

CUPE3287

University of Saskatchewan Sessional Lecturers

News From Nowhere

Year 37, Issue 2

July 2026 Newsletter



Volunteers setting up the CUPE Saskatchewan float for the Saskatoon Pride Parade on June 28, 2026. CUPE 3287 proudly supports its 2SLGBTQ+ members. (Photo: Patrick Bulas)

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Save the Date!

The Annual CUPE 3287 Welcome Back BBQ is on Thursday, September 10 starting at 4:00pm.

Check your email for more details in the weeks to come.

President's Report

Negotiations Update

In previous reports to the membership I've noted the improved tone, as compared to previous rounds of bargaining, in our current negotiations with the University. I think that's still the prevailing sentiment of our Negotiating Committee (which includes me, Vice-President **Jeff Klassen**, **Pearson Ahiahonu**, **Denise Beaulieu**, **Patrick Bulas**, and **Denise Huynh**, together with our CUPE National representative, **Will Bauer** and his current replacement, **Theresa Swistun**). Our meetings with the employer have been (mostly) respectful and at least relatively cooperative and productive.

But "good vibes" can only take you so far.

On June 4th, after seven previous bargaining dares, the University sent the Committee a "comprehensive offer to settle." (This is not the same thing as a "final offer" or "last offer," in that the Committee is not obligated to bring it to the membership for a ratification vote. It more like a signal from the employer that they believe negotiations may be nearing an end and that they want to wrap things up.)

The University's offer contains some good things. The employer apparently has withdrawn earlier proposals that would have made [Right of First Refusal](#) (ROFR) more difficult to obtain and maintain. The offer also includes a proposal to provide a fairly modest, but not insignificant, increase in funding to our Academic Participation, Professional Development, and Tuition Waiver fund. In addition the employer's offer includes new funding to support sessional lecturer participation on Occupational Health and Safety Committees. I think the Committee can

look on these aspects of the current offer as at least 'medium-scale' wins.

Nonetheless, the current offer contains several proposals that the union cannot accept. Most notably, the offer includes a schedule of wholly inadequate stipend increases. The proposed increases for each year are less than the current inflation rate, less than the cost of living increases that we have all experienced over the last several years, and, for comparison, less than the [3% over four years increase in post-secondary funding](#) promised by the provincial government in its March 2026 budget. Moreover, the employer's proposed wage increases would do virtually nothing to close the considerable gap between U of S sessional stipends and those provided at many other U15 institutions and at the University of Regina.

A theme that the employer has brought up repeatedly in negotiations is "qualifications." The current offer holds out the prospect of an increase in the maximum teaching assignment (from 12 to 18 CU in the Fall and Winter terms) for "qualified" sessional lecturers who hold ROFR. The employer's criteria for judging an applicant to be "qualified" is under-developed and potentially problematic, however, and there has been little actual clarification provided (and, indeed, little actual negotiation) regarding how the proposed new criteria for "qualified" will affect ROFR for members who currently hold it or the ability of newer members to obtain it. The employer's offer is also silent on the union's previous proposals for improved health benefits. In addition, the employer has simply rejected without any serious discussion our proposal to increase

the deemed hours of work per 3 CU course from the current 195 to something more in line with other Canadian universities (where the average is about 230 hours).

The Committee will be meeting with employer on July 21 for what will all but certainly be the last bargaining date until the Fall term. At that meeting, the Committee will be tabling our reply to the University's offer to settle. We will hopefully be in position to advise members about further developments at our upcoming membership meeting on July 24th (see below and elsewhere in this newsletter for more information).

Early Applications

[Article 15.4](#) of our Collective Agreement allows sessional lecturers to submit applications to teach courses that haven't yet been advertised. Despite this, some members in the College of Arts and Science (I was one of them) have been told that their early applications cannot be accepted because the new online application form that developed in Arts and Science (and now, apparently, being rolled out to other colleges) does not support early applications. This is simply false. Article 15.04 remains in effect and has not changed in any way and academic units *must* continue to accept and act on early applications. The union raised this issue with the Sessional Joint Union Management Committee (SJUMC) on April 16th and it appeared that issue would resolved. The union then learned of other, subsequent cases where our members early application had either not been accepted or had not been

acted on. Accordingly, we raised this issue again at SJUMC on June 24th where the employer acknowledged that the message had apparently not gotten through to all administrative staff and committed to fixing this. The upshot: If your early application is rejected or isn't acted upon, [contact the union](#) and we will make sure that situation is rectified.

Get In Touch & Get Involved

As always, I'd like to remind you, especially if you are new to sessional teaching, that the 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. 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.

For fairly obvious reasons, getting members to come out to a meeting in the summertime can be challenging. But we can't actually do very much unless enough of our members attend. So I encourage all of you – and especially new members – to come out to our upcoming Membership Meeting on **Friday, July 24th**, starting at **5:00 PM** in **ESB 44** or to participate remotely via Zoom. (Details, including the agenda for the meeting, can be found elsewhere in this newsletter.) I hope to see you there.

