



LRB File No. 023-23

## **NOTICE OF VOTE**

**TIME SENSITIVE- Balloting will conclude on March 7, 2023**

Upon Receipt, please exercise your vote - Ballots received after **March 7, 2023**, may not be counted.

To: Members of the Canadian Union of Public Employees, Local 3287. You have been identified by your Employer (University of Saskatchewan) and your Union as an eligible voter.

**TAKE NOTICE** that the Saskatchewan Labour Relations Board has been requested by the University of Saskatchewan to conduct a vote in respect of the last offer, dated January 19, 2023 (hereto attached as Appendix I). The Board has issued a Direction for Vote Order, a true copy of which is included in this package. The ordered vote is being conducted by secret ballot to determine if the employees to whom this notice is directed wish to accept or reject the Employer's last offer.

### **SECRET BALLOT**

This vote is being conducted by secret ballot under the direct supervision of Mr. Swarbrick, Board Registrar, and his delegate Mr. Coulthard. If you believe you received a ballot in error or there is something lacking in this package, **please phone the Board at (306) 787-7210.**

In addition to this page, you should have received:

1. A Ballot
2. A Small brown envelope
3. A Medium sized white envelope with your name in upper left-hand side.
4. A White envelope with postage affixed, addressed to the Board's Offices in Regina.
5. Appendix I: The Employer's last Offer - 13 pages.
6. Appendix II: The Eligible Voters listing containing the name of each voter.
7. The Board's Order directing the vote.

### **HOW TO VOTE**

All eligible voters are listed on the approved list- APPENDIX II.

Your ballot is the blue coloured document in this package and is the only acceptable document for this vote.


**Your Ballot has the question which you may mark with a check or "x" in the spot provided in a box beside Yes or No. If you mark both boxes or write on the ballot in any other fashion, it may be considered spoiled and void. Once you have marked your ballot, fold it once, place in the 'small brown' envelope', then place that 'small brown envelope' into the medium sized "white envelope" with your name. Seal that envelope and place the 'medium sized envelope' into the larger white envelope which has postage and is addressed to the Saskatchewan Labour Relations Board. See next page for visual aid of ballot voting procedure.**

Place into a Canada Post mail repository. This will conclude the voting process. The tabulation of those ballots will occur as soon as possible after the ballots have been received by the Board. You may check with your Union as to the progress of the vote.

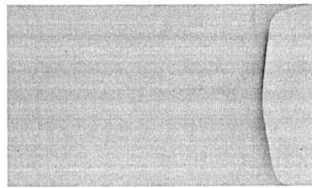
  
Jonathan Swarbrick  
Board Registrar

**Note: The Board will not provide guidance or provide any explanation as to the language of the last offer. Our role is to capture the wishes of those employees affected in respect of that last offer.**

# Ballot Voting Procedure


	<b>Saskatchewan Labour Relations Board</b>	<b>SECRET BALLOT</b> LRB File No. 000-00	
Do you wish to ..... by ..... for the purpose of bargaining collectively with your Employer?		YES	<input type="checkbox"/>
PLACE AN "X" IN ONE SQUARE ONLY		NO	<input type="checkbox"/>

**Fold Ballot**



Employee Name LRB File No. 000-00
--------------------------------------



	Government of Saskatchewan	LABOUR RELATIONS BOARD 1600-1920 Broad Street Regina, Canada S4S 0P2
<b>Saskatchewan Labour Relations Board</b> #1600- 1920 Broad Street, Regina, SK Attention: Jonathon Swarbrick		

**Put In Canada Post Mailbox – Postage Is Prepaid**

APPENDIX 1

This is Exhibit " B " referred to in the Affidavit of GREG TREN Sworn before me at Saskatoon, The Matter of Collective Bargaining this 3 day of Feb, 2022.  
[Signature] University of Saskatchewan  
A Notary Public in and for the Province of Saskatchewan. And  
[Signature] CUPE local 3287

Employer Best and Final Offer to Settle Tentative Agreement

Transmitted by Mediator

1. All items tentatively agreed as of December 1, 2022 remain tentatively agreed.
2. All items outstanding as of December 1, 2022 are deemed withdrawn with the exception of the language noted below on this proposal.
3. The Employer amends its previous financial offer to the following:
  - No retroactivity past the date of acceptance
  - A four year term with stipend increases of: 0%, 3%, 3%, 3%
4. The parties recommend acceptance of this offer to their principals.
5. Ratification of the resulting tentative agreement be accomplished as soon as reasonably possible and in any event no later than January 30, 2023.

