



END-OF-TERM MEMBERSHIP MEETING

April 8, 2026, 4:00 PM

Arts 206 and via Zoom

PRESENT: W. BUSCHERT, J. KLASSEN, W. BAUER, P. BULAS, P. AHIAHONU, C. BURLINGHAM, C. RAMOS BERNARDES, B. ZAMULINSKI, D. BEAULIEU, E. SHIA, W. GULKA, S. BRAZIER-TOMPKINS, D. HALSTEAD

1. **Acknowledgement of Indigenous Territory**
2. **Motion to Adopt of the Agenda:** D. Beaulieu 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. Forder seconds; carried.

Special Presentation: P. Bulas presented Elenor Shia with a framed art piece by local artist, Jacob Shemko, in recognition of her long-standing service within the union, on campus, in the community, and around the world.

6. **Motion to adopt the minutes of the AGM, December 5, 2025:** W. Buschert moves; J. Klasson seconds; carried.
7. **Matters Arising from the Minutes.**

Covered in Executive Committee report to follow

8. **Secretary-Treasurer's Report:** Read by W. Buschert on behalf of J. Zorbes.
 1. The union's finances are doing well. We finished 2025 in the black.
 2. Despite the cuts made by the College of Arts and Science to the sessional budget (again) and the movement of online instructors to ASPA, we are still over the break-even mark, and I anticipate that we will finish 2026 in the black as well.

Question asked regarding selling parking hours verses selling parking for the entire term. W. Buschert provided an explanation on behalf of Roberta Campbell-Chudoba.

Motion to accept the Secretary-Treasurer's Report: W. Buschert moves; C. Ramos Bernardes seconds; carried.

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

The latest issue of the newsletter has been published. Next committee meeting will be in the summer. Looking at getting in some new merchandise for the fall. The Banner mockup is completed and presented. Banner will be available for the fall. Call out for people to be interviewed. W. Buschert mentioned the profiles seen on the website are very useful and well received.

Motion to accept the News & Communications Officer's Report: P. Bulas moves; D. Beaulieu seconds; carried.

10. **Correspondence & Communications:**

- a. We received a thank you letter from CUPE 1281 dated January 15th, 2026, for the donation we sent them in December 2025.
- b. We received a thank you note from SCFP 4317 dated February 16th, 2026, for the donation we sent them in December 2025.
- c. We received appeal to support Canada Post Workers dated April 01, 2026 who are facing an "attack on postal workers and our postal service". Members are asked to consider showing support.
- d. We received a proposal from CUPE Saskatchewan to offer support for a community BBQ in summer of 2026 as part of their Summer Outreach program. This will be discussed further during the Executive Committee Report.
- e. We received a call to all CUPE Chartered Organizations regarding the Canadian Labour Congress (CLC) regarding the upcoming conference. This will be discussed further during the Executive Committee Report.
- f. We received a reminder regarding upcoming CUPE Education events being held at the CUPE National Office: including:
 - i. Introduction to Stewarding taking place April 21 & 22;
 - ii. three SLS Modules April 22 & 23 including: Notetaking, Conflict Skills for Stewards, and Duty of Fair Representation;
 - iii. four SLS Modules April 28 & 29 including: Notetaking, Representing Members in Front of Management, Ally Skills for Stewards, and Creating Accommodation-Friendly Workplaces.

The deadline to register is April 14th.

- g. The Unemployed Workers Help Centre is once again asking for financial support. This service helps our members access appropriate government programs and has been very useful for the members that use their services.

11. **Money Motion 001-2026: "Moved that our local donate \$200 in support the Saskatoon Unemployed Workers Help Centre."** W. Buschert moves; P. Ahiahonu seconds; carried.

12. Executive Committee Report

We currently have a membership of 248 sessional lecturers teaching 306 course which represents 20 – 22% of the current teaching staff.

a. Negotiations Update:

Our negotiation committee consists of **Will Buschert, Jeff Klassen, Pearson Ahiahonu, Patrick Bulas, Denise Huynh**, together with our CUPE National representative, **Will Bauer**.

We have met 5 times over several months with the negotiations thus far going much smoother than usual.

