

CUPE 3913

DECEMBER 2022

NEWSLETTER

*Representing TAs and Sessional Instructors at the
University of Guelph*



THIS MONTH'S TOPICS:

- **Statement on Bill 28 and the CUPE 3906 strike at McMaster University**
- **Bargaining next year: updates and survey**
- **International TA Townhall meeting: recording up**
- **Upcoming elections: information for anyone interested in running for a position**
- **Emergency Financial Assistance Fund: TAs can claim up to \$500**
- **Membership Off-Campus Perks Survey: your chance to tell us which off-campus perks you'd like to receive in the future**
- **Benefits: know your benefits and claim up to \$600/\$1000 (Unit 1/Unit 2) & information on address change and the login portal**
- **Members in Good Standing: why you should become one now!**
- **Discrimination & Harassment: there are many ways we can help!**
- **Get to know your Union: Dr. Scott Duchesne, President**
- **Special Discounts for CUPE 3913 members**
- **Student Wellness Support Resources**
- **Contact information**

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STATEMENT ON BILL 28 AND THE CUPE 3906 STRIKE AT MCMASTER UNIVERSITY

This has been a tumultuous semester for CUPE and its locals. The Conservative government's attempt to circumvent the right of unions to free and fair bargaining and to strike, manifested in Bill 28, posed an existential threat to Ontarian workers. Thankfully, unions across Canada stood together in solidarity against this attack on workers, and it worked – the government rescinded the bill a week after it was tabled, and CUPE's education workers returned to work and the bargaining table. Thank you for your support in the rally against Bill 28. This was a victory – but we need to remain vigilant.

Our fellow academic workers at CUPE 3906 at McMaster University are currently on strike, demanding many of the items we will bring to the bargaining table next year. CUPE 3913 and other academic locals stand in solidarity with them, and we must support them as much as we are able; their struggle is our struggle. We may also need their solidarity and support next year during our bargaining round, so we must show them that we are present for them in their time of need. If you wish to walk the picket line or wish further information, please get in touch with us.

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BARGAINING NEXT YEAR



BARGAINING UPDATES

CUPE 3913 will begin bargaining with the University next fall. We will provide updates on the Executive's preparation at the Winter Membership Meeting on January 26 @ 7:00 PM. The meeting will be hybrid, so you will be able to attend remotely or in person. Please attend if you're looking for further information or have any questions.

BARGAINING SURVEY

The Bargaining Survey for CUPE 3913 members is still running. It will give us important insights into your thoughts and priorities for next year's round of bargaining, vital information on your experiences as a member, and a clear portrait of who the membership is at this moment. You can find the survey [here](#) and it will run until Dec. 5, 2022. Members who complete the survey can sign up for a raffle for one of four \$25 Visa gift cards.



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CUPE 3913

INTERNATIONAL TA TOWNHALL – RECORDING UP



International students have unique experiences as they commence their journey as TAs, and the Union is here to help them navigate these uncharted waters. The Equity Committee at CUPE 3913 held a town hall meeting with its international members on the 12th of October to discuss these aspects. The recording is now up and can be found [here](#). Please reach out to us if you have any questions or concerns!

UPCOMING ELECTIONS

Elections: the 2023 CUPE 3913 Elections begin next January. If you are interested in running for a position or looking for further information, please attend the CUPE 3913 Winter Membership Meeting on January 26 @ 7:00 PM. The meeting will be hybrid, so you will be able to attend remotely or in person.



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EMERGENCY FINANCIAL ASSISTANCE FUND FOR TAs



The EFAF is available to TAs who have experienced financial hardships and need assistance. Click [here](#) for a list of eligible expenses. The maximum payable is \$500 per academic year (September to August). To qualify, you must have had a work assignment within the past year. Click [here](#) for the form (at the bottom of the page) and submit your form and claim receipts together to efaf@cupe3913.on.ca. For example, claim receipts for rent relief can include a lease agreement or a signed rental agreement.

MEMBERSHIP OFF-CAMPUS PERKS SURVEY

CUPE 3913 will be sending out a survey to members soon to find out what off-campus 'perks' the Union can work to offer you! These could include **discounts on groceries, technology, and entertainment**. Please look out for updates in our newsletter, on social media, and on the CUPE 3913 website. We look forward to hearing from you!



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KNOW YOUR BENEFITS!



As a Union member, you have access to **benefits**. Benefits can be claimed once per academic year (September to August) for yourself, your spouse or partner, or your dependents. Multiple claim documents can be submitted together in one online claim. Here is an overview:

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) - \$1,000

This includes (among others):

- Dental
- Prescription drugs
- Vision care
- Physiotherapy
- Massage therapy
- Chiropractic



Members have benefits coverage up until 1 year after their last work assignment. For example, if your last work assignment was Fall 2022, you would have coverage from Sep. 1, 2022 – Aug. 31, 2023. The deadline to submit those claims would be Sep. 15, 2023. Your benefits balance would reset in September 2023, and you would be eligible for benefits from Sep. 1, 2023 – Dec. 31, 2023. For more info, click [here](#) for Unit 1 and [here](#) for Unit 2 or email benefits@cupe3913.on.ca.

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BENEFITS – CHANGE OF ADDRESS AND PORTAL LOGIN

Change of address: If you have moved, please update your mailing address by emailing benefits@cupe3913.on.ca so that we can update you in our system.



