

# CUPE 3913

Teaching Assistants and Sessional Lecturers at the University of Guelph

## NEWSLETTER AUGUST 2023

### FEATURED TOPICS

#### What's going on?

- **CUPE 3913 Fall Membership Meeting:** Thursday September 28 @ 7:00 PM.
- **DisOrientation Week**
- **New CUPE3913 website in development**
- **Members in Good Standing**
- **Ending the academic year:** be sure to file your EFAF and benefits claims
- **Guelph-Humber Survey:** survey coming out about GH sessional experience and priorities for Collective Bargaining

#### Learn more about...

- **The Bargaining Process and Bargaining Committee**
- **Appointments for Sessional Lecturers**
- **Benefits:** know your benefits and claim up to \$600/\$1000 (Unit 1/Unit 2)
- **Special Discounts for CUPE 3913 members:** car and home insurance, Ford & Lincoln vehicles
- **Student Wellness Support Resources**
- **Contact information**

# What's going on

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## FALL MEMBERSHIP MEETING

Save the date for the CUPE 3913 Fall Membership Meeting, **Thursday, September 28 @ 7:00 PM** and will be presented in a hybrid format, location in the UC will TBD.

If you plan to attend in person, please RSVP by Sept 21 using this link so we can estimate food needs:

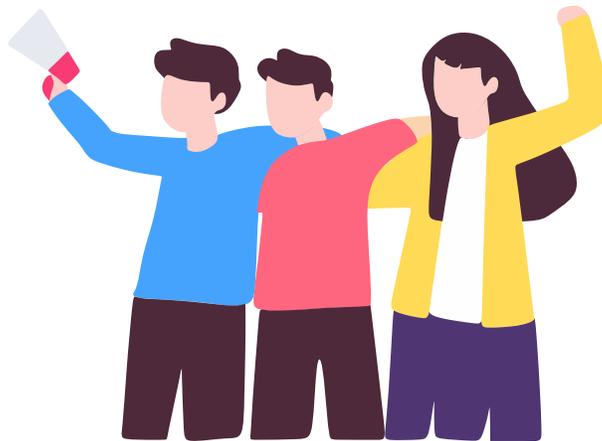
<https://forms.gle/1A3LH7Xh2ftjoAth6>

This is a general orientation for new and returning members!

Key agenda items that will be discussed:

- Executive Committee Summer Reports
- Presentation of Bargaining Proposals
- Presentation of strike mandate rationale and timeline

As we are heading into bargaining soon, we would love to hear from our membership. Add YOUR voice to the union!



[www.cupe3913.on.ca](http://www.cupe3913.on.ca)

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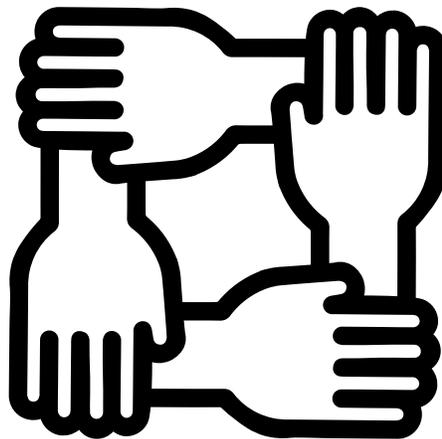
# What's going on ---

## DISORIENTATION WEEK

On the week of **September 18th-22nd**, get ready for a week full of various events and activities geared toward social justice, environmental justice, and anti-oppression put together by groups on campus!

Look forward to events by ARCH, OPIRG, Justice 4 Workers, Guelph Black Heritage Society, BirdSafe Guelph, Guelph Cooking group, Water Watchers, Campus Ministry, GRCCED, GSA, and CUPE3913!

Keep your eye out for the schedule to be released soon.



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# What's going on

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## NEW WEBSITE IN DEVELOPMENT



We are in the process of developing a brand new website! This website will include easy access to CUPE3913 information, documents, and contacts. This website will be launched next semester

## MEMBERS IN GOOD STANDING



We would like to encourage all those who have not become a Member in Good Standing (MGS) yet to consider doing so! Having many MGS demonstrates to the University that we are a strong Union, allowing us to push for initiatives that can improve the working and living conditions for TAs and Sessionals (e.g., higher wages, job security, fair work conditions). If you're not an MGS yet, sign up now by filling out the online form [here](#) or scanning the QR code on the left.

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# What's going on

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## ENDING THE ACADEMIC YEAR



Please be sure to file your emergency financial assistance fund (EFAF) claims and benefits by August 31, 2023 for this academic year. Unit 1 members may apply for the EFAF fund once per academic year (September 2022-August 2023).

Just a reminder that Unit 1 members should *submit their claims to their primary insurance provider (GSA insurance) first*. For vision related claims, please include the GSA explanation of benefits along with your claim documents.

For Unit 1 and Unit 2 members please note that multiple documents can be submitted by uploading them into one pdf file.

