

# CUPE3287

University of Saskatchewan Sessional Lecturers

## News From Nowhere

Year 35, Number 3

September 2024 Newsletter

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With rain in the forecast, this year's Welcome Back BBQ was held inside Convocation Hall on September 13. (Clockwise from upper left) CUPE 3287 Vice President Jeffrey Klassen welcomes attendees to the event, CUPE 3287 President Will Buschert addresses the audience, and guest speaker, Vicki Mowat, NDP MLA for Fairview and Deputy Leader of the Opposition, reflects on her time as a sessional lecturer at the University of Saskatchewan.



## President's Report

Welcome to the start of another academic year at the University of Saskatchewan. I hope that your teaching is going well and that your term is progressing nicely.

CUPE Local 3287 is here to help you and to support you in your work and in your dealings with our employer, the University. So, [contact the union](#) if you encounter any problems with access to teaching materials, assignment of office space, getting set up with email or printing or other such issues. Similarly, if you have been deprived of benefits or teaching opportunities to which you believe you are entitled to or threatened with disciplinary action, the union can intervene on your behalf.

Perhaps most importantly, though, the union represents you in collective bargaining, seeking to achieve better pay, better working conditions, and better benefits for all of our members. And collective bargaining, I'd say, is going to be one of the main tasks for our local in the coming year.

In July of 2023, after nearly two full years of negotiations, our local ratified [our current collective agreement](#). That agreement includes some revised language and procedures regarding teaching assessments and performance reviews, and, perhaps most importantly, a 3% stipend increase at all levels for each year from 2022 through 2024.

Our Negotiating Committee had advocated for a great deal more, however, including improved benefits (such as vision care), restored access to a pension plan, an increase in the maximum teaching assignment, and much else besides. Yet over nearly two years of bargaining the University essentially refused to consider these proposals seriously.

Yet we will soon have an opportunity to try to do better.

Our current collective agreement expires at the end of this academic year on August 31, 2025. Our past practice, consistent with our Bylaws, would be to constitute a new Negotiating Committee "at least three (3) months prior" to the expiry of the current agreement – i.e., at our 2024 Annual General Meeting in December. With the advice and consent of our Executive Board, we are going to try something different this time around, namely to strike a new Negotiating Committee *early* by electing member to the Committee at our upcoming membership meeting on September 20<sup>th</sup>. (Previous elections to the Committee back in June did not fill all of the available positions.)

An early start, I believe, will allow the Committee not only to formulate our bargaining proposals well in advance of negotiations, but also, and more importantly, to coordinate with CUPE National to develop campaigns and strategies to engage our membership and to make it clear to the University that we mean business. If you are interested in

serving on the Committee, information on the nomination process can be found elsewhere in this newsletter.

On a not-unrelated note, I encourage all of you to come out (either in person or via Zoom) to our Fall Membership Meeting on **Friday, September 20th** (details, including the agenda for the meeting, can be found elsewhere in this newsletter). I especially encourage new members of our local to attend: As I've said before, the greater your involvement with your union, the more your union can do for you.



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William Buschert  
CUPE 3287 President

## Call for Nominations: Members of the Negotiating Committee

At the September 20th Membership Meeting elections will be held for up to four (3) members of our local's next Negotiating Committee.

Any member in good standing who wishes to be nominated for this position can either:

- a) self-nominate at the meeting
- b) be nominated by another member at the meeting (provided that the person seeking nomination is in attendance) or, if she is not in attendance at the meeting,
- c) provide written consent to be nominated witnessed by another member to be presented at the meeting. (See Bylaws, Section 13 for specifics).

Negotiating Committee members are responsible for developing bargaining proposals and negotiating a collective agreement with the University. Committee members receive a stipend of \$55.00 per meeting.

Note: If there is a contested election at the September 20th meeting (i.e., if there are more nominees than there are available positions on the Committee), elections will be held online using Simply Voting as soon as practicable following the meeting in order to ensure that members participating remotely have access to a secret ballot.

## A Welcome Back Message from Kent Peterson

On behalf of CUPE Saskatchewan's 31,000 members, I want to say 'welcome back' to the Fall term. CUPE Local 3287 is an important local to us at CUPE Saskatchewan, and I recognize the vital role you play in our post-secondary education system – thank-you for the work you do.

But I know the work you do isn't easy. I also know, frankly, that you do not get enough respect from your employer for the value you add to the University of Saskatchewan. No better example of that than your last round of bargaining.

In an effort to bypass the negotiating process and get a deal at the table, your employer used hard-bargaining tricks like a forced vote – which your members rejected. Because of your employer, the entire exercise became nasty and lasted nearly two years.

In the end, your Negotiating Committee and your local got the best deal available to them – and it was accepted by members. I applaud your local for starting the negotiating process early this round, to build support to get an even better deal next time.

While your employer is to blame for their conduct at the bargaining table, there's another partner we can point to for the

situation at Saskatchewan's post-secondary institutions – Scott Moe and his Sask. Party government.

