

# CUPE 3913

NOVEMBER 2022

## NEWSLETTER

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



This month's edition of the CUPE 3913 newsletter features the following topics:

- **Bargaining Survey:** your chance to provide us with insights into your thoughts and priorities for next year's round of bargaining
- **Wanted: Election Officer:** with an honorarium
- **Membership Off-Campus Benefit Survey:** your chance to tell us which off-campus discounts you'd like to receive in the future
- **COFFEE & CUPE 3913:** find our table at the UC on November 9th and 23rd
- **Emergency Financial Assistance Fund:** TAs can claim up to \$500
- **Feeling unsafe at work?** Info on the refusal of work
- **Know your benefits:** claim up to \$600/\$1000 (Unit 1/Unit 2)
- **Office Space & Use of Facilities:** the University is required to provide you with everything you need to do your work – free of charge. More info below.
- **Members in Good Standing:** why you should become one now!
- **Discrimination & Harassment:** there are many ways we can help!
- **Get to know your Union:** Alexis Fabricius, Vice-President External
- **Special Discounts for CUPE 3913 members**
- **Student Wellness Support Resources**
- **Contact information**

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# CUPE 3913

## BARGAINING SURVEY

The Bargaining Survey for CUPE 3913 members is now up. 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. The survey 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.



## WANTED: ELECTION OFFICER - WITH HONORARIUM



CUPE 3913's annual election is set to take place next semester, and your union needs your help! If you are interested in working with the Election Committee to help organize and carry out the election process, this position is for you. Please contact [our president](#) for further information. The position comes with an honorarium.

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## MEMBERSHIP OFF-CAMPUS BENEFIT 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.



## COFFEE & CUPE 3913 – UNION TABLING



On Nov 9 and 23, you will find us at the CUPE 3913 table in the University Centre from 10am-2pm where we will be doing member outreach. We are here to answer your questions about the Union and your rights, though we will also have coffee, snacks, and swag.

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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](mailto:efaf@cupe3913.on.ca).

## FEELING UNSAFE AT WORK? INFO ON THE REFUSAL OF WORK

The Ontario Health and Safety Act (OHSA) gives a worker the right to refuse work that they believe is unsafe to themselves. A worker who believes that they are endangered by workplace violence may also refuse work. All you need is a feeling or belief that the work is unsafe. The Act sets out a specific procedure that must be followed in any work refusal. Click [here](#) for more information about the process of work refusal.



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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.

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## OFFICE SPACE & USE OF FACILITIES

Article 15 of your Collective Agreement requires the University to provide adequate space, resources, services, and equipment on campus for all members to do their work – free of charge. This includes (among others):

- Computers and computing facilities
- Libraries
- Laboratories
- Course materials
- Duplicating services
- Office supplies
- Software
- Audio & visual equipment



It is a direct violation of your rights if the university denies a request for any of the above or charges you for them. If you find yourself in that situation, please reach out to us.

## 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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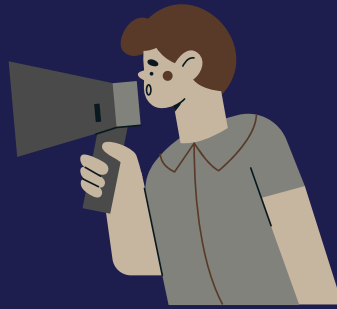
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**FACING DIFFICULTIES  
AT WORK?**

**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 Alexis, our Vice-President External!

Alexis Fabricius (she/her).  
Vice-President External,  
Department of Psychology

Talk to me about: Building relationships with CUPE 3913 and getting our members more involved in the Union. I have been both a TA and a Sessional Instructor at U of G and I know firsthand the diverse labour problems that folks in either position face. I want to meet and connect with all of you, as well as with campus and community organizations so that you understand what CUPE 3913 does and how we can help you.



I'm engaged in the Union because: I've been a precarious worker my whole life. I know how hard it is to be going through grad school while not having much funding or not making enough as a TA or Sessional to cover your cost of living. I've been working for CUPE 3913 since 2019 to make labour issues better – not just for me and our present cohorts, but also for future U of G workers.

One thing I think people don't know about the Union is: The Union is not just for serious work - we have loads of social events and social media contests going on throughout the year so that members can connect and cut loose. CUPE 3913 really is about fostering a community in every sense of the word!

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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.

economical

### \$5K GIVEAWAY

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!

How would you like to win \$5,000?

CAR & HOME

**CALL FOR A QUOTE TODAY!**

905-597-3390 | 1-877-34UNION (86466)

Outside of Ontario: 1-866-247-7700 [www.nationalbrokers.com](http://www.nationalbrokers.com)

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!

Welcome [Canadian Union of Public Employment](#) | [Logout](#) | [Help / FAQ](#)  
**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](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

# 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

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## 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.*