Our bargaining priorities include:

- **Fair and equitable wage increase** to bring U of S sessional lecturer stipends into alignment with comparator institutions in the province (example U of R sessional instructor stipend is 23% higher than U of S)
- **Improved benefits**; specifically, vision and dental care
- **restored access to a decent pension plan**
- **removal or substantial change to the 12 CU limit (Article 16.04)** on how much Sessional lecturers can teach in the Fall and Winter terms. We want to delete the limit whereas they want to focus on qualifications of instructors. There may be room for a possible compromise.
- **A significant increase in funding for our Academic Participation/Professional development fund** (from \$45,000 to \$60,000/year). We are making significant progress on this issue.
- **Recognition of work sessional instructors do outside the classroom.** They appear to be resistant to this.
- **Changes to 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. This item is in progress.

b. Case Work/Grievance/SJUMC Report

Case Work:

- Many sessional instructors have contacted W. Buschert regarding the ongoing issue of the university's post-appointment curtailing access to email, IT services, and software licensing.
- Sessional instructors are entitled to payment for sitting a deferred exam (\$20 per student) but must request it (not automatic). Many sessional instructors are not aware of this opportunity to be paid for sitting a deferred exam.

Grievance:

- In the fall of 2025, several online courses in the College of Education were advertised as in-scope of CUPE 3287. This occurred just after the MOA between ASPA and the University returning online instructor (“Online Facilitator”) positions to ASPA had been signed. These were placed back to ASPA except for Department of Education who did not honour the instructors’ Right Of First Refusal for one of our members. However, the member declined to move to stage 2 of the grievance process.

SJUMC:

- The committee met on January 29th
- There was an issue expressed regarding receiving academic participation and development funds. J. Klassen commented that during the handing off between departments this process started to break down but we now have a renewed commitment from the employer to allow reimbursement of grants to run smoothly.
- The consult priority list has been updated
- The university policy states Sessional instructors remain connected to technology supplied by the university for up to 9 months after teaching but we are not sure where hybrid courses fit in.

c. AP/PD Grants

J. Klassen reported. The fund is not part of our budget as it is managed by employer. Total available for 2025/2026 was \$89,973.45 (includes a prior balance rolled over of \$44,973.45). Our fiscal year allocation is \$45,000. Unspent grants from prior years total \$30,364.72. The total amount granted in Fall cycle was \$18,728.54. The total amount granted in the Winter cycle was \$40,880.19. This indicates the full amount available was spent. This helps the employer see the need to expand this total amount for this fund.

In this last round, 17 people applied and we were able to approve all of them for the amounts requested. J. Klassen thanked all the committee members for their work.

Thanked committee members.

Question arose regarding what happens to unspent grants from prior years. J. Klassen explained the funds are returned to us after the expiry date (one year).

- d. For Information: Membership Database Update.** W. Buschert reported the membership database has not been updated since July 2022. He has spoken with J. Forder, the new Recording Secretary, regarding this issue. J. Forder presented a proposal to the Executive Committee to update the database. She estimated it would take approximately 138 hours of extra work above and beyond her current duties and proposed a cost of \$3000 (approximately \$21/hour which is well within the current cost of a data entry clerk in Saskatchewan). Executive Committee approved this and the work has now been completed.

e. **Reminder: Spring & Summer Session Parking:**

Parking is now on sale and there are still spots available. Contact Parking Coordinator Roberta Campbell-Chudoba with requests.

f. **Possible Summer Community Engagement Event:**

As mentioned earlier under correspondence, CUPE Saskatchewan has contacted us regarding their Summer Outreach program. CUPE 1975 did this last year and it was a success. This is a turnkey opportunity for a promotional and outreach event for us in which CUPE Saskatchewan will supply the BBQ, food, and beverages for the event, along with creating posters and social media event advertising. We don't normally do this type of event, but it may be useful later in the summer during negotiations to increase our presence in the community. If we wish to move forward with this, we will need to submit the Community Outreach Request Form by April 30th, 2026. We are asked to arrange for member volunteers to help set-up and run the event, including to help grill and serve food/beverages, and help promote the event. Discussion followed. August might be a good option – close to start of term but before our September BBQ. Good advertising for our Local. **It was agreed W. Buschert will submit said form by the deadline.**

Motion to accept the Executive Committee Report: W. Buschert moves; C. Burlingham seconds; carried.

13. **Election: Delegate to Canadian Labour Congress, Winnipeg, May 11 -15:** W. Buschert put his name forward. Expectations of the candidate was discussed. These include providing Information back to members while having an opportunity for voice and vote. He was acclaimed as the delegate to Canadian Labour Congress, Winnipeg, May 11-15th.

14. **New Business;** none

15. **Adjournment:** P. Ahiahonu moves.