Language Required:

**ARTICLE 18 – TEACHING REVIEWS AND ASSESSMENTS AND PERFORMANCE REVIEWS**

~~All regular reviews and teaching assessments and performance reviews are to allow for an opportunity for the department head, Dean or designate to meet and discuss the performance of duties with each member. The department head, Dean or designate will then complete a~~

performance feedback and development plan. A copy will be provided to the member and Human Resources. The member may attach a personal statement in response to the feedback with a copy submitted to Human Resources. Members who do not receive timely performance feedback may apply to Human Resources or the Union for assistance.

Both ~~regular reviews and~~ teaching assessments and performance reviews shall use reasonable methods and criteria of evaluation that are appropriate to the department or non-departmentalized college and to the course in question.

It is expected that sessional lecturers will remain current with developments in their disciplines and will regularly update the subject matter of courses they teach.

#### **18.01 ~~Regular Review~~ Teaching Assessment**

The department head, Dean, or designate shall conduct a ~~regular review~~ teaching assessment of an employee's teaching performance for the purpose of providing feedback on their course instruction and plans for future professional development.

During a sessional lecturer's first nine (9) credit units of instruction, the department head, Dean or designate ~~shall~~ **may** conduct a ~~regular review~~ teaching assessment.

Following the initial nine (9) credit units of instruction, the department head, Dean or designate ~~shall~~ **may** conduct ~~regular reviews~~ a teaching assessment once per every two (2) years of instruction in which the sessional has taught more than fifteen (15) credit units **or when requested to do so by the sessional lecturer.**

~~In order to transition to the model as outlined above, regular reviews must be conducted by August 31, 2012 for all applicable sessionals who meet the above criteria.~~

##### **18.01.01 ~~Procedures for Regular Review~~ Teaching Assessment**

A ~~regular review~~ teaching assessment will normally include a review of the following:

1. Subject matter, mode of delivery and teaching materials considered relevant to teaching performance; and
2. Signed evaluations from students.

The department head, Dean or designate shall meet with the sessional within thirty (30) days of gathering the information indicated above to discuss the ~~review~~ assessment, identify areas of strength and/or plans for development, and, if necessary, make recommendations for the member to utilize available resources.

~~To provide a more detailed review, the Employer or employee may request a teaching assessment as outlined in Article 18.02.~~

#### **18.02 ~~Teaching Assessment~~ Performance Review**

**The Employer or employee may request a performance review subject to the following provisions:**

Wherever possible, procedures will be compatible with those used to evaluate other teaching staff in the same department (or in the same college in the case of a non-departmentalized college).

A ~~teaching-assessment~~ performance review will normally include a review of the following:

1. Subject matter, mode of delivery and teaching materials considered relevant to teaching performance; and
2. Signed evaluations from students;

And may also include:

3. Statements, reports, or other information such as a teaching dossier submitted by the sessional lecturer for consideration;
4. One or more in-class observations of teaching;
5. Letters of discipline as described in Article 19.

When initiating a performance review, the Employer shall disclose its reasons for the review, in writing, to the sessional. The department head, Dean, or designate shall meet with the sessional within thirty (30) days of gathering the information indicated above to discuss the ~~assessment~~ performance review and identify areas of strength and/or plans for development. If it is determined through the ~~teaching-assessment~~ performance review process that students are not receiving the quality of instruction expected for the course(s) in question, the department head, Dean or designate may require the member to participate in a mentoring program or make recommendations for the member to utilize available resources.

Unfavourable outcomes of the ~~teaching-assessment~~ performance review may be subject to Article 19. In such cases, the Union shall be notified and the member will be entitled to have a union representative attend the meeting.

#### **18.02.01 Observers**

When in-class observations are included in the ~~teaching-assessment~~ performance review, department heads, Deans or designates shall determine who will conduct the in-class observations. Sessional lecturers will normally be given notice at least two (2) classes before the date and time the observations will take place. They shall also be entitled to invite a University colleague, who is either a sessional lecturer or a faculty member, to attend in-class observations on a voluntary basis. This colleague may also file a report or provide written comment on the class.

**18.02.02 Observers' Report**

Observers will give the employee the opportunity to discuss their reports prior to submitting them to the department head or Dean. The department head or Dean will provide the employee with copies of the final written reports. The employee will be asked to sign each report to acknowledge that it has been read. Should the employee wish, the employee will be entitled to file a written comment which will be appended to the record.

**18.02.03 Conflict of Interest**

The parties recognize that avoidance of conflicts of interest is essential to the preservation of the integrity and credibility of the ~~teaching-assessment~~ performance review process.