William Buschert
CUPE 3287 President

Sessional Profile: Gabriel Bernardes



Photo courtesy of Gabriel Bernardes

The beginning of Gabriel Bernardes work in pharmacy began in his home country of Brazil where his parents owned a community drug store. Completing both his bachelor's and master's degrees in pharmacy in Brazil, Bernardes' studies focused on research.

Later, Bernardes moved to Saskatoon to attend the PhD Pharmacy program at the University of Saskatchewan to undertake research in drug discovery, developing compounds to treat specific diseases. Drug discovery is a combination of chemistry and pharmacy, and the U of S is one of the few schools that have supervisors working in this area of study. Specifically, Bernardes

developed different compounds that treat sickle cell anemia and Parkinson's disease.

Some of the research that Bernardes continues to be involved with has an interesting Canadian connection. Quebecol, a compound found about 15 years ago in maple syrup, is being studied as a possible treatment for Parkinson's disease.

Bernardes is helping to develop ways to synthesize Quebecol because the compound is difficult to extract from maple syrup. Bernardes jokes that he must be careful not to suggest that maple syrup is toxic because of the Quebecol to avoid any trouble from the maple syrup industry.

Most of Bernardes' work in pharmacy began to shift from research to teaching during his time in the PhD program where he received scholarships connected to teaching. He often mentored students in the lab and worked as a teaching assistant in the classroom.

He continues to find teaching very rewarding, and he recently received a USSU teaching reward for his work in the Toxicology class that he first taught in the winter of 2023. The class is an elective that combines chemistry, pharmacy, and toxicology and is attended by students in toxicology, health studies, and agriculture. He co-teaches the class with two other instructors. He covers the pharmaceutical section while one teaches pesticide science, and another teaches the environmental

effects on water. Students in Bernardes class appreciate that there is a practical application to what they learn in the class, and it's not purely academic.

Bernardes is also a full-time instructor at Saskatchewan Polytechnic and teaches chemical technology, instrumentation, and organic chemistry. He notices that there are differences between the two schools. The classes tend to be smaller at Saskatchewan Polytechnic and there's a more familiar relationship with the students because he sees them almost every day. At the U of S, Bernardes finds that the students are more curious and many stay after class to ask questions. Despite the larger class size, he does get to know some of his students quite well and has written several reference letters for them.

Bernardes' wife Camila is also a sessional instructor at the U of S and they often share thoughts and feedback on what to do in certain situations within their classes. Each of them has different teaching experiences in different areas but they still are teachers and they influence each other's teaching styles.

Camila teaches Spanish and the class is more dynamic with students participating more actively and engaging in conversation. In contrast, science classes tend to be more reserved. By adapting Camila's approach to teaching, Bernardes finds that his classes become more participatory and the student-teacher relationship improves.

Bernardes thanks his students for his USSU teaching award and appreciates the significance that the nomination and voting was all from them.



Bernardes receiving his 2026 USSU Excellence in Teaching Award (photo courtesy of Gabriel Bernardes)

Patrick Bulas
CUPE 3287 News & Communications
Officer

Did You Know...

...Sessional lecturers at the University of Saskatchewan earn much less than sessional lecturers/per-course instructors at other Canadian Universities?

Base Entry-Level Stipend* per 3 CU/ half course:

University of Saskatchewan (CUPE 3287, current)	\$7,990.00
McMaster University (CUPE 3906, Unit 2 , 2026)	\$9,435.73
Queen's University ("Term Adjuncts," QUFA , 2026)	\$9,544.00
University of Toronto (CUPE 3902, Unit 3 , 2026)	\$9,820.70
Western University ("Limited Duties PT Appointments," UWOFA , 2026)	\$10,215.89

Top-Level Stipend per 3 CU:

University of Saskatchewan (current)	\$8,650.00
University of Regina (URFA , Sessional Lecturer IV, w/ PhD, 2026)	\$10,953.00
University of Regina (URFA , Sessional Lecturer IV, w/ Masters, 2026)	\$9,616.00

* For accurate comparison, figures quoted include vacation pay and professional allowance (where known), but exclude per student top-ups for large classes and other overload payments, since these vary across institutions.

Does this seem fair to you?

Support your Negotiating Committee



Report from the Canadian Labour Congress Convention

I recently had the opportunity to attend for the first time the Canadian Labour Congress (CLC) Convention, held May 11th to 14th at the RBC Convention Centre in Winnipeg. Here are some of my impressions.

I knew it was going to a *large* gathering, since it includes representatives nearly all major labour groups in Canada. But, man, it is *big*:



Photo: Will Buschert

There were about 2,300 delegates at the Convention and nearly all of them are in attendance in a single room for each plenary session. That's probably the most people I've ever seen together in a meeting.