Instructional video on how to file for EFAF can be found on our [instagram](#) and is pinned on our feed.

# What's going on

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## GUELPH-HUMBER MEMBERSHIP SURVEY



Click [here](#) for the Guelph-Humber membership survey!

This Guelph-Humber membership survey is to help us better understand Guelph-Humber sessional experience and priorities for Collective Bargaining.

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## THE BARGAINING PROCESS

On August 31, our current Collective Agreements will expire. That's why on May 1st, we served the University with a "notice to bargain," which begins the formal bargaining process for Unit 1 (TAs) and 2 (Sessional Lecturers). The notice is legally required to inform the University that we are ready to begin bargaining new Collective Agreements and would like to find dates for negotiations. We expect this work to begin in September. In the meantime, our current collective agreements will remain in effect.

## WHAT WE'VE BEEN DOING TO PREPARE

Your bargaining committee has been hard at work for many months:

- We have been reviewing the responses to the members' bargaining survey we disseminated several months ago so we know exactly what your priorities are.
- We have been reviewing other Collective Agreements in the sector to identify additional items for negotiating.
- We have gone over Unit 1 and 2's current Collective Agreements, looking for improvements
- We have looked over issues and grievances from the life of the current Collective Agreements to help guide proposals.
- We are meeting regularly to develop bargaining points

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## APPOINTMENTS FOR SESSIONAL LECTURERS

We often receive questions regarding appointments to positions involving open competitions for sessional lecturers. This information is general and does not specifically speak to appointments for TAs or positions that hold **Right of First Refusal (RoFR)**.

Please refer to Appendix F of our Unit 2 collective agreement to see how competing RoFR's are decided upon. When there is an open competition for a sessional lecturer position and two or more candidates apply and the qualifications are demonstrably equal, then the most senior candidate should receive the appointment.

As per Article 11 of our collective agreement, before the hiring, a selection committee must establish a rubric for evaluating applicants' application. The rubric will be specific for the position and could include things like education, publications, previous teaching experience in the area, other work experience, seniority points, etc.

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Learn more about...

## APPOINTMENTS FOR SESSIONAL LECTURERS

One candidate may have strengths in one area and another candidate has strength in a different area. On the rubric, the areas would be scored for each applicant. If two candidates are relatively equal, then the most senior candidate should receive the offer. If a lower senior candidate is demonstrably more qualified, as per the rubric, then the lower senior candidate would receive the job offer.

If you believe you should have received an offer but did not, feel free to reach out to our Labour Relations Coordinator, Jeff at **[labourrelations@cupe3913.on.ca](mailto:labourrelations@cupe3913.on.ca)**.

We can discuss your specific concern and we can contact the University for more information around that specific hiring decision. It is worth questioning if you have questions regarding hiring.

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# Understanding CUPE 3913's Health Benefits

Grad students have benefits through the GSA; as workers, Units 1 and 2 are entitled to *additional benefits* offered by CUPE 3913:

- Supplemental health benefits cover the academic year (Sept 1-Aug 31); claims must be submitted by Aug 31
- Members are entitled to benefits for up to 1 year following their last work assignment
- Must use GSA benefits before you access your CUPE benefits
- Claims can be made through our website
  - FAQs re: how to submit a claim online + more info on benefits are also available on our site
  - Questions? [benefits@cupe3913.on.ca](mailto:benefits@cupe3913.on.ca)

## UNIT 1 (TAs and GSA-1s):

- Vision care expenses - \$300
- Mental health coverage (counselling only) - \$300 (reimbursed at 50% per claim)

## UNIT 2 (Sessional Lecturers):

- Any expense under the Income Tax Act 118.2(2) up to \$1000, including
  - Dental
  - Prescription drugs
  - Vision care
  - Physiotherapy
  - Massage therapy
  - Chiropractic
- Prescription drugs - up to \$200

# EXPERIENCING DIFFICULTIES IN YOUR ROLE AS A WORKER? WE CAN HELP

Our Labor relations Coordinator is here to advise you

Reach out to Jeffrey Cornelissen  
[labourrelations@cupe3913.on.ca](mailto:labourrelations@cupe3913.on.ca) to discuss the  
issue and get insights into possible solutions.

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Some things to know about resolving work issues

## **The earlier you contact us, the better**

If an issue has arisen, contact us as soon as possible with the pertinent details so that we can offer you guidance on how to proceed.

## **You are in charge of all decisions**

There are many ways a work issue can be resolved; we can lay out your options so that you can make an informed decision that works best for you. However, only *you* will decide what will happen.

# EXPERIENCING DIFFICULTIES IN YOUR ROLE AS A WORKER? WE CAN HELP

## One option is an informal resolution

The Union can bring the issue to the Office of Faculty and Academic Staff Relations (FASR) in the hopes that it will be addressed appropriately. We will discuss with you how we will present the problem to FASR to ensure your comfort. Note that we are able to settle the vast majority of issues through this route.