The responsibility for identifying a conflict of interest rests with the Employer and individual employees. Anyone perceiving such a conflict for the purpose of performing or receiving ~~teaching-assessment~~ a performance review should raise the issue to the Dean or designate; or may request the Union raise the issue.

**21.01** The clause be refined to read:

**"1. Colleges shall inform the union-management committee on initiatives that might have an impact on bargaining unit members; this applies only where a plan is being actually implemented. Where invited, College representatives may elect to attend such committee meetings to provide such information."**

**33.03** Employer agrees to retain new bolded proposal language and leave fund amounts status quo \$\$ [September 14-22]

**33.03 Professional Development and Tuition Waiver Funds**

The University will **contribute \$45,000 annually** to this Fund.

This Fund will be for the purposes of **instructional currency**, professional development or educational upgrading for sessional lecturers.

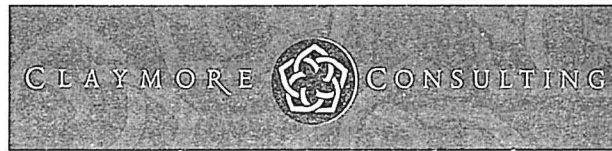
**Information governing the eligibility and administration of the fund will be available on the ConnectionPoint website and from the union.** Applications will be approved and administered by the union in accordance with existing guidelines. The Union-Management Committee will evaluate and make changes to the guidelines as necessary.

- i. All reimbursements will be conditional upon submission of appropriate documentation including proof of attendance and/or successful completion of the course (s) undertaken.
- ii. **The maximum size of waiver available to any applicant in any academic year shall be equivalent to the Canadian student course-based tuition for a six credit unit undergraduate class in Tuition Category 3 which is current at the time the course is taken. No applicant who has been awarded the maximum waiver in one year can receive an additional waiver in the succeeding year unless one month has lapsed following the start of the application period. Applicants will list their previous awards on their application.**
- iii. Approved **waiver** applications will be provided by the union to **People and Resources who will** then forward them to Student Accounts and Treasury.
- iv. The total funds awarded to each grantee as approved by the union will be provided by the union to **People and Resources** for tracking as the administrators of the Fund. **People and Resources will provide to the union updated statements of account for the Fund as close to the beginning of each Fall and Winter term as is reasonably practical.**

Unused funds may be carried over to the next fiscal year. The maximum fund balance will be **\$100,000.**

A handwritten signature in black ink, appearing to be 'J. Brown', is located below the text.

E&OE  
December 16, 2022



*Strategic Business Advisors*

January 19, 2023

Kristin Anderson  
Manager, Labour Relations and Mediation  
LRWS  
122-3<sup>rd</sup> Avenue North  
Saskatoon, SK

VIA: [Kristin.anderson@gov.sk.ca](mailto:Kristin.anderson@gov.sk.ca)

Dear Kristin:

**Re: University of SK and CUPE Local 3287 Mediation**

Thank you for sending us the union's reply to our recent final offer. The USask team has now had an opportunity to review the union's positions and we are, I think, quite close to a tentative agreement. We perceive that there are essentially three items upon which we must respond. The balance of the union's last positions are agreed.

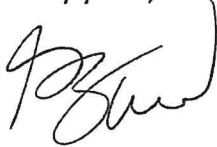
1. Regarding Article 14.06, the union is correct, and we concur in the addition of 14.06 to the list of agreed items as indicated.
2. Regarding Article 21.01, we are unable to agree with the union's last position, but we concur in their observation that the *SK Employment Act* plays a role in this issue. We propose simply adding the word "significant" prior to 'impact' in the union's last proposal. This signals that we are addressing substantial matters rather than those of a very minor and/or transactional status and reflects the intentions of the Act in addressing such changes.
3. Regarding stipend retroactivity, we are not able to agree with the union's position. Our principals are clear that they were never inclined to offer retroactivity for teaching assignments that have already been concluded. Nor are we prepared to offer retroactive application of any other monetary matter in this negotiation subject to the following counter. We are prepared to apply all monetary changes provided in the coming agreement effective January 1, 2023 notwithstanding the actual date of signing of a formal collective agreement post-ratification. In this way, 2023 retroactivity will be provided in an effort to find a compromise. Attached, please find a Schedule A of revised stipend amounts pursuant to our offer. We would hope that the union would now be in a position to recommend this settlement to their members but that is, of course, their affair.



