

CUPE3287

University of Saskatchewan Sessional Lecturers

News From Nowhere

Year 36, Issue 4

December 2025 Newsletter



Sculpture by Artist & Sessional Lecturer Adrian Golban featured in this year's Staff & Sessional Exhibition (Photo credit: Joseph Anderson)

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End of Term Banquet

On Friday, December 5, The End-of Term Banquet at the University Club will begin around 6:15pm after the Annual General Meeting.

President's Report

As the Fall Term draws to a close, I hope that things are going smoothly for you. It's a very busy time of year (possibly the busiest) for most of us and I hope that you are at least keeping your head above water.

With the 2026 Winter Term looming just around the corner, CUPE Local 3287 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 printing 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.

Negotiations Update

Our [current collective agreement](#) with the University expired on August 31, 2025. After some delay, our Negotiating Committee has at last been able to begin actual negotiations with the employer geared toward a new collective agreement. In this round of bargaining, at the Union's request, we are pursuing a 'hybrid' approach, beginning with interest-based discussions before moving on to present the substantive proposals that the Committee has developed in caucus over the last several months. On November 4th the Committee – comprising me, Vice-President **Jeff Klassen**, **Pearson Ahiahonu**, **Patrick Bulas**, and **Denise Huynh**, together with our CUPE National representative, **Will Bauer** – met with the employer's negotiating team to discuss general, interest-focused issues from the Union's perspective. We'll be meeting again on December 10 to continue interest-

based discussions from the employer's perspective.

In a change from past practice (where the employer's negotiating team was led primarily by Labour Relations), our Committee is now engaged with an employer negotiating team led by the Vice-Provost Faculty Relations. These are very early days, of course, but so far, I think it is the general sentiment of the Committee that negotiations are proceeding on the basis of at least a bit more openness and understanding on the employer's part than they have in the past. At a minimum, I think it is definitely an improvement to be across the table from people who have actually stood at the front of a classroom and so are in a better position to understand some of the issues that we have raised (e.g., concerning class sizes, office space, and access to instructional resources).

Since the Committee has not yet provided the employer with its substantive proposals, it would not be strategically wise to present details of those proposals here. (From previous rounds of bargaining we know that the employer reads this Newsletter.) For one thing, our substantive proposals may change in light of on-going discussions. What I can report, however, is that goals we are pursuing include:

- **A fair and equitable wage increase, bringing U of S sessional lecturer stipends into alignment with comparator institutions in the province.**
- **Improved benefits, in particular for vision care, to be included as part of our health and dental benefits.**
- **Restored access to a decent pension plan.**

- **Changes to help sessional faculty to secure appointments in without-term and/or continuing positions.**
- **Recognition for the work that sessional lecturers do outside of the classroom.**
- **Changes to the course development provisions of our agreement to make it easier for sessional faculty to develop new courses, including integration with existing provisions for Right of First Refusal and rates of pay.**

Further explanation of some these bargaining goals can be found in the [September, 2025 issue of the Newsletter](#) (pdf). The Committee will, of course, keep members updated as negotiations progress.

Possible Grievance

As some of you will recall, in July 2020 the employer unilaterally transferred instructors for online-only courses, which had previously been in-scope of the Administrative and Supervisory Personnel Association (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. (Incidentally, 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.) The transfer of those positions back into ASPA was supposed to be effective September 1, 2025, yet this ended up being delayed until January 2026.

The result was that some online instructor positions for the 2026 Winter Term were

advertised during the Fall Term as in-scope of CUPE 3287 (even though those positions would ultimately be in-scope of ASPA). In some cases, those postings were withdrawn and re-advertised.

