

CUPE 3287

FALL MEMBERSHIP MEETING
September 26, 2025, 5:00pm
ARTS 104 and via Zoom

Present: W. Buschert, J. Klassen, J. Zorbas, E. Arvanitis-Zorbas, C. Bernardes, B. Gulka, C. Burlingham, E. Barnes, D. Beaulieu, B. Zamulinski, D. Huynh, A. Carlson, J. Torres Tello, S. Leard, W. Bauer (CUPE National)

1. Acknowledgement of Indigenous Territory

2. Motion to Adopt the Agenda: J. Zorbas moves; B. Gulka seconds; carried.

3. Roll Call of Officers

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

5. Motion: Acceptance of New Members in Good Standing: W. Buschert moves; J. Klassen seconds; carried.

6. Motion to Adopt the Minutes, Summer Membership Meeting, July 23, 2025: E. Arvanitis-Zorbas moves; S. Leard seconds; carried.

7. Matters Arising from the Minutes: Some issues will be dealt with 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:** J. Zorbas moves; B. Zamulinski seconds; carried.

9. News & Communications Officer's Report: No report given as P. Bulas was not in attendance.

10. Correspondence & Communications: W. Buschert states that CUPE National is asking all Local's to support UFCW 1400 as they have been locked out for over two years. We made a donation two years ago but since they are still on strike we should make another donation.

11. Money Motions:

Money Motion 003-2025: "That CUPE 3287 donate \$200 in support of CUPE Local 380, which has been on strike since July 29." W. Buschert moves; J. Zorbas seconds; carried.

Money Motion 004-2025: “That CUPE 3287 donate \$200 to UFCW 1400.” B. Zamulinski moves to increase it to \$400. E. Barnes moves “That CUPE 3287 donate \$500 to UFC 1400”; J. Klassen seconds; carried.

12. Executive Committee Report

a. Delay in University/APSA MOA Re: online/FLT courses; consequent surge in Article 15.01 “urgency” notifications: W. Buschert explains the Employer lost an arbitration award as they transferred online teaching from ASPA to our Local. Grieved by ASPA over two years ago, the arbitrator awarded it to ASPA. People teaching online courses will again be members of ASPA, rather than our Local. ASPA knew they needed an agreement before the beginning of the term regarding pay, how they will hire instructors, etc. No MOA had been signed a week before the term, some had been offered contracts under our Local, the offers were rescinded, others no offer was made, this term people teaching online courses are still in scope of CUPE 3287. Starting winter 2026, is when the MOA will allegedly be signed.

b. Case Work/Grievance/SJUMC Report: W. Buschert states that there no new grievances have been filed, certain issues were dealt with informally. At SJUMC, our Collective Agreement specifies that you must be informed within 21 days after the close of a competition for a position, in a few cases people were not informed whether they got the position or not. If someone turned down other work while waiting, there is a grievance there. This issue will be brought up at the next SJUMC meeting. Arts & Science has a new online application process, no person is in charge of it, it is all electronic. The Local has raised concerns regarding data privacy.

c. State of AP/PD/TW Fund: J. Klassen reports that we receive \$45,000 from the Employer every year to fund various projects etc. Deadline for applications is October 31, 2025. The application is on the Local’s website. The amount the Employer provides us with has not been updated since 2017. Both tuition and travel/conference costs have both gone up since 2017, yet the fund has not been increased. Applications outweigh the amount of the fund, and TW has been put on hiatus, as a result. C. Burlingham volunteered to serve on the Grants Committee which will meet after the applications have been submitted.

d. Negotiations Update: W. Buschert reports there is a bargaining survey that has been sent to all members, please fill it out to assist the negotiating committee in bringing up issues that we would like to deal with in negotiations. Our members are paid significantly less than sessional lecturers in Regina. The Local will also ask for a modest fund for work that sessional lecturers do outside of the classroom. The

Local will be negotiating with people who have taught before, and are hopeful that negotiations will go better as they have experience in the classroom and understand what our members do.

Motion to accept the Executive Committee Report: W. Buschert moves; D. Beaulieu seconds; carried.

13. Election: Member of the Negotiating Committee (one): W. Buschert explains we have room for one more member for the negotiating committee. Anyone who volunteers will be paid \$50 per meeting. W. Buschert asks if anyone would like their name to stand. Denise Beaulieu lets her name stand. Denise Beaulieu is acclaimed.

14. Election: Two (2) Trustees (one for a term of two years; one for one year): J. Zorbas explains what a Trustee needs to do. Ebenezer Barnes puts his name forward for the one-year term, Brian Zamulinski puts his name forward for the two-year term. Both are elected by acclamation. E. Arvanitis-Zorbas announces that there will be a bi-election for the Recording-Secretary position at the AGM as she needs to step down in the middle of her term. The Vice-President and Secretary-Treasurer positions will also be up for re-election at the AGM.

15. New Business: None

16. Adjournment: J. Zorbas moves.