

# CUPE 3287

ANNUAL GENERAL MEETING  
December 5, 2025, 5:30pm  
University Club

**Present:** W. Buschert, J. Klassen, J. Zorbas, E. Arvanitis-Zorbas, P. Bulas, E. Shia, B. Gulka, B. Zamulinski, P. Ahiahonu, C. Bernardes, O. Adedigba, K. McKenzie, M. Schultz, J. Forder, R. Kerr, S. Leard, T. Billings, F. Robson, E. Barnes, D. Beaulieu, D. Yee, G. Bernardes, Z. Lin, J. Cardenas, A. Lahiji, C. Yee, A. Epp, J. Torres, A. Guerrero Chacon, B. Shingoose

## 1. Acknowledgement of Indigenous Territory

**2. Motion to Adopt the Agenda:** Error in money motion numbering on agenda item #11, it should be 005-2025. J. Forder moves; J. Klassen seconds; carried.

## 3. Roll Call of Officers

**4. Reading of the Equality Statement** – Read by W. Buschert.

**5. Motion to accept the new members in good standing:** W. Buschert moves; J. Klassen seconds; carried.

**6. Motion to adopt the minutes of the Fall Membership Meeting, September 26, 2025:** E. Arvanitis-Zorbas moves; P. Ahiahonu seconds; carried.

**7. Matters Arising from the Minutes:** This will be addressed in the Executive Committee Report.

**8. Secretary-Treasurer's Report:** J. Zorbas gives his report. The Local's finances are doing well. **Motion to accept the Secretary-Treasurer's Report:** Jason Zorbas moves; C. Bernardes seconds; carried.

**9. News & Communications Officer's Report:** P. Bulas gives his report. The banner is almost completed, the latest newsletter has been sent out and the website has been cleaned up. **Motion to accept the News & Communications Officer's Report:** P. Bulas moves; P. Ahiahonu seconds; carried.

## 10. Correspondence & Communications:

(a) The Local has received two appeals to support other CUPE locals on strike, one is under agenda item 11 and the other we just received is for Local 1281-33 are workers for York University Faculty Association and they have been on strike since

October 27, their employer is demanding 100 concessions in their existing agreement.

(b) Education events: CUPE workshops, held in Saskatoon at CUPE National, “Introduction to Stewarding” will be held on January 27, 2026. Contact W. Buschert if interested in attending by the registration deadline on December 18.

(c) The Unemployed Workers Help Centre is once again asking for financial support. We sent them a donation eight months ago, so we will offer support to them at the spring membership meeting.

(d) Saskatchewan Union Retirees Federation is also asking for a donation. Discussion. We will not be donating.

(e) The Canadian Labour Congress Spring School will be held in Moose Jaw on April 26-30, 2026. Anyone interested in attending, contact W. Buschert.

(f) The Saskatchewan Federation of Labour is holding their annual summer camp for youth on August 8-14, 2026, in Waldheim. If you have children that you would like to send to the camp contact W. Buschert.

(g) CUPE SK Convention 2026, is being held in Saskatoon on March 4-6, 2026. We will appoint our delegate under new business, item 18 of the agenda.

(h) The Saskatchewan District and Labour Council has its AGM on February 6-7, 2026 in Saskatoon. If anyone is interested in attending, our delegate will be elected under new business, item 18 of the agenda.

**11. Money Motion 005-2025: “That CUPE 3287 donate \$200 in support of CUPE Local 4317, which has been on strike since September 22nd.”** W. Buschert moves; B. Zamulinski seconds; carried.

**Money Motion 006-2025: “That CUPE 3287 donate \$200 in support of CUPE Local 1281-33.”** J. Forder amends it to \$500. Discussion. S. Leard amends it to \$300. Discussion. “That CUPE 3287 donate \$300 in support of CUPE Local 1281-33” W. Buschert moves, E. Shia seconds; carried.

## **12. Executive Committee Report:**

**a. Proposed “Prior Authorization” for Prescription Drug Benefits:** The Employer sent to all union presidents that they want to change our insurance to pre-authorization for prescription drugs. The insurer gets to decide if your medicine is required. The Local is planning on challenging this and trying to get a coordinated

response, only the USFA has responded so far. The Employer only gave the unions two weeks to respond.

**b. Case Work/Grievance/SJUMC Report:** Our Collective Agreement contains an urgency provision, which is a waiver of advertising requests. These are only granted in special circumstances, as the Employer does not have to advertise a position if bona fide reasons exist. The Local received from a number of colleges asking for the waiver in August for positions in the winter term, they were rejected as this was not urgent.

Some sessionals in Arts & Science reported they never received communication regarding the status of their application in a timely manner. The Employer has 20 days from closing of the posting to let applicants know if they were awarded the position or not. This is needed as members need to look for other work. The Local reminded the Employer of the 20-day window.

The Collective Agreement allows for a certain number of grad students and post-doctoral fellows to teach classes. The number is fixed and spread across all of the Colleges. The Local never received written notification of the number of people that were appointed. The Employer must provide the Local with this number each year as it cannot exceed the agreed upon amount as this would take away from the number of positions available for sessional lecturers.

**c. Negotiations Update:** The negotiating committee met with the Employer for the first time in November. The negotiating committee got off to a late start as our CUPE National representative, Will Bauer, was on secondment until then. Previously the Employers side was led by labour relations, now the Vice-Provost of Faculty Relations is representing the Employer, so they understand teaching and what we do. The next meeting will be on December 10.

**d. Online only courses:** In 2020 the Employer unilaterally moved them from ASPA into our Local. ASPA members were paid more under ASPA and when they moved under CUPE they were paid less, and it counted towards their teaching under CUPE. This went to arbitration, and the arbitrators award was that the Employer erred, and the members need to be returned to ASPA. The Employer delayed signing the MOA, it will be effective January 1, 2026. Our Local has asked ASPA and Employer for the MOA, both cite confidentially concerns. The MOA is a modification to the Collective Agreement and should be made available. The stipend is considerably higher and increases for those teaching more than 150 students.

B. Zamulinski asks about a member proposals meeting. That will happen when they have been tabled with the Employer. They align with the membership survey. 52% of those who responded to the survey said they are willing to engage in job action.

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

**13. By-Election: Recording Secretary (one year term):** W. Buschert asks three times for any nominations. Joan Forder lets her name stand for the position of Recording-Secretary. Joan Forder acclaimed.

**14. Election: Vice-President (two-year term):** Jeffrey Klassen has let his name stand for re-election. W. Buschert asks three times if anyone would like to self-nominate for the position. No other nominations. Jeffrey Klassen is acclaimed as Vice-President.

**15. Election: Secretary-Treasurer (two-year term):** Jason Zorbas has agreed to let his name stand for re-election. W. Buschert asks three times if anyone else would like to self-nominate. Jason Zorbas is acclaimed as Secretary-Treasurer.

**16. Election: One (1) Trustee (three-year term):** Artin Lahiji puts his name forward. Artin Lahiji is acclaimed as Trustee.

**17. Election: Members at Large (up to five (5), each with a one-year term):** Clay Burlingham, Pearson Ahiahonu, Camilla Bernardes, William Gulka, and Woyin Adedigba have all let their names stand. All have been acclaimed.

**18. New Business: Delegate** – Bill Gulka has put his name forward to be our delegate for the CUPE SK convention in March. Bill Gulka also volunteered to be our representative for the Saskatchewan District and Labour Council AGM in February.

All those elected today read the oath.

**19. Adjournment:** J. Zorbas moves.