Benefits portal login: Your login for the benefits portal is your uoguelph email address. If you're unsure of the password, you can select the lost password link to reset it.



MEMBERS IN GOOD STANDING – BECOME ONE NOW!



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.

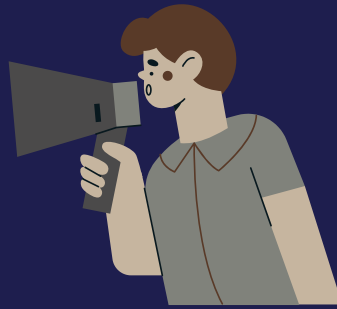
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**FACING DIFFICULTIES
AT WORK?**

WE CAN HELP!



1.

THE LABOR RELATIONS COORDINATOR WILL ADVISE YOU!

Reach out to Jeffrey Cornelissen (labourrelations@cupe3913.on.ca) for simply having a conversation about the issue and getting insights into possible solutions.

2.

YOU ARE IN COMPLETE CHARGE!

There are many ways an issue can be resolved and you will decide which way you want to go. We may help guide you to the appropriate person, or can bring the issue to the University's attention.

3.

IF YOU CHOOSE TO RESOLVE THE ISSUE INFORMALLY

-We will bring it up with the Office of Faculty and Academic Staff Relations (FASR) in the hopes that it will be addressed.

-We will discuss with you how the union will present the information to FASR so you are comfortable with it.

**The union is able to settle the vast majority of issues at the informal stage!!

4.

IF THE INFORMAL APPROACH DOES NOT RESOLVE THE ISSUE

-We will file a formal grievance with the permission of the person or people involved.

**DISCRIMINATION,
HARASSMENT, OR
OTHER ISSUES AT
WORK? THERE ARE
MANY WAYS WE CAN
HELP!**

Did you know that there are many ways that the Union can help you resolve your work issues? Check out some of the most common ways we are able to help TAs and Sessional Instructors. For more detailed information about the grievance process, click [here](#).

Discrimination and harassment are the most common issue at the workplace and a major concern for us. Every year, we help multiple members through a situation of discrimination and/or harassment. If you ever find yourself in a situation where you feel harassed or discriminated against, please reach out! Your Collective Agreement affords you a lot of protections when it comes to discrimination and harassment. For more detailed information about your protection against discrimination and harassment, click [here](#).

GET TO KNOW YOUR UNION

Each month, we introduce one of the many people that work behind the scenes of CUPE 3913 to protect your rights and ensure appropriate wages, job security, and fair work conditions. This month, we introduce Scott, our President!

Dr. Scott Duchesne (he/him).

President of CUPE 3913

Talk to me about: Anything and everything related to the Union. If you have any questions, email me at president@cupe3913.on.ca. If I don't have the answer, I will make sure your question reaches someone who has the answer for you.

I'm engaged in the Union because: Unions matter. They make lives better for workers. Everything we currently have in our Collective Agreement has come from those who struggled before us, for us. It is our duty to carry on the struggle for now and for future members of this union. Solidarity unites all those who struggle and makes us all powerful.

One thing I think members don't know about the Union is: For me, it's two things: first, we are here to serve and represent our members, which includes protecting them from any reprisal they may face. You are safe with us. Second, we are not just here for when you are in crisis; you can contact us anytime with any questions. This is your union.



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SPECIAL DISCOUNTS FOR CUPE 3913 MEMBERS

BEING PART OF SOMETHING BIGGER CAN REALLY PAY OFF

There's strength in numbers — so reap the rewards! We've teamed up with Economical Insurance® to give group members the protection, service, and satisfaction you deserve — all at a discounted price.

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Call for a quote on car or home insurance from Economical®, and you could win 1 of 36 cash prizes of \$5,000. Don't miss your chance to save on insurance and win some extra cash in the \$5K Giveaway!

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Learn more at [economicalgroup.com/\\$5KGiveaway](http://economicalgroup.com/$5KGiveaway)



CAR AND HOME INSURANCE DISCOUNT

CUPE members get discounts for Economical car and home insurances AND can win \$5,000! Call them for a quote or reach out to us if you have any questions.

FORD & LINCOLN VEHICLE DISCOUNT

CUPE has an account at Ford and Lincoln to get discounts on various vehicle models. Here is how the login page looks. Get in touch with us if you want to find out more!

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[fordpartner.com](#)

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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

EXECUTIVE COMMITTEE AND STAFF CONTACT

Executive

President
Scott Duchesne

Vice-President Internal
Chris Hempel

Vice-President External
Alexis Fabricius

Unit 1 Steward
Farhan Chowdhury

Unit 2 Steward
Kyle Novak

Health & Safety Officer
Ahmed Mahmood

Finance Officer
Omid Norouzisafsari

Grievance Officer
Muhammad Awais

Equity Officer
Safia Mahabub Sauty

Past Executive Officer
Iftekhar Hussain
Chowdhury

Member Representatives
Parirokh Afzali
Olatunbosun Ayetan
Shahrear Kawsa Towhid
Fani Goltsios

Staff

Labour Relations
Coordinator
Jeff Cornelissen

Admin & Finance
Coordinator
Shelly Sarkisian

Having questions about CUPE3913?

Contact a member of our Executive Committee or Staff, visit our [website](#), or click [here](#) for further options to get in contact.