The union has learned of at least one case, however, in which a course in the College of Education was advertised as in-scope of CUPE 3287 and *not* amended or withdrawn, yet the resulting appointment was made in-scope of ASPA. For a course advertised as in-scope of CUPE 3287, the applicant has the expectation that Right of First Refusal (ROFR) will apply. In the case that we are aware of, the applicant had ROFR in the course for which she applied but was not appointed to teach that course on the grounds that ROFR does not apply to ASPA appointments. In the meantime, however, she had missed the opportunity to apply to teach other courses (on the assumption that, since she had ROFR in the course advertised, she would be hired to teach it). In the view of our Grievance Committee, this is grievable.

If you have found yourself in a similar situation, please [get in contact with the union](#). It is entirely possible that there is more than one grievance waiting to be filed here.

Get Involved

I encourage all of you – and especially new members – to come out to our upcoming Annual General Meeting on **Friday, December 5th**, starting at **5:30 PM** at the University Club (details, including the agenda for the meeting, can be found elsewhere in this newsletter). I hope to see you all there.

**In solidarity,
William Buschert
CUPE 3287 President**

2025 CUPE 3287 Bargaining Survey

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.

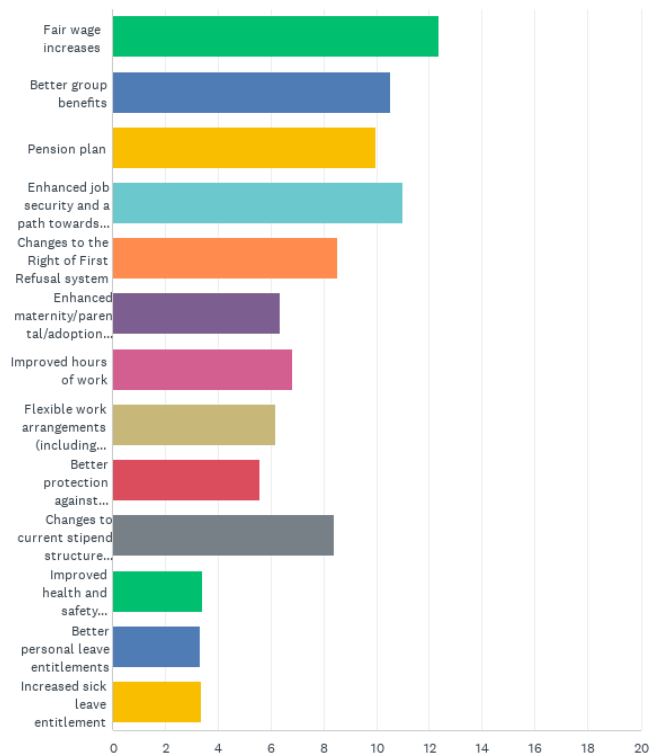
Top Member Priorities

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:



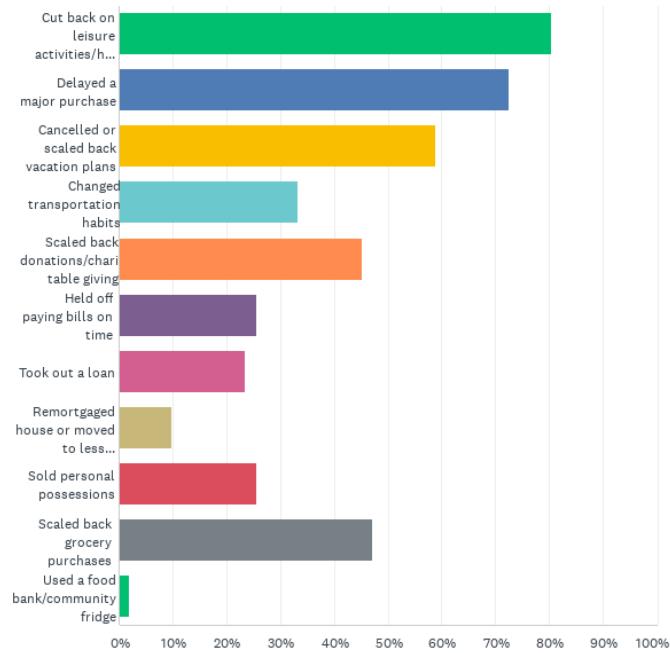
*Top member priorities were, in order, **Fair Wage Increases**, **Enhanced job security and a path towards permanence**, **Better Group Benefits**, and a **Pension Plan**.*

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.

