

# CUPE 3287

University of Saskatchewan Sessional Lecturers

## News From Nowhere

Year 35, Number 4

December 2024 Newsletter



CUPE 3287 memorabilia from the office archives. (Photo credit: Patrick Bulas)

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***CUPE 3287 End-of-Term Banquet***

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

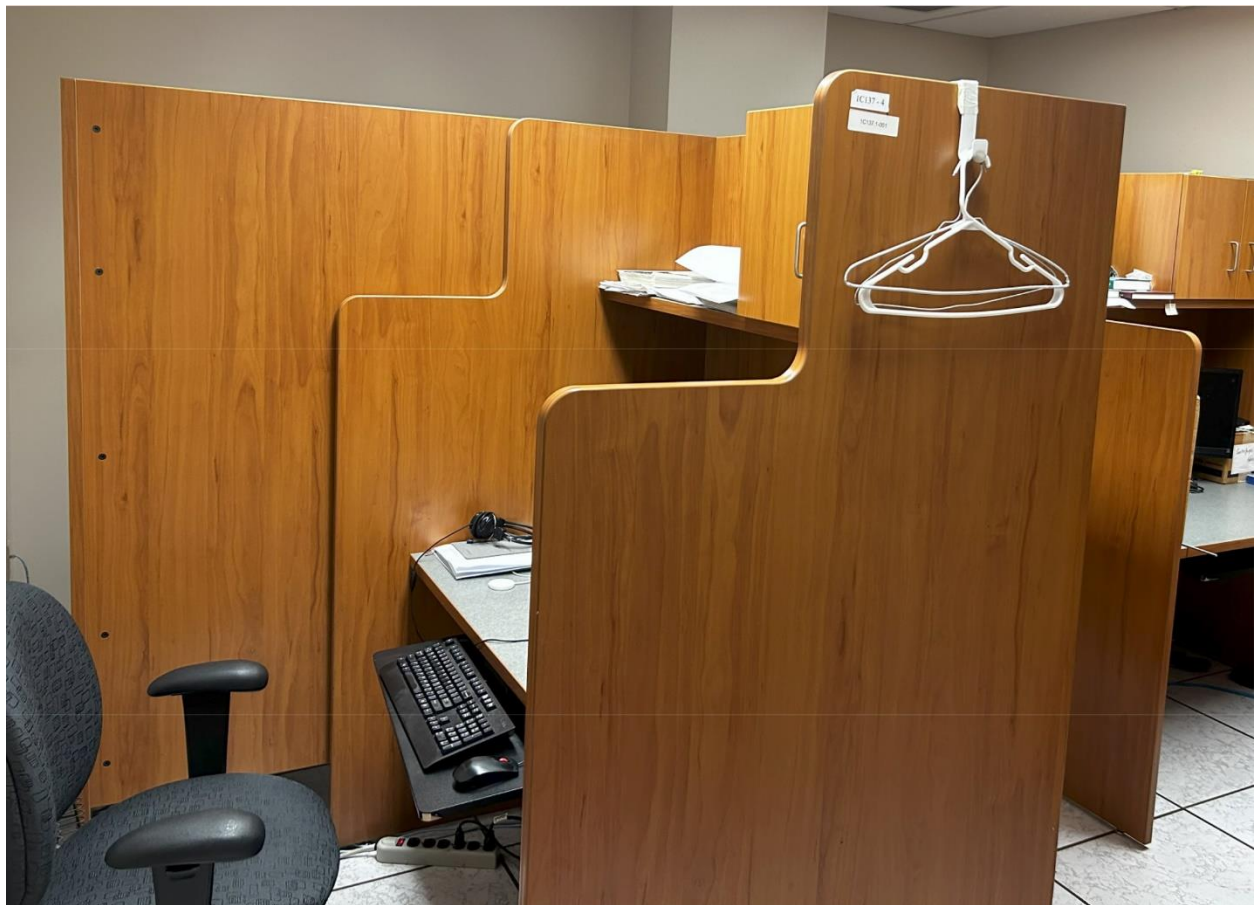
*Thursday, December 12  
Marquis Hall, Private Dining Room (2nd Floor)*

*The AGM will start at 5:30pm; the banquet will follow at 6:30pm*

## Newsletter Report: Office Spaces Survey Results

According to Article 33 of the CUPE 3287 Collective Agreement, all U of S sessional faculty are entitled to reasonable office space, equipped with the resources necessary to fulfill their teaching responsibilities. Unfortunately, the recent survey on office conditions reveals that for many instructors this standard is far from being met.

