

CUPE 3913

Teaching Assistants and Sessional Lecturers at the University of Guelph



NEWSLETTER SEPTEMBER 2023

FEATURED TOPICS

What's going on?

- **CUPE 3913 Fall Membership Meeting:** Thursday September 28 @ 7:00 PM
 - Join CUPE3913, the Graduate Student Coalition, and the GSA for a Whine and Dine event focusing on Mental Health
- **CUPE3913 Orientations:** General Orientation, Department Orientations, Guelph-Humber Orientations
- **DisOrientation Week**
- **Member Mobilizers Needed!**
- **Fall Tabling Schedule**
- **New CUPE3913 Website in Development**
- **Members in Good Standing**
- **Volunteers Needed for CAGIS**
- **Benefits and the New Academic Year**

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 ---

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!



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What's going on ---

WHINE & DINE

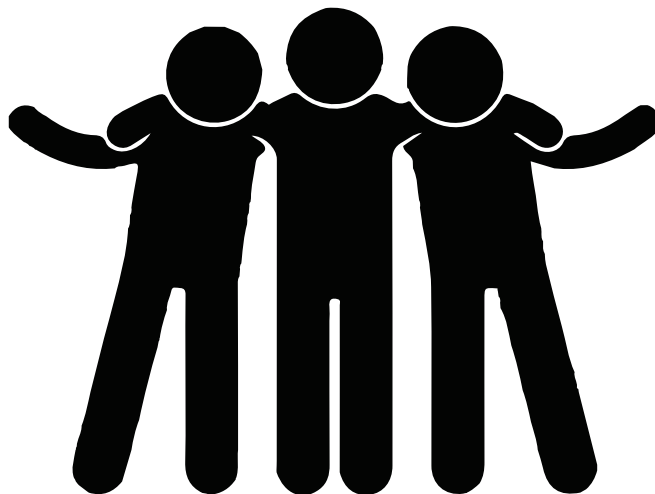
Join the Graduate Student Coalition, CUPE3913, and the GSA for our second Whine & Dine event focusing on graduate student mental health.

This event will take place BEFORE the Fall Membership Meeting from 4:00pm-6:00pm

This is a safe space for graduate students to talk to other graduate students about their struggles, needs, and mental wellness.

Register here: bit.ly/WhineDineReg.

Light refreshments will be provided!



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What's going on ---

CUPE3913 Orientations

Keep your eye out for us at a number of orientations this September

Graduate Student Orientation

- On September 5th, from 11:30am-12:30pm, we will participating in the Amazing Race hosted by the GSA, come find us at 25 University Avenue East

Department Orientations

- Please keep an eye out for us at your Department Orientations throughout the week of September 5-8. If we are not at your orientation, please join us virtually for our general member orientation.

General Member Orientation

- This orientation is available to ALL members. This will take place virtually on September 7th at 7pm. Link here: <https://us02web.zoom.us/j/86318994569>

Guelph-Humber Orientation

- Catch us a Guelph-Humber on September 8th from 11:00am-12:00pm at room 418

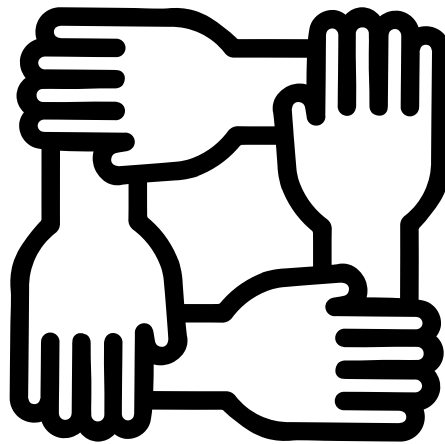
What's going on ---

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, GRCCGED, GSA, and CUPE3913!

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



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What's going on

MEMBER MOBILIZERS NEEDED!

Are you a member that wants to be more involved in the union? If so, become a member mobilizer! As our collective agreement has expired in August, we are heading into another round of collective bargaining.

We are in need of member mobilizers whose role is to keep our members informed about our bargaining agenda.

Goals of a member mobilizer:

- This paid position, allows mobilizers to dedicate their time to push the bargaining agenda of our union
- They will be involved in tabling, distribution of materials, keeping members up to date on social media
- Working closely with the Bargaining Committee



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What's going on

FALL TABLING SCHEDULE

Come visit us at the UC Courtyard from 10:00am-2:00pm at these following dates to learn more about the union, bargaining, and to ask us any questions!

- September 20
- October 4
- October 11
- November 8
- November 22
- December 6



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, contacts etc. The website is set to launch on Sept 16th

Visit 3913.union.dev

www.cupe3913.on.ca

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What's going on

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.

VOLUNTEERS NEEDED FOR CAGIS

The Canadian Association for Girls in Science (CAGIS) is seeking people in science, technology, trades, engineering, and mathematics (STEM) to be volunteer STEM Experts (including trainees). In particular, they are seeking women and gender diverse people, including those with intersecting identities.



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What's going on ---

VOLUNTEERS NEEDED FOR CAGIS, CONT'D

CAGIS holds fun, hands-on virtual STEM sessions for kids and teens on Saturdays in our CAGIS Virtual program.

They co-develop and run these sessions with volunteer STEM Experts, who act as role models for our youth. We meet with the STEM Expert in advance to discuss ideas and plan the session.

CAGIS is a national, not-for-profit organization with over 30 years of experience supporting girls and gender diverse youth in STEM. They use ongoing evaluation and methods that have been demonstrated by research to engage under-represented groups in STEM.

If you are interested, please feel free to reach out to Natalia at Natalia@GirlsInScience.ca, or sign up to be added to our database of STEM Experts by filling out this form.

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What's going on

BENEFITS AND THE NEW ACADEMIC YEAR



Unit 1 members have until Sept 15, 2023 to submit their benefits claims for the 22/23 academic year (Sept 1 2022-August 31, 2023). Claims for the new academic year (September 1, 2023-August 31, 2024) can be submitted starting September 16, 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.

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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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Learn more about...

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**.

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

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 to discuss the
issue and get insights into possible solutions.

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 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 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



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

Student Support Network

- Peer-to-peer support. Fall/Winter Mon-Fri: 12pm-10pm 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

OTHER RESOURCES

Mental Health Training
morefeetontheground.ca

Feeling Better Now
feelingbetternow.com/uoguelph

AVAILABLE AT ALL TIMES

Campus Community Police
Trent Building on Campus
x2000 or 519-840-5000; 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

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

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