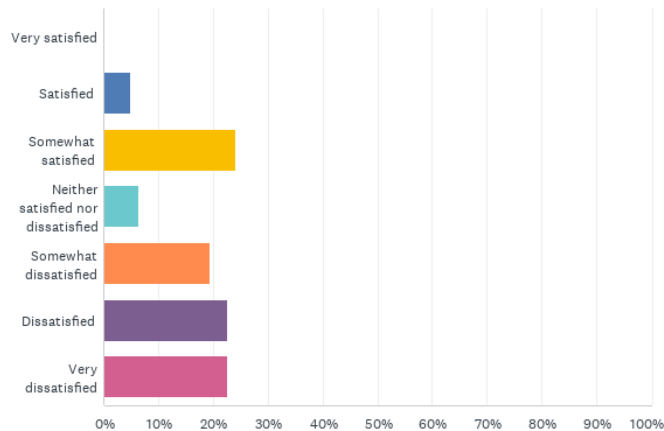
Stipends have not kept pace with inflation or the true cost of living. Many sessional lecturers rely on additional employment or family income simply to make ends meet. Members have been clear: pay must reflect both the real value of our work and the realities of life today.

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?



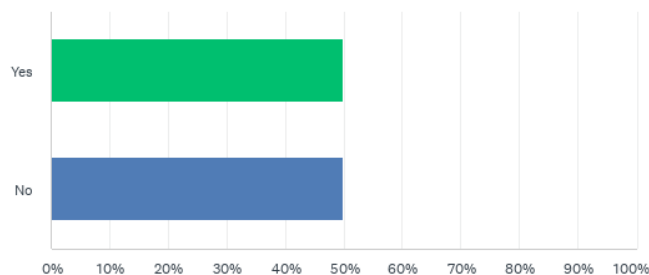
The majority of respondents are *dissatisfied with their wages*.

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

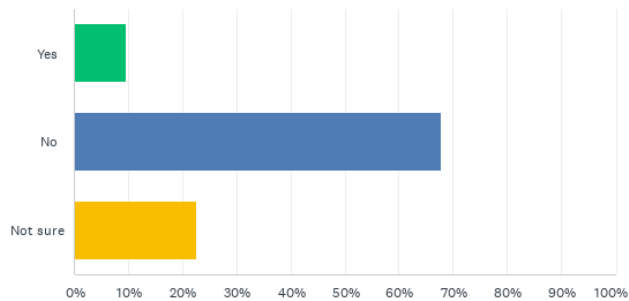
Opinions on current benefits vary, but overall satisfaction is low. Members identified several key needs:

- 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?



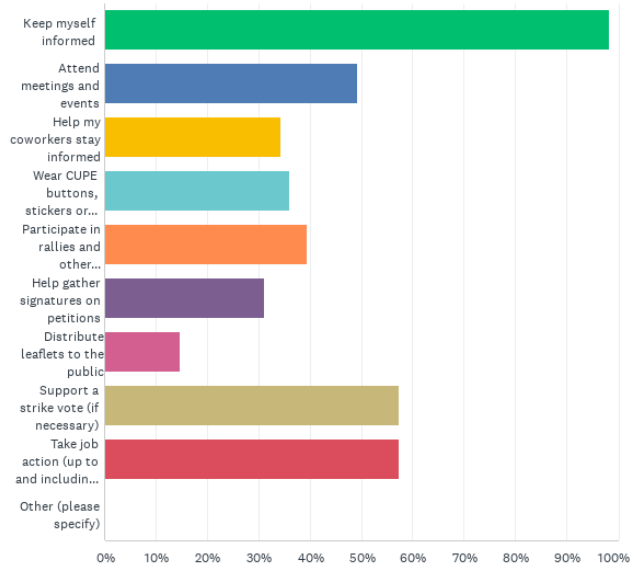
*The vast majority of respondents **do not see a viable career path ahead of them** at the University of Saskatchewan.*