We agree to extend your mediation appointment to whatever date is convenient for the anticipated settlement of this matter. We also agree to the union preparing a memorandum of agreement that captures a tentative agreement subject to ratification by each party, and we would appreciate receipt of a copy of same so that our ratification process utilizes the same document as the union. The Employer intends to prepare a final signing copy of the new collective agreement assuming ratification, subject of course to the union vetting same prior to publication. We anticipate that absent any extenuating circumstances, the Employer can ratify and implement the terms of a new contract by April 1.

Please share the foregoing with the Local 3287 bargaining team. We await your further advice and thank you for your assistance.

Sincerely yours,

A handwritten signature in black ink, appearing to read "G.S. Trew". The signature is stylized and cursive.

G.S. (Greg) Trew  
Chief Negotiator

cc USask Bargaining Team

**SCHEDULE 'A': RATES OF PAY – Effective September 1, 2021 to August 31, 2025**

**1. Sessional Lecturers Stipend**

This schedule represents the basic stipend for a three (3) credit unit course. Courses with more or fewer credit units will be prorated accordingly.

<b>Sessional Lecturer Stipend</b>				
<b>September 1, 2021: 0% adjustment to stipend</b>				
<b>January 1, 2023: 3% adjustment to stipend</b>				
<b>September 1, 2023: 3% adjustment to stipend</b>				
<b>September 1, 2024: 3% adjustment to stipend</b>				
	<b>Basic Stipend</b>	<b>Vacation Pay (5/52)</b>	<b>Professional Allowance</b>	<b>Total Stipend</b>
<b>LEVEL I</b>				
September 1, 2021	\$6,578.52	\$632.55	\$110.00	\$7,321.07
January 1, 2023	\$6,775.88	\$651.53	\$110.00	\$7,537.40
September 1, 2023	\$6,979.15	\$671.07	\$110.00	\$7,760.22
September 1, 2024	\$7,188.53	\$691.20	\$110.00	\$7,989.73
<b>LEVEL II</b>				
September 1, 2021	\$6,853.97	\$659.04	\$110.00	\$7,623.01
January 1, 2023	\$7,059.59	\$678.81	\$110.00	\$7,848.40
September 1, 2023	\$7,271.38	\$699.17	\$110.00	\$8,080.55
September 1, 2024	\$7,489.52	\$720.15	\$110.00	\$8,319.66
<b>LEVEL III</b>				
September 1, 2021	\$7,129.43	\$685.52	\$110.00	\$7,924.95
January 1, 2023	\$7,343.31	\$706.09	\$110.00	\$8,159.40
September 1, 2023	\$7,563.61	\$727.27	\$110.00	\$8,400.88
September 1, 2024	\$7,790.52	\$749.09	\$110.00	\$8,649.61

Level I: Sessional lecturers who have accumulated zero (0) up to five (5) (but not equal to five (5)) service points.

Level II: Sessional lecturers who have accumulated five (5) up to ten (10) (but not equal to ten (10)) service points.

Level III: Sessional lecturers who have accumulated ten (10) or more service points and retired faculty members appointed as sessional lecturers.

- Each service point represents six (6) credit units of teaching as a sessional lecturer or teaching twelve (12) students as an applied music instructor. (See Service Points – Definitions).
- Mid-course adjustments will occur if a sessional lecturer reaches the service equivalent to the next level while teaching a six (6) credit unit course.

## 2. Applied Music Instructors

<b>Applied Music Instructors</b>				
<b>September 1, 2021: 0% adjustment to stipend</b>				
<b>January 1, 2023: 3% adjustment to stipend</b>				
<b>September 1, 2023: 3% adjustment to stipend</b>				
<b>September 1, 2024: 3% adjustment to stipend</b>				
	<b>Weekly Rate of Pay per Student</b>	<b>Vacation Pay (5/52)</b>	<b>Professional Allowance</b>	<b>Total Stipend</b>
<b>LEVEL I</b>				
September 1, 2021	\$68.57	\$6.59	\$0.71	\$75.87
January 1, 2023	\$70.63	\$6.79	\$0.71	\$78.13
September 1, 2023	\$72.75	\$6.99	\$0.71	\$80.45
September 1, 2024	\$74.93	\$7.20	\$0.71	\$82.84
<b>LEVEL II</b>				
September 1, 2021	\$71.42	\$6.87	\$0.71	\$79.00
January 1, 2023	\$73.56	\$7.07	\$0.71	\$81.35
September 1, 2023	\$75.77	\$7.29	\$0.71	\$83.77
September 1, 2024	\$78.04	\$7.50	\$0.71	\$86.26
<b>LEVEL III</b>				
September 1, 2021	\$74.34	\$7.15	\$0.71	\$82.20
January 1, 2023	\$76.57	\$7.36	\$0.71	\$84.64
September 1, 2023	\$78.87	\$7.58	\$0.71	\$87.16
September 1, 2024	\$81.23	\$7.81	\$0.71	\$89.75

Level I: Sessional lecturers who have accumulated zero (0) up to five (5) (but not equal to five (5)) service points.

