

# **CUPE3287**

**University of Saskatchewan Sessional Lecturers**

## ***News From Nowhere***

**Year 36, Issue 3**

**September 2025 Newsletter**

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*This year's Welcome Back BBQ was held for the first time at the University Club. (Clockwise from upper left) CUPE 3287 Vice President and Member-at-Large Eleanor Shia announce the winners of the door prize, CUPE 3287 President Will Buschart addresses the audience, and guest speaker Dr. Tajinder Grewal, MLA for Saskatoon University-Sutherland and Shadow Minister of Advanced Education talks to CUPE 3287 members.*



## President's Report

Welcome (or welcome back) to the start of another academic year at the University of Saskatchewan. I hope that your teaching work is going well and that your term is progressing smoothly.

As always, CUPE Local 3287 is here to help and 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. Likewise, if you have been deprived of benefits or teaching opportunities to which you believe you are entitled to, or have been threatened with disciplinary action, the union can intervene on your behalf.

### ***Back to Bargaining***

The major work ahead of our Local in the coming year will be negotiating a new collective agreement. Our current [collective agreement](#) expired on August 31st and our Negotiating Committee (me, Vice-President **Jeffrey Klassen**, **Pearson Ahiahonu**, and **Patrick Bulas**), together with our CUPE National Rep., has been at work over the summer to develop a set of bargaining proposals for the upcoming negotiations. So far, those proposals include:

1. **Recognition for the work that sessional lecturers do outside of the classroom.**

Specifically, we will be proposing a modest fund that academic units can draw on to provide some financial recognition for the work

that sessional faculty do serving on juries in the Department of Music, contributing to exhibitions in the School for the Arts, contributing to departmental events, serving on graduate committees, delivering colloquium talks, and the many other things that sessional faculty do for the University for which they remain unpaid.

2. **Improved benefits, in particular for vision care (or a health spending account that can be applied to vision care) to be included as part of our health and dental benefits.**

As things stand, CUPE 3287 is virtually the only employment group at the U of S that doesn't have vision care included as part of its benefit plan. U of S post-doctoral fellows, research associates, and even undergraduate students have vision care coverage. Our sessional colleagues at the University of Regina have vision care coverage. We don't.

3. **Access to decent pension plan.**

The Committee will also propose that sessional lecturers once again have access to a decent pension plan. While it's true that some of our members may only ever teach only a handful of courses at the University, or may teach only one or two courses each year, our 2021 membership survey confirmed that significant number of us (in fact, about **42%**) derive most of our

income from sessional teaching and many of us have been (or expect to be) teaching at the U of S for many years.

It is just plain unfair that a sessional lecturer or applied music instructor can teach at the U of S for her entire working life and, in the end, be simply discarded without any prospect of a secure retirement.

And there are many other important issues that we'll be raising with the University during negotiations. But perhaps most importantly, our Negotiating Committee will be demanding

**4. A fair and equitable wage increase.**

Our previous collective agreement provided for increases of 3% per year. That was more or less in line with other public sector settlements at the time, but as we all know, the cost of living has only continued to increase dramatically. In short, we are underpaid, and we are falling behind.

For instance, I know that some of us (me included) also teach for the University of Regina, where sessional lecturers at the top of the UR salary grid earn fully 23% more than we do. That's a rather huge disparity among workers in the same province, doing the same work, for similar institutions. Our Negotiating Committee will be working to rectify that disparity.

Our Local's bargaining priorities aren't yet set in stone, however. A few days ago, you should have received, via email, a link to our membership Bargaining Survey. I'd urge all of you to complete the survey (before the October 3<sup>rd</sup> deadline), so that the Committee can start to quantify our membership's bargaining priorities and possibly learn of new bargaining concerns that we haven't thought of. (If you haven't received an invitation to complete the survey, [get in contact with the union](#) and we'll get you set up.)

***Appointment Notifications***

[Article 16.03](#) of our collective agreement holds that applicants should be notified within twenty one days following the close of the posting period about whether or not they have been appointed to teach a course. Some colleges have been more diligent in following this rule than others but, to date, most colleges have been at least approximately compliant. The union has recently learned of several cases in the College of Arts and Science, however, where members were not informed that they had been turned down for an appointment until much later than the prescribed twenty one day limit. If this has affected you – and *especially if you have turned down other work or not applied for other work while awaiting appointment* notification from your college – please get in touch with the union, as this may be grounds for a grievance.

***Get Involved***

CUPE 3287's membership is very diverse. Many of us go in and out of employment as sessional faculty from term to term. In



short, we're a challenging group to keep organized and engaged. But as negotiations unfold over the next few months that is precisely what we need to do: To keep our membership engaged and focused on bargaining issues not just while negotiations are ongoing, but *continuously*. Speaking of

which, I encourage all of you – and especially our new members -- to come out to our upcoming membership meeting on **Friday on Sep. 26<sup>th</sup>**, starting at **5:00 PM** in **Arts 104** (details, including the agenda for the meeting, can be found elsewhere in this newsletter). I hope to see you all then.