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



The reception for this year's Staff & Sessional Exhibition was held on September 26, 2025 at the Gordon Snelgrove Gallery. The exhibition featured the work of CUPE 3287 & 1975 members working in the School for the Arts. Clockwise from the top left: Frances Robson (center in blue) posing with her family and art installation, Adrian Golban discussing his work during the reception, Terry Billings, Laura St. Pierre, and Shelby Lund standing next to their work.

(Photo credit: Joseph Anderson)



Sessional Profile: Renata Mont'Alverne



Photo credit: Renata Mont'Alverne

Originally from Belo Horizonte, Brazil, Renata Mont'Alverne has called Saskatoon home for almost eight years and in that time, she has grown to appreciate the how the city has the peace and feeling of a small town while still being large enough to have and find everything that she needs.

Dr. Mont'Alverne completed both her Master and PHD degrees in Biological Oceanography from the Federal University of Rio Grande in Brazil. Her first contact with the University of Saskatchewan was in 2014, during her PhD, when she came to learn more about the use of stable isotopes in aquatic research from Dr. Tim Jardine, professor at SENS. Renata appreciated the university and the city so much that she later became a Usask student herself and received her Master in Environment and Sustainability in 2021.

Investigating natural and social issues concerning aquatic environments is the focus of Mont'Alverne's research and brings together her love for water and her passion for understanding how nature works and how it interacts with people. When considering future projects, Renata hopes that her research will lead to work that helps protect aquatic ecosystems while also supporting communities that depend on them. As new challenges emerge in water protection, she is open to new research opportunities that combine conservation, justice and equality.



Photo credit: Renata Mont'Alverne

For her first time teaching, Dr. Mont'Alverne co-taught *Sustainability and Environmental Impact Assessment (ENVE 381)* in the Department of Civil, Geological, and Environmental Engineering. Her goal for the class was to encourage personal reflections, communication, and critical thinking, and to help students explore different tools and perspectives for tackling environmental issues.

Reflecting on her time as an instructor, Renata remembered a conversation with her mentor, Dr. Lori Bradford, about the four Cs of mentorship: Connection, Clarity, Compassion, and Commitment and realized that she was already teaching with these values in mind. At the end of the semester, Renata got a card from a student thanking her and her co-instructor for all their

insights and positive energy. Encouraged by her students' positive feedback, she would love the chance to teach again and continue to grow as an instructor. Overall, she found teaching to be an amazing and challenging experience and gained further respect for professionals who balance research, supervision, funding, writing, and teaching, demonstrating real passion and dedication to sharing knowledge.

Mont'Alverne has found that her experience as a teacher has informed her approach to her research. Sometimes researchers can be too focused on the problem in front of them and be too specific to their area of study. She believes that teaching reminds us to take a step back and see things from a larger perspective. Renata loves how teaching makes us students again and reminds us that there is always something new to learn.



Photo credit: Renata Mont'Alverne

In her spare time, Mont'Alverne loves snuggling with her cat and doing puzzles. A quote from a movie called *Puzzles* (2018) has stuck with her: "when you complete puzzle, when you finish it, you know that you have made all the right choices. No matter how many wrong pieces you tried to

fit into a wrong place, but at the very end, everything makes one perfect picture.” She tries to see life in the same way. Mont’Alverne believes that one wrong choice, or something that someone really wants but doesn’t work out, doesn’t

necessarily mean failure. Maybe it was just a piece that looked right at the time, but it really wasn’t supposed to fit there, and eventually the one that will fit will be found.

