

CUPE 3287
SPRING AND SUMMER MEMBERSHIP MEETING
MINUTES

July 24th, 2026, 5:00 PM
ESB 44 and via Zoom

Present: W. Buschert, J. Zorbas, J. Forder, P. Bulas, C. Burlingham, W. Bauer (CUPE National) J. Klassen, B. Gulka, D. Beaulieu, G. Bernardes, R. Campbell-Chudoba, D. Yee, A. Everett, D. Hynth

1. Acknowledgement of Indigenous Territory

2. Adoption of the Agenda as amended: amendment to agenda: under Secretary-Treasurer's report, add in Parking Report J. Forder moves; C. Burlingham seconds; adopted.

3. Role Call of Officers: W. Buschert, J. Klassen, J. Forder, J. Zorbas, C. Burlingham, W. Gulka. P. Bulas.

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

5. Motion to Accept Candidate List of New Members in Good Standing: W. Buschert presented the list of members applying for New Members in Good Standing (attached). J. Forder moves, D. Yee seconds, carried.

6. Motion to Adopt the Minutes, Executive Board Meeting, April 8th, 2026: J. Forder moves; J. Zorbas seconds; carried.

7. Matters Arising from the Minutes:

Portable Signage: P. Bulas reported that two CUPE 3287 banners has been ordered and will be here in time for the next membership meeting. The total cost is under \$300 for both.

8. Secretary-Treasurer's Report: J. Zorbas gives his report.

- a. Finances are doing well despite the university cuts.
- b. For the past two months, we have not received the usual monthly \$38.49 phone charge from the university. J. Zorbas has inquired with the appropriate department and was informed our balance is \$0 owing.
- c. The revenue loss that appears for June is our usual occurrence of paying for parking ahead of the fall term. As members purchase parking in the fall, this amount will be covered (see spreadsheet attached).
- d. **Appointment of Parking Coordinator:**

Roberta Campbell-Chudoba is no longer an active member and therefore has agreed to step down after serving for five years as our Parking Coordinator. J. Forder presented Roberta with a thank you card signed by the board members. R. Campbell-Chudoba reported our parking costs and revenue are much in alignment with previous years. She has agreed to assist a new Parking Coordinator through a transition phase.

Motion to appoint Gabriel Bernardes as our new Parking Coordinator. W. Buschert moves, J. Klassen seconds, carried.

Motion to accept the Secretary-Treasurer's Report: Moved by J. Zorbas, P. Bulas, seconds; carried.

9. News and Communications Officer's Report: P. Bulas gives his report.

- a. The newsletter has been sent to members and placed on the website.
- b. Welcome Back BBQ and Summer Community Engagement Event will be discussed later in the agenda.
- c. Union swag has been ordered and will be available in time for the BBQs.

Motion to accept the News and Communications Officer's Report: Moved by P. Bulas, J. Zorbas seconds; carried.

10. Correspondence & Communications:

- a. The Local has received a request to support CUPE local 2722 (Oxfam Canada) who are on strike.

Money Motion 002-2026: "Moved that our local donate \$200 in support of CUPE Local 2722 (Oxfam Canada) who are currently on strike." Moved by W. Buschert, J. Forder seconds; carried.

- b. National Workshops have been scheduled. Financial workshop is October 1st and Officers workshop is October 2nd.
- c. Update on procuring a new computer for the office: We have a one-year reprieve since Microsoft will continue to support our current operating system for that period. W. Buschert will continue to investigate this issue.

11. Executive Committee Report

- a. **Negotiations Update:** W. Buschert noted an improved tone, as compared to previous rounds of bargaining. In our current negotiations with the University, negotiations are less difficult than in previous years. They have met with the University seven times over the last several months.

However, on June 4th, the committee received a "comprehensive offer to settle" from the University. It contains some good things such as:

- i. The employer having withdrawn earlier proposals that would have made ROFR more difficult to obtain and maintain,
- ii. A fairly modest increase in funding for our Academic Participation, Professional Development, and Tuition Waiver fund,
- iii. Support for sessional lecturer participation on Occupational Health and Safety Committees. Our Committee views these as ‘medium-scale’ wins.

