

## **Members Speak Out: Fair Pay, Security, and Respect Must Lead Our Negotiations**

The 2025 CUPE 3287 bargaining survey delivers a strong and consistent message: sessional lecturers are dedicated to their students and to the quality of teaching at the University of Saskatchewan, but financial strain, heavier workloads, and limited stability are making that work increasingly unsustainable.

Our Negotiating Committee has drawn directly on these results to shape our proposals. The data clearly document the gaps in wages, benefits, and professional support that sessional lecturers experience every day, and they form the foundation of our bargaining mandate.

Sixty-nine members completed the survey, representing at least one-third of current instructors and demonstrating an engaged and informed membership.

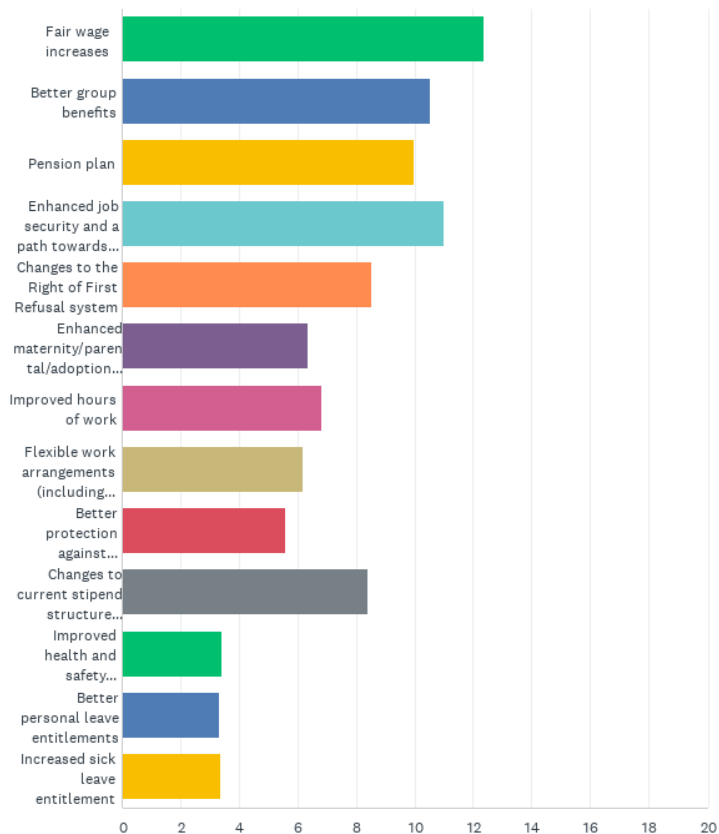
### **Top Member Priorities**

When members ranked their priorities for this round of bargaining, four issues rose unmistakably to the top:

1. Fair wage increases
2. Stronger job security and a path to permanent appointments
3. Improved group benefits, including dental and vision coverage
4. A pension plan

Together, these priorities reflect a shared call for fairness, stability, and meaningful recognition of sessional teaching as essential academic work.

Q9 Please provide us with information about your priorities for this round of negotiations by selecting your top five priorities (in order of importance) from the list below:



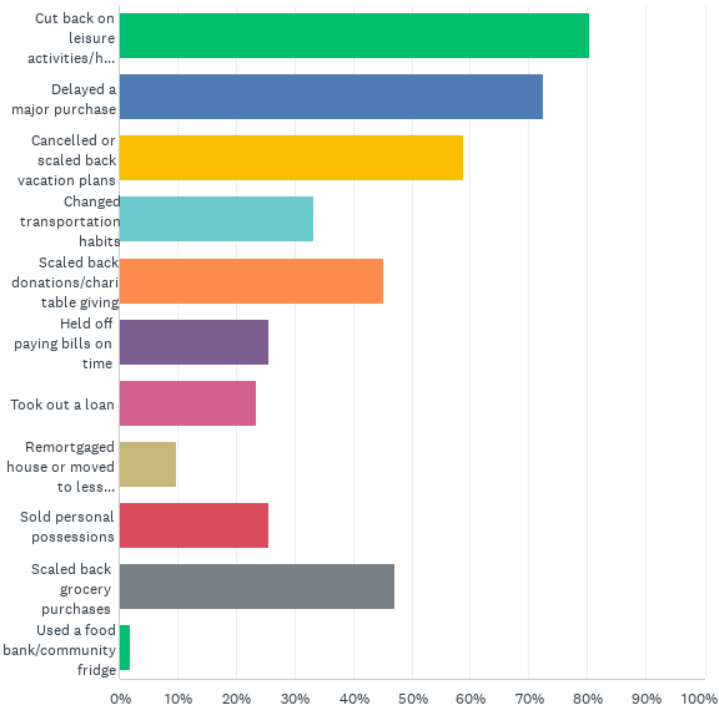
Top member priorities were, in order, **Fair Wage Increases**, **Enhanced job security and a path towards permanence**, **Better Group Benefits**, and a **Pension Plan**.