But the sheer size of the Convention, it turns out, has some (in retrospect, predictable) consequences.

The main business of the Convention, besides workshops, speeches, and social events, is to vote on resolutions to be adopted by the CLC. More than 100 resolutions were voted on over the course of four days, on issues ranging from artificial intelligence to industrial policy, from post-secondary education to sex work, from pharmacare to Palestine. I can't even begin to summarize all of the resolutions here, but you can, if you wish, [read them all for yourself](#). Each

resolution gets about an hour or so of discussion before being voted on.

What I didn't expect, however, is that the Convention plenary sessions don't really allow for any actual deliberation: Resolutions are introduced and explained (sometimes quite eloquently; sometimes not), the floor is opened for comments (sometimes eloquent; sometimes not), and then a vote is taken. In nearly every case, attempts to amend a resolution from the floor are ruled out of order by the chair. Once I saw this in action, however, I got the point: In a meeting of 2,300 people, if actual debate is permitted...well, the process could go on *forever*. I understand now why CLC practices have evolved in this way.

Which is to say, the main business of the Convention is, as people say these days, mainly *performative*. If you want to actually change or offer input to CLC policies, you won't do it from the Convention floor. Instead, you need to be part of the committees that draft the resolutions well in advance of the actual convention.

At the membership meeting where I put my name forward to be a delegate to CLC Convention, a member (wisely and astutely) asked what the value proposition was for our local in supporting my attendance. As you can gather from what I've said above, I'd *hoped* and *assumed* that part of the value of being a delegate would be an opportunity to inform CLC policy debates from the perspective of U of S sessional lecturers. It turns out that there isn't much real opportunity for that at the Convention.

But that certainly doesn't mean that being a Convention delegate isn't valuable.

For one thing, some of the speeches were quite inspiring and energizing. The Convention heard speeches from federal NDP leader **Avi Lewis** (whose French is not as good as he apparently thinks it is – not that I'm really in a position to judge), Alberta NDP Opposition leader **Naheed Nenshi** (who was great, in a funny, folksy way), and Manitoba Premier **Wab Kinew** (who positively brought the house down to rapturous applause and ended up greeting and shaking hands with dozens of delegates following his speech). It's difficult to quantify the value of inspiration, of course, but your delegate is certainly glad that he had the opportunity to hear (and, in some cases, to meet) these political leaders.

Also, some of the Convention workshops (you can't attend all of them, since most are offered concurrently) have provided me with useful ideas about, for instance, encouraging member participation and organizing job actions.

Definitely not to be undersold, however, is the opportunities that the Convention provides for making contacts with other union leaders and activists. Having some extended face time with senior CLC and CUPE leaders (see photo below, e.g.) is valuable to our local in that we can each now put a face (and some stories) to a name and I think that, going forward, this makes it that much easier for us to communicate with and get things done with other union leaders.

Would I do it again? Well, it is a pretty gruelling four days, but I think the answer is 'yes'. Is it in the interests of local to send a delegate to the next Convention? (This was, after all, the first time that we have done so.) That's for the membership to decide sometime before the next CLC Convention, to be held in Vancouver in May 2029.

William Buschert
CUPE 3287 President



The CUPE "Saskatchewan Delegation" at the CLC. Clockwise from left, CUPE National President, Mark Hancock, CUPE SK President, Kent Pearson, Dene Nicolson (CUPE 8443), Rhonda Sharples (CUPE 8448), Shandel McLeod (CUPE 8443), Will Buschert (CUPE 3287), Bashir Jalloh (CUPE 5430) [Photo: [Joshua Berson](#)]

Parking Services

Parking spaces for the 2026 Fall Term will go on sale beginning Tuesday, August 4th, 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 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 Tuesday, August 4, 2026, please contact the CUPE 3287 Parking Coordinator, Roberta Campbell-Chudoba: cupe3287parking@gmail.com or mobile: (306) 222-5781 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.

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.

Summer Membership Meeting

5:00 PM, Friday, July 24, 2026

In-Person:

Room 44 in

The Edward School of Business

&

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



SPRING & SUMMER MEMBERSHIP MEETING

July 24, 2026, 5:00 PM

ESB 44 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, Membership Meeting April 8, 2026
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 of CUPE Local 2722 (Oxfam Canada) who are currently on strike."
12. Executive Committee Report
 - a. Negotiations Update
 - b. SJUMC Report
 - c. Reminder: Fall Session Parking
 - d. Summer Community Engagement Event, Sep 1
 - e. Welcome Back BBQ, Sep. 10
13. Election: Delegate to Western Regional Conference of Faculty Associations, Union Centre, Winnipeg, Oct. 22-24.
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.

Contact the Union

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Newsletter Editorial Board

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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

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](#).