Patrick Bulas
CUPE 3287 News & Communications
Officer

Become a “Member in Good Standing”

All sessional lecturers at the University of Saskatchewan are represented by CUPE 3287 and covered by our [Collective Agreement](#). All U of S sessional lecturers also pay dues (assessed at 2% of earnings, collected by the employer and remitted to the union) which are used to support the work of our local. All dues-paying members of our local (or “[Rand formula](#)” members, in Canadian legal terminology) enjoy the benefits of collective bargaining and union representation when the collective agreement has been violated.

In order to stand for office in our local, however, you must become a Member in Good Standing. (See Article 4 of our [Bylaws](#)). You can do this by [completing an application form](#). By completing the application form it is understood that the applicant has accepted the oath of membership and has met the requirements of the CUPE National Constitution.

Notice of Elections

The AGM on December 5 will include elections for the following positions:

Vice President

Secretary-Treasurer

Members-at-Large (up to five)

One Trustee Position (with a term of up to three years)

A by-election will also be held for the position of **Recording-Secretary**

A description of duties and stipends for each of these positions can be found in our local's [Bylaws](#).

In order to stand for election or to vote in elections, you must be a member-in-good-standing of our local, meaning that you must have completed a membership application. If you haven't already done so, please complete a [membership application](#) prior to the AGM.

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 5 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.

Notice of Nominations

The following members are standing for election to the CUPE 3287 Executive Board during the upcoming AGM on December 5.

Jeffery Klassen for **Vice President**

Joan Patricia Forder for **Recording-Secretary**

Jason Zorbas for **Secretary-Treasurer**

Candidate Statements

Joan Patricia Forder for Recording-Secretary

What I bring to the table:

- ✓ Highly proficient in the use of Microsoft Office: Word, Excel, & PowerPoint.
- ✓ Extensive experience working with Organizational Boards in many capacities
 - ✓ Represented Combined Lab and X-ray Technicians within the Health Sciences Association of Alberta (1984 – 1987)
 - ✓ Extensive volunteer experience with Local Toastmasters International Clubs as President, Vice-President, and Secretary (2004–2016).
 - ✓ Experience working in different levels of Toastmasters as Area Governor, Division Governor, Youth Leadership Coordinator, and Conference Chair. (2006 – 2016).
 - ✓ Currently volunteering as President of the Senior Citizens' Service Association of Saskatoon (SCSAS). I have also volunteered as a Member at Large and as Secretary (2017 – present).
 - ✓ Very active within the Graduate Students Union, The Medical College of Wisconsin at various levels to include terms as President, Vice President, and Secretary (2001 – 2004)
 - ✓ Life-Long Learning Commissioner within Western University Students' Council (representing all Mature Students on Campus) (2001 – 2001)
- ✓ Excellent experience in both scientific and creative writing capacities.

HIGH LEVEL SKILLS OVERVIEW

Leadership, Consulting
Planning, Implementation
Flexible, Problem-solver
Logical, Organized
Program Design, Evaluation
Humorous, Articulate

Dependable, Team-Builder
Management, Communication
Presenter, Facilitator
Innovative, Resourceful
Data Collection & Analysis
Qualitative & Quantitative

EDUCATION:

2013 – 2015	Master's in Adult Education University of Calgary
2005 –2008	Post Doctorate Fellowship, University Health Network, Toronto Division of Fundamental Neurobiology; Supervisor: Dr. Michael Tymiński
2001 - 2005	PhD, Graduate Studies in Biomedical Sciences, Specialist Neurobiology Department of Physiology, Medical College of Wisconsin, Milwaukee, Wisconsin, USA. Thesis, “Alterations in Cerebral Functional Hyperemia Following Stroke”, Dr. Andrew S. Greene, Advisor
1998 - 2001	B.Sc. Honors Physiology and Psychology Western University, London, Ontario, Canada. Thesis, “Exploring Retinotopic Mapping of Area MT in Humans using fMRI”, Dr. Tutis Vilis, Thesis Advisor