Level II: Sessional lecturers who have accumulated five (5) up to ten (10) (but not equal to ten (10)) service points.

Level III: Sessional lecturers who have accumulated ten (10) or more service points and retired faculty members appointed as sessional lecturers.

- Each service point represents six (6) credit units of teaching as a sessional lecturer or teaching twelve (12) students as an applied music instructor.
- Mid-course adjustments will occur if a sessional lecturer reaches the service equivalent to the next level while teaching a six (6) credit unit course.

### **3. Non-Accountable Professional Allowance**

The non-accountable professional allowance has been rolled into the salary component effective September 1, 2003.

### **4. Travel and Inconvenience Allowance**

Subject to the following conditions, employees required to travel to teach a course will be reimbursed for their travel expenses and will receive an inconvenience allowance:

- a. If an individual resides in Saskatoon and is appointed to teach in a location other than Saskatoon, that individual will be eligible in accordance with past practice.
- b. If an individual resides in a location other than Saskatoon and is appointed to teach either in Saskatoon or outside of Saskatoon, that individual will be eligible when agreed to in advance by the Employer.
- c. In cases where a course taught at an off-campus location requires an individual to travel to that location more than once a week, the allowance shall be fifteen percent (15%) of the prorated sessional lecturer stipend.

Travel expenses will be reimbursed in accordance with the prevailing University policy (4.20.02). Sessional lecturers will be expected to participate in car pools whenever reasonable.

The inconvenience allowance shall amount to an extra ten percent (10%) of the prorated Sessional lecturer stipend if the course location is sixty (60) kilometres or more from the employee's normal residence or an extra fifteen percent (15%) of the prorated stipend if the course location is one-hundred and sixty (160) kilometres or more from the employee's normal residence.

### **5. Duties Outside Normal Time Parameters**

Employees who are required to set or grade special deferred or special supplemental exams shall be remunerated on the basis of twenty dollars (\$20.00) per student.

### **6. Course Development**

Funding for course development during the terms of this agreement will be provided as follows:

When, with the approval of the department head or Dean, an employee develops a new course or a new offering for a Special Topics course, the employee will be paid a stipend as determined

by the Course Development Stipend Scale below and credited with equivalent teaching credits for the purposes of acquiring the right of first refusal and priority. The stipend and teaching credits may be prorated in the event that more than one person is responsible for the course development.

Scale for allocating course development stipend where 1.0 equals one full stipend:

- 1.0 Full development of a new course to be entered into the calendar as part of a continuing program.
- 1.0 Full development of a Special Topics Course that will be offered at most a few times and is a new course development not previously offered.
- 0.5 Extensive re-working of an existing course, determined and approved by the Dean.



UNIVERSITY OF  
SASKATCHEWAN

**CUPE** / Canadian Union  
of Public Employees

**In The Matter of Collective Bargaining Between**  
**University of Saskatchewan**  
**And**  
**CUPE Local 3287**

**Union Reply to Employer Amended Final Offer of January 19, 2022**

**Transmitted Through Conciliator**

1. With respect to Article 14.06:

Confirmation received. The "Agreed To Items" document has been updated to reflect the agreed upon dates for Article 14.06 as well as adding Articles agreed to in our last reply of January 16, 2023 (Articles 18.01, 18.02 and 33.03).

2. With respect to Article 21.01:

The Union is in agreement to the Employer's counter to add "significant" prior to "impact", having confidence again that *The Saskatchewan Employment Act* prevails in defining "Technological Change". A slight housekeeping amendment was necessary to add "significant" so the Article would now read:

**ARTICLE 21 – TECHNOLOGICAL CHANGE AND ORGANIZATIONAL CHANGE**

**21.01** The clause be refined to read:

1. Colleges **shall** inform the union-management committee on initiatives that have **a significant impact** on bargaining unit members. **Where invited, College representatives may elect to attend union-management committee meetings to provide such information.**

*Employer counter of January 19, 2023 agreed to by Union including additional housekeeping, reflected in red/bold, per above.*

3. With respect to the Wage Schedule and Retroactivity:

The Union maintains our position on full retroactivity to September 1, 2022. We appreciate the efforts of the Employer's committee in trying to find a compromise here. We respectfully submit that retroactivity has been provided in the past two rounds of negotiations. We submit that the first year of the CBA has 0% for wage increases. A further 0% increase in stipends for courses taught in the fall of 2022 covers a period of generationally high cost of living increases.