Scott Moe has broken post-secondary education in Saskatchewan. His cuts and privatization have led to understaffing, fewer resources for workers, fewer supports for students, and tuition fee hikes year after year after year.

It's time for change.

This October, we have a chance to fix Saskatchewan's post-secondary education system by voting for change. Scott Moe's broken promises have led to less money available for university workers, ER closures across the province, the worst wait times in the country, chronic short-staffing, crumbling and crowded schools, and a cost-of-living crisis that's impacting all of us.

Nobody is coming to fix Saskatchewan for us; workers will have to do it ourselves. Workers need to build power and fight back at the bargaining table – and at the ballot box.

To be part of our campaign, visit:  
[www.PublicServiceVoter.ca](http://www.PublicServiceVoter.ca).

It's time for change.

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Kent Peterson  
President  
CUPE Saskatchewan

## Sessional Profile: Jasmine Fookes



Photo courtesy of Jasmin Fookes.

Before coming to Saskatoon to pursue her BFA and later her MFA at the University of Saskatchewan, Jasmin Fookes was enrolled in a travel and tourism program at Grant McEwan College in Edmonton, Alberta. While waiting for classes to start, Fookes would often draw to pass the time, bringing the attention of Shirley Ann Serviss, an English Professor teaching at the College. Conversations with Serviss encouraged Fookes to think about going to school for art, something she never considered before.

Now in her third year as a sessional instructor, Fookes is surprised how much she enjoys working with students and she brings her curiosity and interdisciplinary approach in her studio practice to her teaching.

An underlying compulsion to organize, collect, and catalogue informs Fookes' studio practice. Evolving from her MFA program, she continues to collect found, forged, and intentionally grown natural objects to create installation-based work. While her prior work was more centered around printmaking, she still finds a nonlinear connection to her current practice through her use of multiples, collecting, and repetition.



Photo credit: Art Placement Inc.

Fookes was introduced to printmaking at an early age, when she and her friend Rose attended art classes at the University of Manitoba the summer after Grade 6. Her first printmaking project was collagraph, in which textile samples were collected and glued together to create a printing plate that was inked and printed onto paper using a press.



Photo credit: Jasmin Fookes.

Thanks to financial support received from the Academic Participation/Professional Development and Tuition Waiver Fund, Fookes will be attending an artist residency near Petaluma, California about an hour outside of San Francisco. The two-week residency has been on her radar since the COVID-19 pandemic and it hosts writers, book artists, and printmakers. *In Cahoots* artist residency has facilities for etching, letterpress, and book binding and artists can purchase time to work with technicians. Fookes will be the only international artist during her time at the residency and she will be working alongside four American

artists. Her plan is to work with letterpress and books arts, which are not readily available in Saskatoon, to create a fictitious field guide.



Photo credit: Jasmin Fookes.

For artists, their studio practice is their research, and residencies offer concentrated time to focus on that research. Having access to the Academic Participation/Professional Development and Tuition Waiver Fund has made all the difference to Fookes. The fund creates ease of mind by covering expenses both at home and abroad during the two weeks that Fookes will be attending the residency. Fookes appreciates the support and opportunities made possible by the fund to CUPE 3287 members.

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Patrick Bulas  
CUPE 3287 News & Communications Officer

## Become a “Member in Good Standing”

All sessional lecturers at the University of Saskatchewan are represented by CUPE 3287 and covered by our [Collective Agreement](#). All U of S sessional lecturers also pay dues (assessed at 2% of earnings, collected by the employer and remitted to the union) which are used to support the work of our local. All dues-paying members of our local (or “[Rand formula](#)” members, in Canadian legal terminology) enjoy the benefits of collective bargaining and union representation when the collective agreement has been violated.

In order to stand for office in our local, however, you must become a Member in Good Standing. (See Article 4 of our [Bylaws](#)). You can do this by [completing an application form](#). By completing the application form it is understood that the applicant has accepted the oath of membership and has met the requirements of the CUPE National Constitution.



**THE GREAT CONJUNCTION**  
Fall 2024 University of Saskatchewan  
School for the Arts/Art & Art History  
Staff & Sessional Exhibition

*September 23 to October 18*  
*Reception: 6:30 to 10 pm, Thursday, October 17*  
**Gordon Snelgrove Gallery**  
191 Murray Building, 3 Campus Dr.  
phone: 306-966-4208 email: [gordon.snelgrove@usask.ca](mailto:gordon.snelgrove@usask.ca)



## Awards and Opportunities

### Academic Participation/Professional Development and Tuition Waiver Fund

CUPE 3287 members are encouraged to apply for professional development funds, including the Academic Participation/Professional Development fund and the Tuition Waiver fund. Since July 2017 these funds have been combined and are administered directly by the Union.

