

CUPE3287

University of Saskatchewan Sessional Lecturers

News From Nowhere

Year 37, Issue 3

September 2026 Newsletter



CUPE 3287 members serving free hamburgers & hotdogs to U of S students and staff at the CUPE Community BBQ on September 1. Thanks go out to our volunteers: David Yee, Rafa Morales Guzman, Kim Sanderson, Denise Huynh, Justin Fisher, Albert Ugochukwu, Jeffrey Klassen, Joan Forder, and Patrick Bulas. Special thanks to CUPE 3287 President Will Buschert along with Kent Peterson and Victor Castro from CUPE Saskatchewan for organizing the event in addition to volunteering. Thanks also to CUPE 1975 President Alan Bohle for all his work behind the grill. (Photo: Patrick Bulas)

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A Welcome Back Message from CUPE Saskatchewan

On behalf of CUPE Saskatchewan's 31,000 members, welcome back to another 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.

Recently, your local partnered with CUPE Saskatchewan to host a wonderful community BBQ at the university for members, students, and anyone who came by. Your local executive, volunteers, and volunteers from other locals – such as Local 1975 – did a fantastic job and I want to recognize the hard work that was put in.

Your provincial union prioritizes partnership and collaboration with locals. Locals, and rank-and-file members, are the backbone of our union. As we do each year, we have just completed a successful summer of outreach and advocacy all across the province. BBQs, festivals, parades, farmers' markets, and cultural events are important opportunities for us to engage with CUPE members and community members. We are a public

service union; without public support, there are no public services. Outreach to build public support is vital, as we often need that public support during campaigns,

tough rounds of bargaining, and when we engage in political action.

To ensure we are always building our power as a union, CUPE Saskatchewan has built on top of its community outreach plans a variety of changes, campaigns, and initiatives to help win higher wages, safer workplaces, and protection of public services. *Your Neighbour. Your Community., Focus on Members*, anti-privatization initiatives, political action work, and our Strong Sectors Strategy are just a few examples of campaigns and initiatives locals and members can partner with the provincial union on.

To learn more, you can visit cupesask.ca and publicservicevoter.ca.

Thank-you again for all you do at work, and in your union.

In solidarity,

Kent Peterson
President
CUPE Saskatchewan

President's Report

Welcome (or welcome back) to another term at the University of Saskatchewan. I hope that your term is off to a great start.

In case it isn't, let me repeat what I've said many times in the past: CUPE Local 3287 is here to help and to support you in your work and in your dealings with 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, or if you have been threatened with disciplinary action, the union can and will intervene on your behalf.

Often, in preparing these reports, I'm faced with the sometimes-difficult task of summarizing a whole bunch of ongoing developments. In this case, however, at least as of the date that this newsletter goes to press, I have the opposite problem: On a number of important issues our local has been in a 'holding pattern' over the last few weeks, such that there isn't much of substance to report.

Negotiations Update (Sort of)

Back in July, I reported that the University had presented our Negotiating Committee (which includes me, Vice-President **Jeffrey Klassen**, **Pearson Ahiahonu**, **Denise Beaulieu**, **Patrick Bulas**, and **Denise Huynh**, as well as our CUPE National representative, **Will Bauer** and his successor, **Theresa Swistun**) with a

"comprehensive offer to settle." (I.e. not a "final offer" that the Committee would be obligated to bring it to the membership for a ratification vote, but instead a signal from the employer that they believe negotiations may be nearing an end.)

As I indicated at that time, the University's offer contained some good things – e.g., a significant increase in funding for our Academic Participation/Professional development and Tuition Waiver Fund, as well as new funding to support sessional lecturer participation on Occupational Health and Safety Committees. What the offer did *not* contain, in the Committee's view was anything approaching a fair and equitable wage increase. The offer was also essentially silent on other bargaining proposals from the union, including compensation for work done outside of the classroom, new rules relating course development, and improved health benefits.

Our Committee offered its response to the University's offer on July 21st, but there have been no further bargaining dates since then. Our next bargaining date apparently will be on October 2. Presumably I'll have more to report thereafter.

Grievances & SJUMC

Our local currently has two outstanding grievances. Both were filed back in August, but it has proven to be very difficult to arrange for dates for the grievances to be heard. Delays of this sort aren't entirely unusual. In the past, both the union and the employer have occasionally asked for

waivers of the [time limits for grievances](#) set out in our collective agreement. But in these most recent cases, I think, things have gotten a bit out of hand. I'll be bringing this up when these grievances are eventually heard, hopefully within the next two weeks or so.

Similarly, in recent years the Sessional Joint Union Management Committee (SJUMC) has met quarterly to address emerging issues relating to changes in University policy, implementation of our collective agreement, and so forth. As things stand, however, our next SJUMC meeting isn't scheduled to take place until *next term*, despite that fact that there are several important issues for discussion. I'll be communicating my displeasure about this through our CUPE National Rep.

Get Involved

CUPE 3287's membership is very diverse. We work in a wide variety of academic units scattered across campus (and, indeed, scattered across the province). Many of us go in and out of sessional employment from term to term. In short, we're a challenging group to keep organized and engaged. But, especially as negotiations unfold over the next few months, that is precisely what we need to do: It is important to keep our members engaged and focused on bargaining issues not just while negotiations are ongoing, but *continuously*.

