

CUPE 3287 ANNUAL GENERAL MEETING

December 12, 2024, 5:00PM
Marquis Hall Private Dining Room

Present: W. Buschert, J. Klassen, J. Zorbas, E. Arvanitis-Zorbas, P. Bulas, B. Gulka, P. Ahiahonu, S. Stavrou, M. Burles, S. Sanders, T. Billings, B. Zamulinski, F. Robson, R. Campbell-Chudoba, L. Ehrlich, A. Guerrero Chacon, K. Nguyen, P. Sanyal, G. McConnell, S. Leard, D. Turcotte, P. Lehmkuhl, S. Shewchuk, C. Bar Gar, F. Rafi.

1. Acknowledgement of Indigenous Territory

2. Motion to Adopt the Agenda: J. Klassen moves; L. Ehrlich, seconds; carried.

3. Roll Call of Officers

4. Reading of the Equality Statement: Read by W. Buschert.

5. Motion to Accept New Members in Good Standing: W. Buschert moves; P. Ahiahonu seconds; carried.

6. Motion to Adopt the Minutes, Membership Meeting, September 20, 2024: E. Arvanitis-Zorbas moves; S. Stavrou seconds; carried.

7. Matters Arising from the Minutes: They will be addressed in the Executive Report.

8. Secretary-Treasurer's Report: J. Zorbas gives his report. The Local is doing well. Budget proposal handed out to all the members present. **Motion to Adopt the Budget:** J. Zorbas moves; W. Buschert seconds; carried. **Motion to Accept the Secretary-Treasurer's Report:** J. Zorbas moves; R. Campbell-Chudoba seconds; carried.

9. News & Communications Officer's Report: P. Bulas gives his report. He is creating a new banner for our Local, which will be ready in the new year. **Motion to Accept the News & Communications Officer's Report;** P. Bulas, G. McConnell seconds; carried.

10. Correspondence & Communications:

a. CUPE Saskatchewan is sponsoring the Prairie Human Rights Conference on Jan 21-23, 2025, in Saskatoon. Contact W. Buschert by December 16, 2024, if you are interested in attending.

b. Call for CUPE convention delegate, March 12-14 in Regina. The deadline to sign up is on Feb 3, 2025. The Local's delegate will be elected later on in this meeting.

c. SFL has asked our Local to provide support to other unions, the UFCW, has been locked out since Sept 7, 2023.

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," W. Buschert moves. G. McConnell suggests the

amount be increased to \$300; “That CUPE 3287 donate \$300 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,” G. McConnell moves; B. Gulka seconds; carried.

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.” W. Buschert moves; J. Zorbas seconds; carried.

11. Executive Committee Report

a. IT Issues: Canceling X (Twitter) account, moving to Bluesky; McLean Hall Network:

W. Buschert explains that at the Executive meeting it was decided to move the Local’s X account over to Bluesky. The Employer has told the Local they can no longer use the router that was donated by W. Buschert a few years ago.

Upgrade; Upgrade/Replace Office Computer: The Local’s office computer will be out of support next October when Windows 10 is no longer supported. The Local will need to purchase a new computer, monitor and printer soon.

b. Case Work/Grievance/SJUMC Report: W. Buschert explains that ROFR was fixed for a few members where applications were lost. The second grievance for the term, one member was removed as instructor on Canvas while their course was still going. There was not much communication from the department and no reasons were given. The removal was done by another USFA faculty member, they did not terminate the member, they just removed the member off Canvas. Other issues in this case include non-reimbursement of expenses and inconvenience pay, all have been now resolved. The grievance is predicated on the stress of the member, for being removed without explanation. The member is requesting damages for emotional distress. At the SJUMC meeting, the Employer is providing a report regarding how many grad students are being appointed, this new process is working better. Following up on instructor safety while it began with a very impressive start, the Employer has lost momentum, but we will continue to bring it up at SJUMC. A College wanted to pay a member higher amount than their stipend level, withing a couple weeks another College wanted to do the same. The Local is asking for an MOA to be signed and make it a general principle that they can pay members higher amounts than the amount set out. In early 2024 the Employer was found to not be in compliance with the *Health and Safety Act*, therefore new committees have formed. Unfortunately, the Employer has not indicated which academic unit is to go to what committee. The Local is asking for this information so we can appoint members to the correct committees. We do have members working in areas where workplace hazards are a concern, so it is important to have their needs represented. A member will receive \$50 per meeting if they volunteer to be on one of the committees.