The Fall 2024 competition deadline is **September 30, 2024**

#### Note:

In the Winter competition round of last year, we were able to at least partially fund all applications to the combined Fund. However, this has left the Fund significantly depleted heading into the Fall 2024 competition. The University has repeatedly refused requests to increase the fund according to need. Accordingly, in May of this year the Executive Board decided that tuition waivers will not be offered in the the Fall 2024 competition so as to help ensure that sufficient funds are available for Academic Participation/Professional Development (AP/PD) applications. Part of the Board's rationale in making this decision is that while our graduate student members have access to tuition support from a variety of sources, most of our members do not have access to alternative funding sources for AP/PD projects. This decision will be reviewed prior to the Winter 2025 competition round. If sufficient resources remain available in the Fund, tuition waiver applications may be considered at that time.

#### Fund Guidelines

- Please read these guidelines *in full* before applying for the fund: [AP/PD/TW Fund guidelines \[PDF, 160KB\]](#)
- To apply for academic participation/professional development funds
  - [Academic Participation/Professional Development Application Form \[DOCX, 90 KB\]](#)

Applications must be submitted electronically to [cupe3287grants@gmail.com](mailto:cupe3287grants@gmail.com), cc'd to [cupe3287@gmail.com](mailto:cupe3287@gmail.com)

## **Sylvia Wallace Sessional Lecturer Award**

The Sylvia Wallace Sessional Lecturer Award, sponsored by The Gwenna Moss Centre for Teaching and Learning, annually recognizes the important and essential contribution of sessional lecturers to the University of Saskatchewan's teaching community. It recognizes exceptional competence in teaching - including superior command of the subject area, skills at organizing and developing class materials, and the capacity to motivate and inspire students.

The award was established in 2001 to honour the memory of Dr. Sylvia Wallace, College of Pharmacy and Nutrition. The winner of the award receives \$1,000 from the GMCTL

The submission deadline for nominations is February 15, 2025

Visit [Sylvia Wallace Sessional Lecturer Award](#) for more information

### **Evening Parking on Campus Still Available**

Evening parking is available to CUPE 3287 members in Lot F or Lot V after 4 PM.

To arrange for parking, please contact the CUPE 3287 Parking Coordinator, Roberta Campbell-Chudoba:

[cupe3287parking@gmail.com](mailto:cupe3287parking@gmail.com) or mobile: (306) 222-5781.

Then payment can be made by e-transfer or cheque made out to "CUPE 3287."

### How Are We Doing?

Is there something you want to see published in the newsletter?

Is there an event or news that would be of interest to sessional lecturers?

Please let us know.

Contact the [News & Communications Committee](#).

**We want to hear from you!**

## **Fall Membership Meeting**

**4:00 PM, Friday, September 20, 2024**

**In-Person in Health Sciences 1B11**

**&**

**via Zoom**

**(Zoom invitations distributed via email)**

Invitations with the agenda and minutes from the previous meeting have been distributed to the membership via email. If you have not received your invitation email, please contact [cupe3287@gmail.com](mailto:cupe3287@gmail.com)

*Agenda on following page*



**FALL MEMBERSHIP MEETING**

**September 20, 2024, 4:00 PM**

**Health Sciences 1B11 & via Zoom**

(Zoom invitations distributed via email)

**AGENDA**

1. Acknowledgement of Indigenous Territory
2. Adoption of the agenda
3. Roll Call of Officers
4. Reading of the Equality Statement
5. Motion: Acceptance of New Members in Good Standing
6. Adoption of Minutes, Membership Meeting, June 26, 2024
7. Matters Arising from the Minutes
8. Secretary-Treasurer's Report
9. News & Communications Officer's Report
10. Correspondence & Communications
11. Executive Committee Report
  - a. Grievance/SJUMC Report
  - b. Safe Instructional Spaces Initiative
  - c. State of the Academic Participation/Professional Development/Tuition Waiver Fund
12. Election: Members of the Negotiating Committee (up to 3 positions)
13. New Business
14. Adjournment

## Acknowledgement of Indigenous Territory

As we gather here today, we acknowledge we are on Treaty 6 Territory and the homeland of the Métis. We pay our respect to the First Nations and Métis ancestors of this place and reaffirm our relationship with one another.

## CUPE Equality Statement

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

As unionists, mutual respect, cooperation, and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

Discriminatory speech or conduct which is racist, sexist, transphobic or homophobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language and ethnic origin.

Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.

Discrimination and harassment focus on characteristics that make us different; and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society and in our union.

CUPE's policies and practices must reflect our commitment to equality. Members, staff, and elected officers must be mindful that all persons deserve dignity, equality, and respect.

**-Mark Hancock, National President**

**-Charles Fleury, National Secretary-Treasurer**

### Contact the Union

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@cupe3287

### Newsletter Editorial Board

**Editor:**  
Patrick Bulas

**Committee Members:**  
Will Buschert, Jeffrey Klassen, Eleanor Shia

*If you would like to submit an article to our newsletter or would like to join our committee, please contact [news.cupe3287@gmail.com](mailto:news.cupe3287@gmail.com)*