## Wages and the Cost of Living

Nearly two-thirds of respondents are dissatisfied with their current pay and report difficulty meeting basic expenses. More than 80% have had to make financial trade-offs, including postponing major purchases, reducing leisure spending, or cutting back on groceries. Nearly half have delayed paying bills, and only about 40% feel confident they could handle an unexpected \$500 expense.

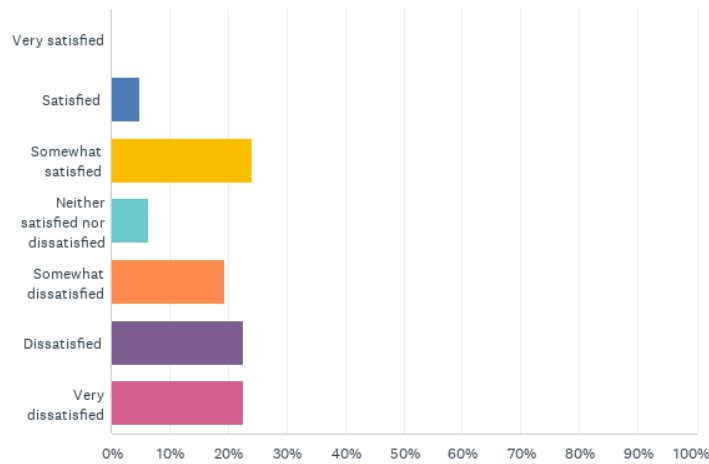
Stipends have not kept pace with inflation or the true cost of living. Many sessional lecturers rely on additional employment or family income simply to make ends meet. Members have been clear: pay must reflect both the real value of our work and the realities of life today.

Q12 In the last year, have you or your household done any of the following to make ends meet? Check all that apply.



Over 80% of respondents have had to make **sacrifices due to financial hardship**.

#### Q14 How satisfied are you with your current rate of pay?



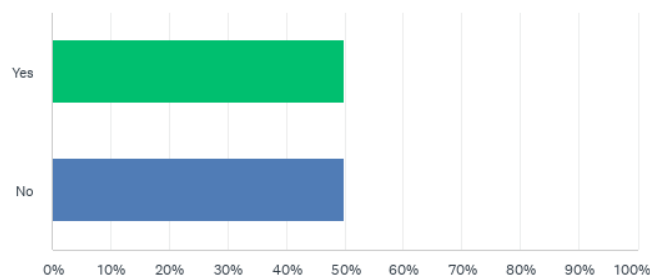
The majority of respondents are **dissatisfied with their wages**.

#### Workload and Unpaid Labour

Half of all respondents report that their workload has grown in recent years. Larger classes, reduced TA support, increased student needs, and new administrative responsibilities, often tied to technology and AI, have significantly expanded the work expected of sessional instructors.

Many members describe routinely working beyond their paid hours, performing tasks such as course design, committee service, and student advising without compensation. This unpaid labour has become a chronic issue that must be addressed at the bargaining table.

#### Q3 Have workplace changes in recent years resulted in an increase to your workload?



Half of respondents indicated **an increase in workload in recent years**.