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**William Buschert**  
**CUPE 3287 President**

## **Your Input = Stronger Bargaining**

Greetings,

The current CUPE Local 3287 collective agreement with the University of Saskatchewan expired August 31, 2025. Your union Negotiating Committee is preparing to negotiate a new collective agreement that reflects the priorities and concerns of all sessional lecturers at the University of Saskatchewan.

If you haven't already done so, please check your email for the link to the CUPE 3287 Bargaining Survey.

We need your input. The results of this survey will inform our proposals for the upcoming round of bargaining. The survey takes about 11 minutes, and all responses are CONFIDENTIAL.

If you have any questions, please contact Jeffrey Klassen at [vp.cupe3287@gmail.com](mailto:vp.cupe3287@gmail.com).

The survey closes on **October 3, 2025**. Please take a few minutes to share your thoughts — your voice matters.

In solidarity,  
**Your Negotiating Committee**

## 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 members play a vital role at the University of Saskatchewan, and I want to thank you for the important work you do supporting students and strengthening our public post-secondary education system.

Your provincial union has come off an extremely busy summer. We have spent months partnering with locals all across Saskatchewan co-hosting dozens of community BBQs, participating in parades, festivals, Indigenous celebrations, Prides, and the list goes on. As Saskatchewan's community union, we invest heavily in meeting the general public and building support for our members and the services they provide.

To build on that in-person work connecting with Saskatchewan people, CUPE Saskatchewan recently launched a new campaign: *Your Neighbour. Your Community*. The new campaign's goal is to profile CUPE members, and highlight that CUPE members are people's friends, family, and neighbours. We think our members are our best ambassadors, and this initiative will keep growing our support as a union and as providers of public services.

We will need that public support as we take action on key issues. Specifically, we know

that post-secondary education funding from the provincial government has not kept pace with needs. Additionally, the federal government's restriction of study permits has led to fewer international students in Saskatchewan – as the country's reputation and reliability as a learning destination has been diminished. These factors lead to two things: higher tuition fees, and cuts.

In terms of other issues impacting CUPE members, healthcare bargaining remains a challenge. CUPE's healthcare members have gone well over 3 years without any bargained raise whatsoever. They have been bargaining for over two years – with no deal in sight. The bargaining agent, the employer, and the provincial government are to blame for the slow pace and unacceptable offers that have been presented. CUPE's healthcare local, 5430, continues fighting hard at the bargaining table, and is engaging their members across the province. In our education sector, workplace safety and low wages remain major issues. CUPE's education locals have come together to launch a new initiative – *Strength in Numbers* – to build member support, and taken steps towards some form of coordinated bargaining.

Whether on issue advocacy, public outreach, member engagement, or bargaining support CUPE Saskatchewan is happy to partner with CUPE Local 3287 to make our union even stronger. With that, I hope all CUPE Local 3287 members have an excellent Fall semester.

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**Kent Peterson**  
**President**  
**CUPE Saskatchewan**

## Sessional Profile: Akinola Ogbeyemi



As a sessional lecturer and fourth year PhD student in Biomedical Engineering, Akinola Ogbeyemi studies Human Factor Engineering, a new interdisciplinary program developed by Lori Bradford at the University of Saskatchewan. This innovative approach to engineering emphasizes human engagement, user satisfaction, and considers social and cultural factors in design and technology.

Being active in his community is very important to Ogbeyemi and his volunteer work at Cumberland House led to his PhD research on Indigenous health care facilities.

Ogbeyemi travelled to several Indigenous communities throughout Saskatchewan with the goal to study how healthcare facilities can be potentially built from an Indigenous perspective. Building a working relationship with these communities gave Ogbeyemi a better understanding of how to consider the cultural component of the structure of the building and the facilities within. For instance, a curved building design like the Gordon Oakes Red Bear Centre on the U of S campus, reflects the culture and values of the Indigenous community more effectively than a more conventional and generic building plan.

In his research, Ogbeyemi uses the concept of human factor engineering to plan a facility that allows for a cultural sense of belonging unique to the Indigenous community that he is working with.

Allowing more contact with the natural world by incorporating large windows into the building design, building spiritual spaces such as a smudging room and a sweat lodge within the building, and planning spaces for large family gatherings are some of the ways Ogbeyemi engages the people who live in the community and would use the healthcare facility.

Funding can be a challenge for human factor engineering. Building and construction codes are based on conventional buildings and might not line up with designs based on human factor engineering. For human factor engineering to succeed, user engagement and consideration of culture and social factors must be considered by project managers while still meeting codes to get funding.

Ogbeyemi has been teaching at the University of Saskatchewan since 2023 and taught production engineering in Abuja, Nigeria, the capital of his home country. He loves teaching and it's rewarding for him to see his students excel.

Growing up, he experienced teaching that was more teacher centered where the teacher gives information to students, and the students give answers on only what the teacher has lectured. He believes that teaching shouldn't be teacher centered, but

student centered, with teachers listening to students, considering their perspectives, and recognizing different perspectives within the classroom.

For his classes, Ogbeyemi creates case studies where students must apply what they have learned and not simply recite theory or solving math equations. In-class group discussions encourage students to work as a team, something that is important not only in an academic setting but after school, when students begin to work within the industry.