The membership have been clear in our consultations that stipend levels must be addressed due to these pressures and external comparators discussed previously. The modest increase in overall cost to provide full retroactivity will allow the Union to endorse the Memorandum of Agreement at ratification. Without full retroactivity, ratification will not succeed. This is the lone outstanding item between the parties that will will conclude collective bargaining if resolved.

Other outstanding matters:

The Union is prepared to recommend acceptance of the terms and conditions captured in the Memorandum of Agreement to its members, on or before February 28, 2023, if the above is agreed to.

On the Employer's proposal of retaining your services as appointed Conciliator to the parties, the Union would also be in agreement to extending the appointment beyond the previously agreed upon extension of January 31, 2023.

We also attach the updated Agreed To Items to provide to the Employer for their review and accounting.






**APPENDIX II**

**LRB File No. 023-23 Voter List**

Acharibasam,John Bosco	Adelakun,Adekunle Seyi	Afful,Annshirley Aba	Ahiahonu,Pearson William Kwaku
Ahmad,Khawaja Ashfaque	Ali,Khaldoun Ali	Anderson,Samantha Jade	Anderson,Vincent Boyd
Arsenie,Shaunda Marie	Arvanitis-Zorbas,Eleni	Baerg,Mark Daniel	Baijius,Warrick Reuben
Baldwin,Amanda Lyn	Banadyga,Andrea Daile	Banga,Linda Jane	Banigesh,Ali Idris El- Gabali
Barbour-Tuck,Erin Nicole	Bataineh,Osama Mohammad Mahmou	Becker,Tanya Danielle	Berkenbrock,Jose Alvim
Billings,Teresa Lorraine	Black,Samantha	Blair,Patrick Lindsay	Blocka,Rochelle Deanne
Blom,Monique Renee	Boving,Alfons Hubert	Brady,Carleigh Frances	Brandon,Skye Morgan
Brazier-Tompkins,Kali Shakti A	Broda,Lisa Jean	Brophey,Erin Lindsay	Brown,Jillian Rae
Burles,Meridith Clare	Burton,Richard Thomas	Busch,Jody	Buschert,William James
Caldwell,Lynn Audrey	Campbell,Jean Evelyn	Campbell,Tenille Kelry	Caron,Valerie Lynne
Chamakese,Darryl Denis	Chamakese,Ronald Jason	Chang,Lawrence Hooi Tuang	Chartrand,Harry Hillman
Chiang,Kai-Yue Andy	Chilima,Jania Said	Clark,Christopher Dean	Clark,Diane Marie
Cochran,Natasha Suzanne	Colborne,Hilary Jean	Cooke,Deborah Ann	Cotts,Brian James
Crawford,Grant Lawrence	Crawford,Sarah Nicole	Dalio Bernardes da Silva,Gabri	Daschuk,Mitch Douglas
Datta Gupta,Suvadra	De Oliveira,Thamirys	Dean,Fredrick William	Degenstein,Bradley Ross
Del Castillo Valenzuela,Mikael	Digneau,Ryan Philip	Doell,Wendy Siu-Man	Doerksen,Mark David
Doerkson,Lorna Fay	Dubeau,Katryne Rachel Margaret	Dueck,Caleb Joseph	Dunk,Andrea Lynn
Dybvig,Wayne Laverne	Eddolls,Jeannette Marie	Ehrlich,Leslie James	Eishamy,Mohamed Ezzat Ahmed Ma
Ens,Joel Andrew	Fehr,Lukas Bryan	Feraro,Eldon Pili	Field,Brennan Brian
Fingerote,Joseph Moshe	Fisher,Justin David	Fornssler,Barbara Louise Eliza	Frake-Mistak,Mandy
Gable,Kathleen C	Galbraith,Ryan Deveron	Gallant,Melanie Jeanne	Gao,Yixiao
Gibson,Maryellen Isabella	Gobeil,Marc Joseph	Golshanmoghaddam,Fatemeh	Goode,D Peter
Gould,Layla Aimee	Greenwood,Hamilton	Guerra,Lenin Cavalcanti Brito	Guilmette,Elaina Francis
Gulka,William Alexander	Gustafson,Paul Rae	Hackett,Jennelle Dawn	Hallgrimson,Nicolas Byron
Halstead,David A	Hamoline,Rita Lorraine	Hansen,Malin	Harms,Victoria Lynn
Hawkins,Meghan Kathleen	Hawn,James Henry	Hayton,Susan Lynn	Helfrich,Kendra Megan
Henschel,Curtis Michael	Herron,Sandra Dianne	Hickmott,Landyn Matthew	Higa,Federica Andrea
Hoessler,Carolyn	Hofmeister,Walter Anthony	Hogan,Michelle Mary	Houseman,Natalie Kara
Howie,Leah Marie	Hulse,Elaine	Hunker,Clinton William	Huynh,Denise Patricia
Inci,Levent	Jacob,Paul	Jacobson,Lynette Rae	Jacques,Michelle
Jamal,Bianca Christina	James-Cavan,Kathleen Viola	Jaunzems Fernuk,Judy Lynn	Johanson,Terry Lynn
Johnson,Brooke Amy	Johnson,Letitia Barbara	Kang,Parminder Singh	Katz,Richard
Kaur,Jasleen	Kekula,Shannon Dawn	Kelln,Roanne Dawn	Kemp-Koo,Debra Louise
Kerr,Rosanne Cecile	Kisin,Aleksandar	Klassen,Jeffrey	Klein,Candice Megan
Kobylak,Kirsten Maya Neynoe	Koenig,John Franklin	Kozii,Ivanna Vasylivna	Krahn,Daniel Cornelius
Krasowski,Sheldon Kirk	Krause,Daniel Jacob	Lafond,Mika Nicole	Leard,Stuart Ralph
Lee,Nancy	Lehmkuhl,Paul Raymond	Li,Gang	Li,Xiaoling
Lloyd,Joshua Ben	Loomes,Nathan Eric	Lowenberger,Brea Teneal	Lynchuk,Melanie Bridgette
Lyons,Barry James	Madampage,Claudia Avis	Marchand,Joanne Yvette	Marken,Liv Catherine