ADDITIONAL TRAINING:

2011 – 2012	Certificate in University and College Administration, Level 1 Centre for Higher Education and Research, University of Manitoba
2012 Dec	Master Facilitator Certification for the Instructional Skills Workshop, University of Calgary
2009 July	Distinguished Toastmaster, Toastmasters International
2009 May	Facilitator Certification for the Instructional Skills Workshop University of Windsor
2008 Dec	Instructional Skills Workshop The University of Western Ontario (now Western University)
1990 - 1991	Advanced Certification in Massage Therapy Grant McEwan Community College (Massage Therapy), Edmonton, Alberta, Canada.
1983 - 1984	Combined Lab and X-Ray Technician Diploma Northern Alberta Institute of Technology, Edmonton, Alberta, Canada.

62nd Anniversary CUPE National Convention

October 05– 11, 2025, Toronto, Ontario



Photo Credit: William Gulka

A total of 2,186 delegates representing 673 locals, affiliated jurisdictions, and CUPE members from across Canada attended the 2025 CUPE National Convention held at the spacious Metro Toronto Convention Centre.

Every province was represented. Ontario (950), British Columbia (415), and Québec (229) had the largest number of delegates while Prince Edward Island (34) had the smallest number of delegates. Saskatchewan was represented by 84 delegates, including one delegate from CUPE Local 3287. CUPE BC oversees the Yukon Territory while CUPE AB serves The Northwest Territory and Nunavut.

The National Convention consisted of six main activities: (a) reports from sectoral committees; (b) caucus and sectoral groups meetings; (c) debate of constitutional amendments and resolutions submitted by locals from across the country; (d)

on selected topics; (e) educational forums; and (f) election of officers.

The presentations, caucus meetings, educational forums, 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 Monday evening, October 06th) and meetings of the 18 sectoral groups (the post-secondary sectoral meeting took place Sunday afternoon, October 05th) were held throughout the week. On-site translators made it possible to hear the sessions and speakers in both English and French. Seven information forums (privatization, film screening of *Pride and Prejudice*, international solidarity, AI, health and safety, migrant and temporary foreign workers, and human rights), and one training session (opioid intervention) were held.

Four distinguished guests brought greetings to the Convention: Olivia Chow, Mayor of Toronto; Alexandre Boulerice, MP Rosemont-La Petite-Patrie (NDP, Labor Critic); David Eby, NDP Premier of British Columbia (via video); and Wab Kinew, NDP Premier of Manitoba (via video). Five guest presenters addressed the delegates: Lee Sanderson (American Federation of State, County, and Municipal Employees - AFSCME); Professor Timothy Caulfield (Infodemic); Lana Payne (UNIFOR); Bea Bruske (Canadian Labor Congress - CLC); and Magali Picard (Quebec Federation of Labor (FTQ). Attendees that were acknowledged included Carla Beck, NDP Leader of the Official Opposition, Saskatchewan, and Avi Lewis and Rob Ashton, Federal NDP leadership candidates.

43 constitutional amendments were presented to the Convention; seven were passed and three were defeated. 240 resolutions dealing with 32 topics and areas of interest or concern were presented for the delegates' consideration. The presentation of resolutions was aligned with the 3-4 sectoral group reports on a given day. 47 resolutions were accepted. The remaining 33 constitutional amendments and 193 resolutions that could not be debated because of lack of time were referred back to the Executive for further consideration. Seven emergency resolutions were also put forward for debate, four of which were accepted and three of which were referred to the Executive.

Elections yielded the following results: (a) President: Mark Hancock; (b) Secretary-Treasurer: Candace Rennick (acclaimed); (c) five General Vice-Presidents (Gina McKay,

CUPE MB, will represent Saskatchewan and Manitoba); (d) 14 Regional Vice-Presidents (Kent Peterson will represent CUPE SK); and (e) four Diversity Vice-Presidents.