## Benefits, Professional Support, and Funding

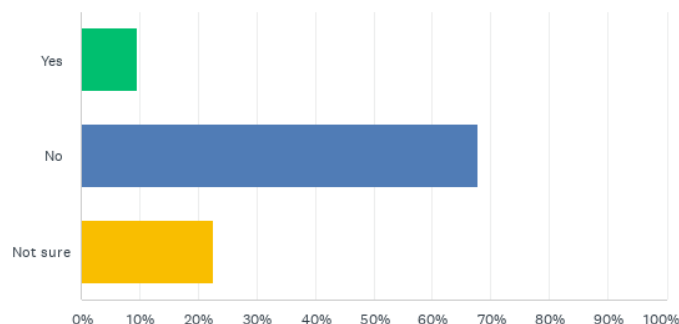
Opinions on current benefits vary, but overall satisfaction is low. Members identified several key needs:

- Vision coverage
- Short-term disability insurance
- A pension plan

Professional development funding also emerged as a major concern. Many sessional lecturers pay out of pocket to attend conferences, obtain professional materials, or enhance their teaching, investments that strengthen the university's academic mission but are not consistently supported. A significant increase in professional development funds is a core bargaining goal.

Notably, the vast majority of respondents do not see a viable long-term career path at the university under current conditions.

Q19 Do you believe there are adequate opportunities for promotion at the University of Saskatchewan?



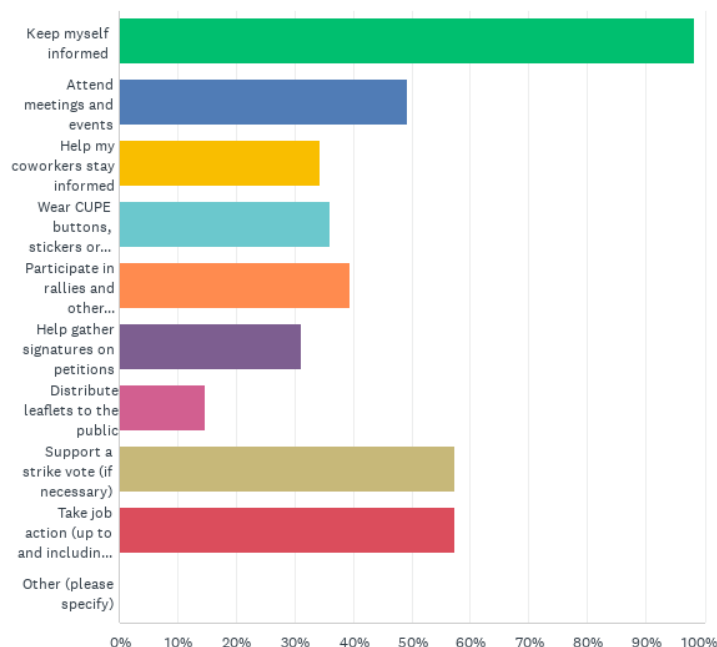
*The vast majority of respondents **do not see a viable career path ahead of them** at the University of Saskatchewan.*

## A Clear Mandate for Action

Members expressed both frustration and determination. While sessional lecturers feel overworked, underpaid, and undervalued, they remain deeply committed to their students and the quality of education at the University of Saskatchewan.

Nearly all respondents expressed a willingness to stay informed and participate in union actions, and a strong majority are prepared to support a strike vote if necessary.

Q23 Success at the bargaining table will require union members to demonstrate a strong, united front. In which activities would you participate to help your union bargaining committee to achieve a fair collective agreement? [Check all that apply]



*Our members are committed to **staying informed and being involved with the bargaining process**. A majority of respondents indicated **willingness to participate in job action and to support a strike vote if necessary**.*

### Moving Forward Together

Our Negotiating Committee enters this round of bargaining with a united and well-documented mandate. The survey results make one thing unmistakably clear: CUPE 3287 members are standing together to demand fair compensation, meaningful job security, and real investment in the professional work they perform every day.

The inequities facing sessional lecturers can no longer be treated as acceptable or inevitable. We have the evidence, the unity, and the resolve to make change.

In solidarity,

Jeffrey Klassen

Vice-President, CUPE 3287