It also contains several proposals the union cannot accept with the main one being a schedule of wholly inadequate stipend increases as these are less than the current inflation rate, less than the cost-of-living increase, and less than the 3% over four years increase in post-secondary funding promised by the provincial government in its March 2026 budget. It would also do nothing to close the gap between U of S sessional stipends and those provided at many other U15 institutions (including University of Regina).

The current offer continues to focus on “qualifications” for sessional instructors who hold ROFR but the criteria for judging an applicant as being “qualified” is under-developed and potentially problematic, with little actual clarification provided regarding what this means to members who currently hold ROFR or the ability of newer members to obtain it.

The current offer is also silent on the union’s previous proposals for improved health benefits and has rejected 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.

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.

b. SJUMC Update:

- i. **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 have been told that their early applications cannot be accepted because the new online application form 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.

- i. **Deferred Exam:** Sessional Instructors are entitled to receive \$20 per student for deferred examinations but they must apply for it. The committee is seeking to have this process automated.
 - ii. **Cost Increase after Equipment Request is approved:** It was decided we prefer for IT Requisitions to use their C-Focal for this.
 - iii. **Email Access Time Limit:** we would like to see a policy document made public in this regard.
 - iv. Employer's prior authorization for health benefits request has been put on hold.
- c. **Reminder: Fall Session Parking:** W. Buschert reminded members that we have purchased a number of parking spots for the fall. Members will need to contact the Parking Coordinator to reserve needed parking for the fall term.
 - d. **Summer Community Engagement Event:** We will be co-sponsoring a fall BBQ with CUPE Saskatchewan on September 1st from 11:30am – 1 pm outside the Arts building. Everyone is welcome to attend.
 - e. **Welcome Back BBQ:** Date has been set for Thursday Sept 10th. The Fireplace room has been booked at the University Club as a rain location. The President of the University of Saskatchewan will attend. The committee is in the process of obtaining swag that will be ready for the fall BBQ. Possible vendors were discussed and it was decided to ensure we use a unionized vendor for the swag.

Motion to accept the Executive Committee Report: W. Buschert moves; J. Forder seconds; carried.

12. Election: Delegate to Western Regional Conference of Faculty Associations, Union Centre, Winnipeg, Oct 22-24. W. Buschert described the benefits of having someone from our union attend and asked if anyone was interested in attending. Seeing none, W. Buschert put his name forward as an Attendee.

W. Buschert relinquished Chairperson's duties to J. Forder for the vote on this matter.

Motion that W. Buschert represent CUPE 3287 as our delegate at the Western Regional Conference of Faculty Associations to be held in the Union Centre, Winnipeg, Oct. 22-24. by J. Forder, J. Zorba seconds Carried.

13. New Business: None.

14. Adjournment: J. Zorbas moves.

Application for Member in Good (MIG) Standing

Membership Meeting July 24th, 2026

LAST NAME	FIRST NAME	DEPARTMENT
Ravan	Khadijeh	Education
Sgrazzutti	Nathan R.	Human Resources and Organizational Behaviour
Adefuye	Anita	School of Public Policy
Weiseth	Blake	Agriculture & Bioresources
Nguyen	Thu	Finance and Management Science
Nagy	Adrienne	Pharmacy and Nutrition