Over time, convention procedures, technology, political systems, perspectives, and critical issues change. These were reflected in this year's convention. First, electronic voting has yet to be perfected (e.g., no ABSTAIN option was included.) In fact, the electronic system broke down on the first day of Convention, necessitating a return to the "old school" paper ballot format for the remainder of the Convention. Second, AI received a lot of attention at this year's Convention (six resolutions submitted). Third, there is a continued need to clearly explain convention protocols (e.g., Point of Order; Point of Privilege). Fourth, A Safe Walk Program was available this year for delegates that attended evening sessions. Fifth, delegates received numerous reminders to refrain from using scented products in consideration of attendees with sensitivities to these products. Sixth, political differences from out of Canada (the Israeli-Palestinian conflict) surfaced, prompting some delegates to voice concern about their personal safety in the Convention Hall. Seventh, delegates were made aware of second hand or incidental exposure to illicit substances. CUPE is the largest union in Canada. A highlight of the Convention was National President Mark Hancock's announcement that in 2025, CUPE surpassed the 800,000 member mark.

**In solidarity,
William (Bill) Gulka
CUPE 3287 Member-at-Large**

Congratulations to Our Fall 2025 AP/PD Grantees!

CUPE 3287 is pleased to announce the recipients of the Fall 2025 Academic Participation and Professional Development (AP/PD) Fund. These grants support members in pursuing professional development opportunities, from conference travel to research visits and computer purchases. Congratulations to our grantees:

- **Alanna Carlson** – Conference travel – \$3,000
- **Adam Epp** – Conference travel – \$1,390
- **Justin Fisher** – Conference travel – \$1,870
- **Jasmin Fookes** – Computer purchase – \$3,412
- **Katrina Sawchuk** – Conference travel – \$2,025
- **Bruce Sinclair** – Research visit to Manila (airfare) – \$2,000
- **Laura St. Pierre** – Production and printing of photographic works – \$2,612
- **Qingde Yang** – Computer purchase – \$888
- **Jason Zorbas** – Computer purchase – \$1,531

We thank all members who applied and encourage everyone to plan ahead for the next round. The **Winter 2026 AP/PD Fund application period opens in January**, with a submission **deadline of February 28, 2026**. This is a great opportunity to fund projects that enhance your teaching, research, or creative practice. Details can be found on our website:
<https://3287.cupe.ca/resources/funds-and-benefits/>.

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, 2026

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

2026 Winter Term Parking Sale

Parking spaces for the 2026 Winter Term will go on sale beginning Monday, November 17, 2025.

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 17, 2025, please contact the CUPE 3287 Parking Coordinator, Roberta Campbell-Chudoba: cupe3287parking@gmail.com.

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.

Annual General Meeting

5:30 PM, Friday, December 5, 2025

In-Person at the University Club

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 5, 2025, 5:30 PM

University Club

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, Fall Membership Meeting, September 26, 2025
7. Matters Arising from the Minutes
8. Secretary-Treasurer's Report
9. News & Communications Officer's Report
10. Correspondence & Communications
11. Money Motion 004-2025: "Moved that our local donate \$200 in support of CUPE Local 4317, which has been on strike since September 22nd."
12. Executive Committee Report
 - a. Proposed "Prior Authorization" for Prescription Drug Benefits
 - b. Case Work/Grievance/SJUMC Report
 - c. Negotiations Update
13. By-Election: Recording Secretary (one year term)
14. Election: Vice-President (two year term)
15. Election: Secretary-Treasurer (two year term)
16. Election: One (1) Trustee (three year term)
17. Election: Members at Large (up to five (5), each with a one year term)
18. New Business
19. 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.

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*If you would like to submit an article to
our newsletter or would like to join our
committee, please contact
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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](#).