So, relatedly, I encourage all of you – and especially our new members – to come out to our upcoming membership meeting on **Friday, Sep. 25th**, starting at **4:00 PM** in **ESB 44** and via Zoom. (Details, including the agenda for the meeting, can be found elsewhere in this newsletter). I hope to see you all then.

William Buschert
CUPE 3287 President





Terms of Engagement

*University of Saskatchewan / School for the Arts / Art & Art History
Autumn 2026 Staff & Sessional Exhibition*

September 25 to October 8 Reception: 6:30 to 9:00pm, Friday September 25

Gordon Snelgrove Gallery

Room 191, Murray Building

phone: 306-966-4208 email: gordon.snelgrove@usask.ca

CUPE 3287 T-shirts are now available!

\$30.00 each

**Contact CUPE 3287 News & Communications
Officer Patrick Bulas for ordering and payment
details.**

news.cupe3287@gmail.com





Above: CUPE 3287 President Will Buschert addresses members and guests at the University Club.
Below: Guest Speaker University of Saskatchewan President Vince Bruni-Bossio.
(Photo: Patrick Bulas)



CUPE 3287 Welcome Back BBQ

On September 10, members of CUPE 3287 kicked off the Fall term at the annual Welcome Back BBQ at the University Club. Thanks to University Club General Manager Hanna Savola and her staff for hosting the event.

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 2026 competition deadline is **October 30, 2026**

Note:

*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 2026.***

Please visit the [Funds and Benefits page](#) on our website for guidelines and the application form.

Applications must be submitted electronically to cupe3287grants@gmail.com, cc'd to 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, 2027

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

Did You Know?

Sessional lecturers and applied music instructors represented by CUPE 3287 teach nearly 30% of undergraduate courses (and quite a few graduate courses) at the University of Saskatchewan. Without us, the University would be unable to fulfil its academic mission.

Yet, since we are hired on a per-course basis, and since not all courses are offered in every academic term, virtually all sessional lecturers are subject to periodic involuntary unemployment. Many of our members rely on access to Employment Insurance (EI) to make ends meet. Access to EI benefits depends on meeting a regional threshold of accumulated insurable hours of employment (in Saskatoon, in 2026, currently 665 hours).

Deemed Hours of Work

Insurable hours for preparation, delivery, and grading per 3 CU/half course:

University of Saskatchewan (CUPE 3287)	195 hours
University Regina (URFA)	208 hours
University of British Columbia (UBCFA)	226.68 hours
University of Alberta (AASUA)	225 to 230 hours*
University of Toronto (CUPE 3902, Unit 2, Unit 3)	230 hours
First Nations University of Canada (URFA)	235 hours
McMaster University (CUPE 3906, Unit 2)	238 hours

*At the University of Alberta, deemed hours per course are adjusted such that a sessional lecturer teaching a partial load will meet the currently applicable EI regional threshold for Edmonton and Calgary during the spring and summer terms.

**Does this sound fair to you...?
Support our Negotiating Committee**



Candidate Members in Good (MIG) Standing

At the upcoming Membership Meeting on September 25th, there will be a motion to accept the following individuals as members in good standing of our local:

LAST NAME	FIRST NAME	DEPARTMENT
Bailey	Gitzel	College of Kinesiology
Berger	Phaedra	Computer Science
Bourgeois	Jan Michael	School for the Arts
Drotar	Matthew	Computer Science
Egbordi	Chidinma A	Languages, Literatures and Cultural Studies
Fanner	Nick	School for the Arts
Gibson	Laurien	School for the Arts
Henderson Hunter	Allison	Biology
Naserabadi	Shiva	Agricultural and Resource Economics
Olson	Cassandra	Sociology
Opoku-Mensah	Fiona	Sociology
Sukkh	Sasha	Psychology
Wilderman	Mark	College of Education/Curriculum Studies

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.

Fall Membership Meeting, Sep. 25th

Please join us **Friday, September 26**, starting at **4:00 PM**, for our Fall Membership Meeting. The meeting will be an opportunity to make your voice heard and to hear what our local has been up to -- including an update on our ongoing negotiations with the University.

Friday, September 25, 2026

4:00 PM

Edwards School of Business (ESB) Room 44, or via Zoom

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

If you will be joining the meeting via Zoom, please include your real full name when joining the meeting to allow us to keep accurate attendance records. Similarly, if you will be joining the meeting by telephone, please communicate your name to the Recording Secretary at the beginning of the meeting. Please do not share the Zoom link with individuals who are not members of our local.

Agenda on following page



FALL MEMBERSHIP MEETING

September 25, 2026, 4:00 PM

ESB 44 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, Membership Meeting, July 24, 2026
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. Negotiations Update
 - b. SJUMC Report
 - c. Grievance Report
 - d. PA Campus parking concerns
 - e. Reminder Re: AP/PD Fund applications
12. New Business
13. 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.

Contact the Union

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<http://www.facebook.com/CUPE3287>



[@sessionals3287](https://www.instagram.com/sessionals3287)

Newsletter Editorial Board

Editor:

Patrick Bulas

Committee Members:

Will Buschert, Jeffrey Klassen,
Camila Ramos Bernardes

*If you would like to submit an article to
our newsletter or would like to join our
committee, please contact
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](#).