The survey evaluated office space conditions for sessional faculty. While it included a lighthearted photo contest to encourage participation, the results reveal a serious reality. Many sessional instructors are working under unacceptable conditions, with numerous reports of inadequate facilities, limited resources, and even fear of retaliation for speaking out.



A photo submitted by a sessional lecturer participating in the Office Spaces Survey.

## *Survey Findings*

Out of all respondents, only 52% reported being provided with what our collective agreement defines as “reasonable office space.” The remaining 48% face various degrees of hardship in their working conditions. Shockingly, fewer than 25% of sessional faculty say they receive the same level of support as their full-time colleagues. This gap in support is a critical issue that requires urgent attention.

Some of the most concerning findings include:

- Faulty or non-functioning printers
- Shared office spaces without access to private space to meet with students
- Instructors working from closets in laboratories
- Several respondents reported having no designated space at all
- Having to arrange appointments with students in public spaces, such as the library
- Feelings of shame when students see their inadequate workspaces

One respondent expressed concern that giving too many details in the survey might lead to repercussions, underscoring the climate of fear in some work environments.

## *Moving Forward*

It’s clear from these results that improvements are necessary. No sessional instructor should be forced to work in conditions that hinder their ability to do their job effectively. Adequate office space is not a luxury – it’s a basic necessity for fostering academic success and maintaining professionalism.

Rest assured that we will be presenting these results to the employer at our next meeting. Stay tuned for further updates as we continue to advocate for better working conditions for all our members.

Jeffrey Klassen  
CUPE 3287 Vice President



*On Thursday, October 17 The closing reception for The Great Conjunction, the most recent Staff & Sessional Exhibition was held at the Gordon Snelgrove Gallery. The artwork of members of CUPE 3287 & CUPE 1975 working in the newly formed School for the Arts was on display from September 23 to October 18.*



*Photo credit: Patrick Bulas*



## Notice of Nominations

The following members are standing for election to the CUPE 3287 Executive Board during the upcoming AGM on December 12.

Will Buschert for **President**

Brian Zamulinski for **President**

Eleni Arvanitis-Zorbas for **Recording Secretary**

Patrick Bulas for **News & Communications Officer**

Pearson Ahiahonu for **Member at Large**

Additional **Member at Large** positions and two **Trustee** positions are open as well.

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 12 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

### **Brian Zamulinski for President**

I am running to be president of CUPE 3287.

Let me start with an endorsement I received. When I ran for the presidency in December 2022, I outlined a plan for job action. At the members' meeting in February 2023, just two months later, the winner of that election literally proposed carrying out my plan.

CUPE 3287 needs a leader who can originate effective plans, not just copy them.

I have a plan. We must address the membership, the administration, the student body, and the public. We must be ready from the outset with a range of actions so that we can start small and go bigger as necessary.

I have a plan because I have experience. I have been involved in job action. I have planned job action. I have led job action. I have won through job action.

The plan for job action that was copied last time was a reasonable and effective alternative to the plan that existed at that time. The old plan was picket lines and porta-potties that would have cost members up to \$2500 a month in lost income—each. It was only after we had declared an impasse and after I pointed out the cost that discussions finally started about the kind of strike aversion measures recommended by CUPE National. Even then, nothing happened.

This time round, the bargaining team was selected early. In other words, the old leadership has acknowledged one of their mistakes and has taken steps not to make the same mistake again. The trouble is that sloth is not the only problem. CUPE 3287 needs a leader who is not learning on the job.

The last collective agreement was a defeat for the union. In real terms, we accepted a pay cut. Our pay has gone up 9.15% since 2020. Prices have gone up 17.64% in the same period, according to <https://cupe.ca/cpi-calculator>. This even understates the hit we've taken because food and housing have increased disproportionately. Food is up 26% and rent is up 23%. It is even worse for those with a mortgage.