YEAR 2026	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	YEAR TO DATE
					CHECKING ACCOUNT LEDGER		
Initial Balance	\$ 105,120.73	\$ 106,590.49	\$ 107,788.24	\$ 103,758.00	\$ 85,497.50	\$ 107,738.77	
INCOME							
Union dues	\$ 12,623.29	\$ 11,966.41	\$ 11,990.93	\$ 11,714.45	\$ 11,792.80	\$ 2,117.13	\$ 62,205.01
Parking Income				\$ 445.00	\$ 408.50	\$ 100.00	\$ 953.50
Other Income	\$ 10.00				\$ 25,950.00		\$ 25,960.00
Total Revenue	\$ 12,633.29	\$ 11,966.41	\$ 11,990.93	\$ 12,159.45	\$ 38,151.30	\$ 2,217.13	\$ 89,118.51
REG. EXPENSES							
CUPE National	\$ 5,364.90	\$ 5,085.72	\$ 5,096.15	\$ 4,978.64	\$ 5,011.94	\$ 899.78	\$ 26,437.13
CUPE Saskatchewan	\$ 410.26	\$ 388.91	\$ 389.71	\$ 380.72	\$ 383.27	\$ 68.81	\$ 2,021.66
SFL	\$ 312.39	\$ 298.35	\$ 300.69	\$ 286.65	\$ 290.16	\$ 31.59	\$ 1,519.83
SDLC	\$ 85.44	\$ 81.60	\$ 82.24	\$ 78.40	\$ 79.36	\$ 8.64	\$ 415.68
President honorarium	\$ 1,400.02	\$ 1,400.02	\$ 1,400.02	\$ 1,400.02	\$ 1,400.02	\$ 1,400.02	\$ 8,400.12
V.P. honorarium	\$ 700.01	\$ 700.01	\$ 700.01	\$ 700.01	\$ 700.01	\$ 700.01	\$ 4,200.06
Secretary honorarium	\$ 700.01	\$ 700.01	\$ 700.01	\$ 700.01	\$ 700.01	\$ 700.01	\$ 4,200.06
Treasurer honorarium	\$ 700.01	\$ 700.01	\$ 700.01	\$ 700.01	\$ 700.01	\$ 700.01	\$ 4,200.06
Communications Officer	\$ 700.01	\$ 700.01	\$ 700.01	\$ 700.01	\$ 700.01	\$ 700.01	\$ 4,200.06
Other honoraria			\$ 1,365.00			\$ 1,125.00	\$ 2,490.00
Office Wages							\$ -
Payroll Deductions	\$ 255.99	\$ 255.99	\$ 255.99	\$ 255.99	\$ 255.99	\$ 255.99	\$ 1,535.94
Office Expenses	\$ 38.49	\$ 277.03	\$ 385.34	\$ 38.49	\$ 38.49	\$ 156.14	\$ 933.98
Office Equipment							\$ -
Meeting Expenses							\$ -
Bargaining	\$ 495.00				\$ 2,035.00		\$ 2,530.00
U of S Ctee. Meetings					\$ 350.00		\$ 350.00
Conferences/Travel		\$ 180.00	\$ 470.00		\$ 3,264.76		\$ 3,914.76
Donations				\$ 200.00			\$ 200.00
Events/Advertising							\$ -
Parking Expenses						\$ 15,561.00	\$ 15,561.00
Other	\$ 1.00	\$ 1.00	\$ 3,476.00	\$ 20,001.00	\$ 1.00	\$ 1.00	\$ 23,481.00
T. Reg. Expenses	\$ 11,163.53	\$ 10,768.66	\$ 16,021.17	\$ 30,419.95	\$ 15,910.03	\$ 22,308.01	\$ 106,591.34
Reg. Revenue net gain / loss	\$ 1,469.76	\$ 1,197.75	-\$ 4,030.24	-\$ 18,260.50	\$ 22,241.27	-\$ 20,090.88	-\$ 17,472.83
Closing Balance	\$ 106,590.49	\$ 107,788.24	\$ 103,758.00	\$ 85,497.50	\$ 107,738.77	\$ 87,647.90	
Contingency Fund (GICs)	\$ 363,111.17	\$ 364,075.82	\$ 365,602.77	\$385,848.68	\$ 385,848.68	\$ 388,721.38	
Total Assests	\$ 469,701.66	\$ 471,864.06	\$ 469,360.77	\$ 471,346.18	\$ 493,587.45	\$ 476,369.28	