Blue Sky?**

**Is there an event or news that would be of interest to sessional lecturers?**

**Please let us know.**

**Contact the [News & Communications Committee](#).**

## Contact the Union

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[@sessionals3287](https://www.instagram.com/sessionals3287)

## Newsletter Editorial

### Board

**Editor:**

Patrick Bulas

**Committee Members:**

Will Buschert, Jeffrey Klassen,  
Camila Ramos Bernardes

*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)*