Pay is where we must focus our efforts. Things like offices and pensions are distractions that will merely delay things. We gave up pensions years ago. They benefited only a small minority, and the union gave them up in exchange for every member getting the equivalent of the employer's contribution added to their salary.

Our situation is not as bad as it could have been because the membership stood up to the employer and rejected the initial deal the employer tried to impose. The union membership deserves the credit for the one bright spot in the gloom.

CUPE 3287 already has the membership it needs; now it needs the leadership.

I ask for your mandate to fight for you, and with you, for a better deal for all.

**Brian Zamulinski**

P.S. For those of you who don't know me, I have been involved with unions for over thirty years and was president of CUPE 3287 for about ten. While no longer involved in the day-to-day operations of the union, I have had time to think about a plan for a new type of campaign. An essential aspect of the campaign is the support of the membership from the outset, which is why I ask for your votes. The union is not the executive but all of us.

## Fall 2024 Academic Participation & Professional Development Grant Recipients

We are pleased to announce the recipients of the Fall 2024 round of the Academic Participation and Professional Development (AP/PD) grants. The following individuals were awarded grants to support their academic and professional endeavors:

- **Ana Hidalgo:** Conference Attendance – \$2,435.79
- **Leah Howie:** Conference Attendance – \$2,000.00
- **Natalie Pallisco:** Professional Credential – \$1,631.45
- **Jordan Schwab:** Artistic Materials – \$779.90
- **Laura St. Pierre:** Artistic Materials – \$3,034.00
- **Amanda Stalwick:** Conference Attendance – \$1,000.00
- **Stavros Stavrou:** Computer – \$2,810.00

Please note that, unfortunately, we were not able to offer tuition waivers in this round, and the program will remain on hiatus through the next round as we allow our fund to replenish.



## 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, 2025.

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](mailto:cupe3287grants@gmail.com), cc'd to [cupe3287@gmail.com](mailto:cupe3287@gmail.com).

### Fund Guidelines

**The Fall 2024 competition is now closed. The next round will open in January 2025. Please note that, unfortunately, we were not able to offer tuition waivers in this round.**

For more information, please visit the [Funds and Benefits](#) page on our website.

To apply for academic participation/professional development funds:

[Academic Participation/Professional Development Application Form](#) [DOCX, 90 KB]

## Saskatchewan Federation of Labour 2024 Convention

The Annual Saskatchewan Federation of Labor (SFL) Convention was held October 23 – 25, 2024 at TCU Place, Saskatoon. A total of 462 individuals - 377 delegates, 81 guests, and 4 media - attended the event. CUPE 3287 was represented William Gulka.

Councillor Sarina Gerster (City of Saskatoon) and Dan Macdonald (Saskatoon and District Labor Council) brought greetings to the convention. Guests included Carla Beck (NDP Leader and Leader of the Official Opposition), Lily Chang (Secretary-Treasurer - Canadian Labor Congress, CLC), Larry Hubich (former SFL President), and Bob Sass (pioneer of Saskatchewan's Occupational Health and Safety legislation).

The Convention theme was *Strength in Solidarity*. Lori Johb, President of SFL, served as Chairperson for the Convention. Three presentations stimulated discussion, conversations, and questions for those attending the Convention: "*Happy 30<sup>th</sup> Birthday, Unemployed Workers' Help Centre - UWHC*" (Mark Crawford), "*Nuclear and Energy Worker Solidarity*" (Bob Walker), and "*Solidarity with Filipino Workers*" (Kent Peterson, Secretary-Treasurer, SFL). Three videos entitled "*50 Years of Occupational Health and Safety*", "*Saskatchewan Union of Retirees Federation*", and "*Speak Up Saskatchewan – Enough Is Enough!*" were shared with conference attendees. Two panel discussions – "*Pushing Back on Privatization*" and "*Working Class Wisdom*" – were held.

Lori Johb, SFL President, in her address to the convention, focused on three matters:

(a) occupational health and safety, (b) mental health as an occupational health issue, and (c) "workers united will never be defeated." She stressed that "we have a lot of work ahead of us."

Lily Chang, Secretary-Treasurer, CLC, stated that "labor has never been as strong and respected as it is today" and "labor must vocalize what is important to us."