Studying and working with something that you love and are passionate about is very important to Ogbeyemi. Engineering runs in his family, and he remembers his father repairing cars at his at-home business. His oldest of three daughters is already showing a talent for math and science.

Ogbeyemi has found that many PhD students are determined to solve everything, but he knows that's not possible. He believes it's important to focus on integral "little things" in order to make a contribution to science and society.

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**Patrick Bulas**  
**CUPE 3287 News & Communications**  
**Officer**



## Art Exhibition Announcements

September is a busy month for sessional lecturers working in the School for the Arts. See their incredible work in the following exhibitions.



### *Once Upon a Term: Annual Staff & Sessional Exhibition*

*Staff & Sessional Lecturers from  
the School for the Arts/Art & Art History*

*Gordon Snelgrove Gallery  
Room 191, Murray Building  
University of Saskatchewan*

*Exhibition Dates: Sept 22nd – Oct 15th, 2025  
(Gallery closed Oct 2nd – 9th)*

*Reception: Friday, Sept 26th, 6:30 pm – 9:00 pm*



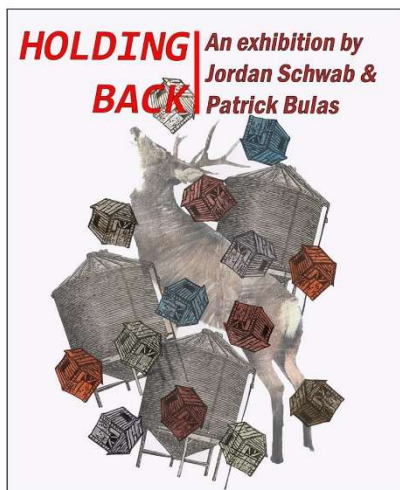
### *Roadside Series: A Saskatchewan Printmaking Story*

*Jeni Ly & Jacob Semko*

*Saskatchewan Craft Council Gallery  
813 Broadway Ave*

*Exhibition Dates: Aug 30 - Nov 1, 2025*

*Reception: Saturday, Oct 18, 5:00 pm*



### *Holding Back*

*Jordan Schwab & Patrick Bulas*

*STM Gallery  
Second Floor, St Thomas More College  
University of Saskatchewan*

*Exhibition Dates: Sept 20 to Dec 13*

*Reception: Sunday, Sept 28, 2:00 to 4:00 pm*

## 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 2025 competition deadline is **October 31, 2025**

#### 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. The University has repeatedly refused requests to increase the fund according to need. At our summer board meeting, the board made the difficult decision that our fund still needed to be replenished. **Unfortunately, we will not be providing tuition waivers again in Fall 2025.**

#### 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, 2026

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

### **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.

## **Call for Nominations: Member of the Negotiating Committee & Trustees**

At the September 26th Membership Meeting, an election will be held for one (1) additional member of our local's Negotiating Committee.

In addition, elections will be held for two (2) Trustee positions, one serving a two year term; the other serving for one year.

Any member in good standing who wishes to be nominated for either (or both) of these positions 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 our [Bylaws, Section 13](#) [pdf] 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.

Trustees serve as the audit committee for the Local, reviewing the accounts of the Secretary-Treasurer and other table officers of the local, signing off on an audit report submitted to the CUPE National Secretary-Treasurer, and reporting to the membership following each audit report. (See our [Bylaws, Section 8 \(g\)](#) [pdf] for specifics). Normally this involves a few hours of work once per year (generally in the Summer term). Trustees receive a stipend of \$220 per audit report completed. These Trustee positions *must* be filled by the end of this calendar year. So if the positions are not filled at the upcoming membership meeting on Sept. 26, elections will be held again at our AGM in December.

Note: If there is a contested election at the September 26th meeting (i.e., if there are more nominees than there are available positions), 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.





## **Fall Membership Meeting**

**5:00 PM, Friday, September 26, 2025**

**In-Person in Arts 104**

**&**

**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 26, 2025, 5:00 PM**

**ARTS 104 and via Zoom**

**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, Summer Membership Meeting, July 23, 2025
7. Matters Arising from the Minutes
8. Secretary-Treasurer's Report
9. News & Communications Officer's Report
10. Correspondence & Communications
11. Money Motion 003-2025: "Moved that our local donate \$200 in support of CUPE Local 380, which has been on strike since July 29."
12. Executive Committee Report
  - a. Delay in University/APSA MOA Re: online/FLT courses; consequent surge in Article 15.01 "urgency" notifications
  - b. Case Work/Grievance/SJUMC Report
  - c. State of AP/PD/TW Fund
  - d. Negotiations Update
13. Election: Member of the Negotiating Committee (one)
14. Election: Two (2) Trustees (one for a term of two years; one for one year)
15. New Business
16. 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.

### **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.

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### Contact the Union

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### 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)



### **How Are We Doing?**

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

**Have something related to what we do as sessional lecturers that you want posted on Facebook, Instagram, or Blue Sky?**

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

**Please let us know.**

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