

CUPE 3287

SUMMER MEMBERSHIP MEETING MINUTES

July 23, 2025, 2:00pm

Edwards School of Business room 44 and via Zoom

Present: W. Buschert, J. Klassen, J. Zorbas, E. Arvanitis-Zorbas, B. Gulka, E. Shia, C. Bernardes, R. Campbell-Chudoba, P. Ahiahonu, L Ehrlich, D. Beaulieu, G. Bernardes E. Hulse, B. Zamulinski, T. Swistun (CUPE National)

1. Acknowledgement of Indigenous Territory

2. Motion to Adopt the Agenda: J. Klassen moves; P. Ahiahonu seconds; carried.

3. Roll Call of Officers

4. Reading of the Equality Statement: Read by R. Campbell-Chudoba.

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

6. Motion to Adopt the Minutes, Membership Meeting, April 5, 2025: E. Arvanitis-Zorbas moves; J. Klassen seconds; carried.

7. Matters Arising from the Minutes: None

8. Secretary-Treasurer's Report: J. Zorbas reports that the Local's finances are doing well.
Motion to Accept the Secretary-Treasurer's Report: J. Zorbas moves; E. Shia seconds; carried.

9. News & Communications Officer's Report: P. Bulas was unable to attend the meeting, and his report was read by W. Buschert. The newest edition of the newsletter has been sent out. The News & Communications Committee is planning the Welcome Back BBQ which will be held on Friday, September 12, 2025. Once plans are finalized, notices will be sent out to the membership. **Motion to Accept the News & Communications Officer's Report:** W. Buschert moves; R. Campbell-Chudoba seconds; carried.

10. Parking Coordinator's Report: R. Campbell-Chudoba gives her report. Sales in the spring/summer terms were down a bit. Last fall/winter the spots sold out quickly. The spaces are sold on a cost recovery basis, the Local only lost \$65 last year as opposed to \$1600 the year before. To purchase a spot this fall it will cost 22.50/hr/wk/term. \$440/term

for a full-time spot. Night parking is \$5/hr in the spring/summer term and \$95 per term for the fall and winter. Parking spots for the fall will go on sale on August 4, 2025. An email will go out to the members with the details of how to purchase. The Employer bills the Local once a year in May for these spots, but we make our money back within the year. **Motion to Accept the Parking Coordinator's Report:** R. Campbell-Chudoba moves; J. Zorbas seconds; carried.

11. Correspondence & Communications:

- a. We have received requests from CUPE National for donations to support other Locals on strike. CUPE 1750 is on strike and the Employer has been intimidating the bargaining team, at the Executive Meeting it was decided that our Local donate \$200.00. Similarly, CUPE 5525, a non-profit care home has been on strike for a few months, the Executive Board donated \$200 to them.
- b. The SDLC is holding their annual Labour Day BBQ on September 1, 2025, and are asking for volunteers to help. Please contact W. Buschert if you are interested in volunteering.
- c. CUPE Saskatchewan is holding its annual Indigenous Peoples' Conference on November 6 – 7, 2025, in Moose Jaw. The early registration deadline is on October 7, 2025. Anyone interested in attending please contact W. Buschert.

12. Executive Committee Report:

a. Update on ASPA arbitration award, re: online instruction: The arbitrator determined that the members who were transferred to our Local will be going back to ASPA. An MOA will be signed between ASPA and the Employer to restore things back to ASPA. If members received a letter of offer to teach this fall (under our Local), the offer has been rescinded, and they should be re-issued a new letter of offer when the MOA is signed under ASPA. Hopefully the MOA will be signed soon and new letters sent out.

b. Case Work/Grievance/SJUMC Report: The Local has avoided 3 possible grievances with Edwards School of Business. Several individuals that used to be USFA members were sent letters of offer that they would be level 1 sessional lecturers under our Local. Our Collective Agreement states that prior teaching counts on initial hire regarding level of stipend. The Local has intervened, and as of a couple of days ago the Employer said they will deal with this soon. One issue is the definition of service points and stipend levels. Our Collective Agreement states that

people who were formerly USFA members but then become sessional lecturers, have their prior teaching experience count regarding stipend level but not for service points and ROFR. In 2023 the Employer was found to have an OHSA contravention and was told they need to have separate OHSA committees for different fields of work. The Employer now has 14 committees, but they have not given us a breakdown of what committee is for what department in order for our members to know what committee they can volunteer to serve on. Once we get the list from the Employer, an email will be sent out to our members so they can volunteer for the committee that deals with their academic unit.

c. A&S pilot for new online 'Internal Sessional Hiring Process': The Employer has started a pilot program to apply online for sessional positions through a few departments. The plan is to roll it out for the rest of A&S for the winter if all goes well. Ideally, they will not lose as many applications and organize things better on their end. The Local is not opposed to this, as many times applications are lost, and any steps to mitigate this is welcome. The Local asked for how they are protecting personal data that is collected. The Employer said that the attachments will not be retained by the College and assured the Local that the CV is only received by the unit that is doing the hiring. The Local is asking that information be dealt with as set out in the *Privacy Act*.

d. State of AP/PD/TW Fund: It is very unlikely that the Local will be able to fund tuition waivers again in the fall as the fund is quite depleted. The Local will receive an update on the current status of the fund from the Employer at the end of August. If any member is interested in joining the Grants Committee for this year, please let your name stand at the fall membership meeting.

e. Report on CBA Negotiations: Our current Collective Agreement expires next month. The negotiating committee has met three times and is developing bargaining proposals. The proposals are very similar to the ones we went into negotiations with last time when the Employer walked away from negotiation, forced a vote, and most of the issues were never dealt with. Some issues include monetary compensation and increase to the TW/AP/PD fund. Bargaining will start in the fall when our CUPE National representative, W. Bauer will return. It was agreed that we wait until he returns to begin bargaining so we do not change representatives midway through the process.

Motion to Accept the Executive Committee Report: W. Buschert moves; C. Bernardes seconds; carried.

13. Election: Member of the Negotiating Committee (one): There is still one position vacant. An election call was circulated in the last newsletter. W. Buschert asks three times if anyone is interested in letting their name stand for this position. E. Shia nominated E. Hulse, E. Hulse declines due to other commitments. No other names were put forward. The position remains vacant.

14. Election: Delegate to CUPE National Convention (Toronto, Oct. 6-10, 2025): W. Buschert asks if anyone is interested in attending. B. Gulka nominates himself. B. Gulka is appointed to be our delegate by acclamation.

15. New Business: Draw for the \$25 cash prize for attending the meeting in person. The winner is P. Ahiahonu.

16. Adjournment: J. Zorbas