Carla Beck, NDP Leader and Leader of the Official Opposition, reminded the convention that unions played a critical role in building the NDP. Unions are the backbone of our communities, province, and economy of Saskatchewan, and "vote for change; enough is enough!"

Twenty-four resolutions plus one emergency resolution were brought forward. The resolutions included matters pertaining to human rights and justice (13), occupational health and safety (3), energy (3), legislation (3), and resolutions pertaining to federation policies (1), the education sector (1), and the health care sector (1). The emergency resolution focused on inclusion of marginalized members of our workplaces and society. Twenty-one resolutions were debated; the remaining four resolutions were referred to the Executive for consideration.

Four matters that are of particular concern to the SFL and labor organizations surfaced:

(a) occupational health and safety; (b) a decent living wage; (c) issues of workplace violence and discrimination; and (d) understaffing in schools, hospitals, and long-term care facilities. It is interesting to note that deaths from asbestos exposure still occur in Saskatchewan.

The Bob Sass Occupational Health and Safety Award was presented to Lori Powell immediately following the *Tribute in Recognition of Workers Killed on the Job*.

The Larry Hubich Awards for Lifetime of Service were presented to Judy Bell, Barb Fisher, and Janice Platzke,

Election results yielded the following: President – Lori Johb, and Secretary-Treasurer – Marilyn Macfarlane.

[William A. Gulka](#)  
[CUPE 3287 Member at Large](#)

### **How Are We Doing?**

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

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

**Please let us know.**

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

**We want to hear from you!**

## Winter Parking Sales

Parking spaces for the 2025 Winter Term will go on sale beginning **Monday, November 25, 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 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 Lots Map.

Parking spaces are made available on a 'first come, first served' basis; spaces are not reserved until payment has been received. Please note that the available number of spaces is relatively small, and they tend to sell out quickly.

Starting Monday, November 25, 2024, please contact the CUPE 3287 Parking Coordinator, Roberta Campbell-Chudoba: [cupe3287parking@gmail.com](mailto:cupe3287parking@gmail.com) to purchase space.

Lot F or Lot V

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

- \$22.50/hour/week/term

- Minimum 6 hours/week/term (minimum purchase is \$135.00 = \$33.75/month)

- Maximum charge (cap) after 20 hours/week/term: \$440.00/term (\$110.00/month) – gives 24/7 access to the chosen lot

- 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](mailto:cupe3287parking@gmail.com)

# Annual General Membership Meeting

Thursday, December 12, 2024

Doors Open 5:00pm

In -Person Meeting Starts 5:30 pm

Private Dining Room (2<sup>nd</sup> 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](mailto:cupe3287@gmail.com)

*Agenda on following page*



**ANNUAL GENERAL MEETING**

**December 12, 2024,**

**Doors open at 5:00 PM**

**AGM begins at 5:30 PM**

**Marquis Hall Private Dining Room**

**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, Membership Meeting, September 20, 2024
7. Matters Arising from the Minutes
8. Secretary-Treasurer's Report
9. News & Communications Officer's Report
10. Correspondence & Communications

Money Motion 005-2024: "That CUPE 3287 donate \$200 to the United Food and Commercial Workers Local 1400 which has been locked out by Heritage Inn in Saskatoon and Moose Jaw since September 7, 2023,"

Money Motion 006-2024: "That CUPE 3287 donate \$200 to the Canadian Union of Postal Workers Local 824 (Saskatoon) which has been on strike since November 15, 2024."

11. Executive Committee Report
  - a. IT Issues: Canceling X (Twitter) account, moving to Bluesky; McLean Hall Network Upgrade; Upgrade/Replace Office Computer
  - b. Case Work/Grievance/SJUMC Report

- c. Report on Academic Participation/Professional Development/Tuition Waiver Fund
  - d. Report on Office Space Survey and other upcoming membership surveys
12. Elections: President, Recording Secretary, News and Communications Officer
  13. Elections: Members-at-Large (up to five); Trustees (two)
  14. Elections: Members of the Negotiating Committee (up to two positions)
  15. New Business
  16. 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.

### Contact the Union

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### 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)*