McConnell,Grant Allison	McDonald,Jessica Amber	McKnight,Scott	McLean Belyk,Dawn Joanne
McLean,Sheelah Rae	McWhinney,Heather Jane	Middleton,Clare Louisa	Miller,Allison
Moazed,Raha	Moazed,Reza	Morris,Emily Jane	Muenchrath,Dawn Maria
Munro-McFarlane,Laura Lee	Murawsky,Orest Peter	Myburgh,John-Etienne	Mycyk,Sofia Iryna
Negraeff,Laura Elizabeth	Newell,Heather Jan	Nicholson,Bonnie Lynne	Nikraftar,Hamed
Noonan,Warren James	North,Adam Robert Walter	Novak,Shelby Quinn Lesley	Novocosky,Aileen Anne
Ojiagu,Ugochukwu David-Kingsle	Olson,Brent James	Olukayode,Toluwase Oluwafemi	Orb,Jocelyn Dawn
Orensa,Noah	Osachoff,Margaret	Owusu Nkrumah,Daniel	Parisien,Jordan Elden
Parker,Lorne Edward	Paslowski,Janice Colleen	Paterson,Janice Florence	Pattison,Susan Mary
Paul,Lara Railene	Paul,Shoshanna Yvonne	Payan,Amir	Penney,Renee Suzanne
Peterson,Hilary Janice	Pezeshkian,Zahra	Pfefferle,Brian Roderick	Phaneuf,Louise Margaret Marie
Pokraka,Edward Stanley	Pollock,Lori Dawn	Pollock,Michael Shawn	Poon,Lisa Joyce-Ooi
Pradier,Pierre-Luc Maxime	Priebe,Carly Sarah	Prokopchuk,Nadia Juliana	Puderak,Karrie-Ann
Purse,Graham Edward	Ramos Bernardes,Camila	Raymond,Jordan Micheal	Relland,Michael Roger
Rine,Sydney Sharon Annette	Roberts,Thomas Ernest	Robson,Frances Elaine	Ruecker,Nathan Scott
Saad,Gaballah Abdallah	Sadikov,Shokhrukh S	Safaei,Abdulsattar	Sanders,Storm Lee
Sauter,Jill	Sawchuk,Katrina Frances	Schaefer,Laura	Scharfstein,Lauren Elizabeth
Schmidt,Donald Frederick	Schott,Daniel Herbert	Selander,Darcy Leigh	Sembalerus,Audrey Lynn
Semko,Jacob Len	Senick,Matthew Harvey	Shafiee,Mojtaba	Shah,Paragi
Shames,Dean	Sheikh,Sheheryar Badar	Shia,Eleanor Chi-Ming	Shillito,Anthony Paul
Shiplett,Arlene Dawn	Sidloski,Celene Donna	Sigfusson,Stacy Lee	Sinclair,Bruce Edward
Singer,Anna Constance	Sittler,Brooke Elaine	Sivasubramaniam,Ketheswaran	Smith,Ashley Megan Milhomens
Solberg,Megan Lee Ann	Soori,Parastoo	St. Pierre,Laura Jeanne Gauthi	Stalwick,Amanda Dawn
Stauffer,Melvyn Roy	Stavrou,Stavros Georgios	Steinback,Natasha Colby	Stewart,Veronica Lea Carr
Stockdale,Keira Corinne	Stolar,Geraldine Grace	Stoliker,Bryce Evan	Stothers,Jesse Denoon
Swerhone,Grier Joan	Syed Mohammad,Azeem	Tafesse,Endale Geta	Taylor,James Andrew
Taylor,Tristan Brent	Tebbutt,Glorie Beatrice	Thiessen,Stephen Mark	Thompson Wagner,Christiani
Thompson,Julie	Thornton,Fredrick G	Tootoosis,Mylan Murdo	Tunison,Scott Douglas
Unverricht,Stephanie Briana	Usenkova,Eleonora	Vandenameele,Kristen Marie	Venne,Edith Maxine
Vera Velez,Roy Roger	Verge,Renee Deborah	Wagner,Ian David	Wagner,Landon Marc
Walen,Gregory George	Wallace,Brenda Lynn	Watson,Jay David	Watson,Lisa Jean
Weichel,Bertram Johannes	West,Rhonda Lynn	White,Kyle Shannon	Williams,Chad Geoffrey Wallace
Wilson,Margaret Gertrude	Winkelman-Sim,Dianne Christina	Wlock,Jillian Suzanne	Woytowich,Adrienne Eugenie
Wright,Michael James Grant	Xia,Liuyin	Yang,Qingde	Yates,Madasan Joyce
York,David Terrance	Zacaruk,James Anthony	Zakharchuk,Nataliia	Zaluski,Alexandra Jane
Zamulinski,Brian Edward	Zorbas,Jason Gregory		