## Another option is to file a grievance

If the matter is more serious or is not resolved appropriately through the informal route, we can file a formal grievance (though only if this is a route that you choose).

## What is a grievance?

A grievance is a complaint put forth by the Union articulating that the employer has acted (or failed to act) in a way that violates the Collective Agreement. A grievance by the Union on behalf of the member.

Find more information about grievances and the grievance process on our website [here](#).

# HAVING MONEY PROBLEMS?



## Apply for the Emergency Financial Assistance Fund (EFAF)

Unit 1 members (TAs) experiencing financial hardships may apply for up to \$500 in financial assistance per academic year. To be eligible, you must have had a work assignment within the past year

### How do I apply?

- Click [here](#) for the form and submit your claim to [efaf@cupe3913.on.ca](mailto:efaf@cupe3913.on.ca) along with claim receipts



## Take advantage of CUPE 3913's discounts

### Car and home insurance

CUPE members receive a discount at Economical Insurance AND can win 1 of 36 cash prizes of \$5,000 when you call for a quote.

[www.nationalbrokers.com](http://www.nationalbrokers.com) or call 905-597-3390

### Discounts on Ford and Lincoln vehicles

CUPE members are part of the Partner Recognition X-Plan Vehicle Pricing Program that gives you special pricing on many makes and models.

[www.fordpartner.com](http://www.fordpartner.com)



## STUDENT RESOURCES

The following services are available to students. Virtual, phone and in-person appointments available as guidelines allow.

### Student Wellness Services:

\*All located in the J.T. Powell Building, on the first floor. 8:30am – 4:30pm (check online for individual services and hours)

#### Health Services – x52131

- Drop-In Clinic as well as booked appointments with doctors

#### Counselling Services – x53244

- Drop-in Counselling. Fall/Winter Mon to Fri: 1pm-3:30pm

#### Wellness Education & Promotion Centre – x53327

- Email to discuss training options and to book a training [mentalhealth.training@uoguelph.ca](mailto:mentalhealth.training@uoguelph.ca)

#### Student Support Network

- Peer-to-peer support. Fall/Winter Mon-Fri: 12pm-10pm [wellness.uoguelph.ca/ssn](http://wellness.uoguelph.ca/ssn)

#### Accessibility Services – x56208

- Students requiring academic accommodations because of a disability (temporary or permanent)

\*Current information on Student Wellness Services' hours and locations: [wellness.uoguelph.ca](http://wellness.uoguelph.ca)

## OTHER RESOURCES

Mental Health Training  
[morefeetontheground.ca](http://morefeetontheground.ca)

Feeling Better Now  
[feelingbetternow.com/uoguelph](http://feelingbetternow.com/uoguelph)

## AVAILABLE AT ALL TIMES

Campus Community Police  
Trent Building on Campus  
x2000 or 519-840-5000; [uoguelph.ca/police](http://uoguelph.ca/police)

Here 24/7 Crisis Line (Guelph or K-W)  
1-844-437-3247 or  
CMHA Crisis Line (Ontario) 1-833-456-4566

Text Crisis Line  
Text UOFG to 686868

Good2Talk Crisis Line  
1-86-925-5454

## SEXUAL VIOLENCE RESOURCES

Sexual Violence Support Services on Campus (Non-Urgent)  
x53020, Mon. to Fri.: 8:30am – 4:30pm  
[svinfo@uoguelph.ca](mailto:svinfo@uoguelph.ca)

Women In Crisis - 1-800-265-7233  
24-Hour Crisis Support for Sexual or Domestic Violence. All genders welcome.

Guelph General Hospital Care and Treatment Centre for Sexual and Domestic Violence  
153 Delhi Street, 519-837-6440 x2728  
or call x2210 After Hours

Sexual Violence Support & Information  
[wellness.uoguelph.ca/sexual-violence-support](http://wellness.uoguelph.ca/sexual-violence-support)

## STAFF RESOURCES

### Employee & Family Assistance Program (EFAP)

The EFAP is available to eligible employees and their immediate family members in need of confidential, professional counselling for personal, family, relationship, and wellness issues.

Access at any time: 1-800-663-1142 or contact the Manager of Occupational Health and Wellness at x5213

Responding to Students in Distress

# EXECUTIVE COMMITTEE AND STAFF CONTACT

## Executive

President

Scott Duchesne

Vice-President Internal

Alyssa Banaag

Vice-President External

Alexis Fabricius

Unit 1 Steward

Farhan Chowdhury

Unit 2 Steward

Kyle Novak

Grievance Officer

Kimber Munford

Health & Safety Officer

Ahmed Mahmood

Equity Officer

Safia Mahabub Sauty

## Staff

Labour Relations  
Coordinator

Jeff Cornelissen

Admin & Finance  
Coordinator

Shelly Sarkisian