c. Report on Academic Participation/Professional Development/Tuition Waiver Fund:

The AP/PD fund is a fund that managed by the Employer, but we decide who receives the grants. We have asked for an increase to the fund, both during bargaining and in between bargaining, but the Employer refuses to do so. So, tuition waivers have had to be put on hiatus in order to replenish the fund as we received more applications than there was

available in the allotment last year. Eight applicants received grants in the fall. Approximately \$14,000 was used in the fall, leaving approximately \$20,000 for the winter cycle. The decision was made at the last board meeting to keep tuition waivers on hold, in order to let our funds replenish.

d. Report on Office Space Survey and other upcoming membership surveys: The survey results highlighted the problem with our spaces. This is a serious matter, many of our members on campus are not being granted office space that they have a right to. In our Collective Agreement, it states that our members are to get the same support as Faculty. Many members have shared office spaces without private areas to meet with students, as well some instructor's have offices located in closets of laboratories, many have to meet students in the library with no privacy to discuss confidential information. This was brought up to the Employer at the last SJUMC meeting and the Employer expressed interest in continued discussions on this matter.

Motion to Accept the Executive Committee Report: W. Buschert moves; P. Ahiahonu seconds; carried.

W. Buschert leaves the podium and J. Klassen takes over.

12. Elections:

President: J. Klassen asks for any nominations: E. Arvanitis-Zorbas nominates William Buschert, William Buschert accepts the nomination. S. Sanders nominates Brian Zamulinski, Brian Zamulinski accepts the nomination. No other nominations. Candidates then give their speeches. Ballots were given out by Ellyne Schan (CUPE National rep). The recording-secretary confirmed that everyone who received a ballot was a current member. The ballots were counted by E. Schan and a member of the Local and results were handed to J. Klassen. J. Klassen announces that William Buschert is elected as president.

Motion to destroy the ballots: S. Stavrou, G. McConnell seconds; carried.

Recording-Secretary: W. Buschert nominates E. Arvanitis-Zorbas, Eleni Arvanitis-Zorbas accepts the nomination. Eleni Arvanitis-Zorbas acclaimed as Recording-Secretary.

News & Communications Officer: W. Buschert nominates Patrick Bulas, Patrick Bulas accepts the nomination. Patrick Bulas acclaimed News & Communications Officer.

W. Buschert takes the podium again.

13. Elections:

Members-at-Large (up to five); P. Ahiahonu self nominates. Bill Gulka self nominates. E. Arvanitis-Zorbas nominates E. Shia, E. Shia accepted nomination via email. J. Zorbas nominates C. Burlingham. C. Burlingham accepted via email. J. Zorbas nominates S. Stavrou, S. Stavrou accepts nomination. All elected by acclamation.

Trustees (two): Elaine Hulse is not letting her name stand again and Meredith Burles would prefer not to. W. Buschert nominates G. McConnell who declines. L. Chang will serve until Sept 2025 and these positions will be on the next members meeting agenda.

14. Elections: Members of the Negotiating Committee (up to two positions): No other members volunteered to be on the committee and this will be revisited at the next meeting.

15. Election: Delegate to CUPE SK Convention, March 12-14, Delta Hotel, Regina: W. Buschert asks for any volunteers. B. Gulka nominates himself. No other nominations, Bill Gulka is our representative.

Oath recited by the newly elected Board Members

16. New Business: None

17. Adjournment: P. Ahiahonu