Returning Officer  
Saskatchewan Labour Relations Board



**IN THE MATTER OF**

An application for the vote on employer's last offer;

**BETWEEN:**

University of Saskatchewan

**APPLICANT**

- and -

Canadian Union of Public Employees, Local 3287

**RESPONDENT**

**BEFORE:**

Susan C. Amrud, K.C., Chairperson )  
 ) **DATED** at Regina, Saskatchewan, on  
 )  
 ) the 14<sup>th</sup> day of February, 2023.

**DIRECTION FOR VOTE**

**THE LABOUR RELATIONS BOARD**, pursuant to Section 6-35 of *The Saskatchewan Employment Act*, **HEREBY ORDERS:**

- (1) That a vote by secret ballot be conducted among all eligible employees, who were employed within the said unit as of February 6, 2023 and employed within the unit on the date of the vote, to determine whether or not the said employees wish to accept the employer's last offer dated January 19, 2023;
- (2) That Jonathan Swarbrick, Board Registrar, or his designate, is appointed Agent of the Labour Relations Board for the purpose of conducting the vote directed to be taken herein by this Order; and
- (3) That the Agent of the Board shall conduct the said vote in accordance with *The Saskatchewan Employment (Labour Relations Board) Regulations, 2021*, Section 27 of those Regulations subject to the following conditions:

(a) the form of the ballot shall be as follows:



Saskatchewan  
Labour Relations  
Board

SECRET BALLOT

	YES	<input type="checkbox"/>
Do you accept the employer's last offer dated January 19, 2023?	NO	<input type="checkbox"/>

PLACE AN "X" IN ONE SQUARE ONLY

(b) a Notice of the Vote, together with a list of the employees eligible to vote, shall be posted in a conspicuous place or places where the employees eligible to vote are engaged about their duties, and shall be posted for a time period as set by the Agent of the Board; and

(c) upon the completion of the vote, the Agent of the Board shall file a report in accordance with *The Saskatchewan Employment (Labour Relations Board) Regulations, 2021*, Section 27.

LABOUR RELATIONS BOARD

  
 \_\_\_\_\_  
 Susan C. Amrud, K.C.  
 Chairperson

***Any employer, employee or union affected by this Order, in the exercise or purported exercise of any authority delegated by the Labour Relations Board to the Executive Officer of the Board, may apply to the Board to review, set aside, amend, stay or otherwise deal with this Order, and the Board upon its own application or, or its own motion, may exercise its powers or perform its functions with respect to the matters affected by this Order as if the Executive Officer had not made this Order.***