

CUPE 3913

SEPTEMBER 2022

NEWSLETTER

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



MEMBERS IN GOOD STANDING – BECOME ONE NOW!

We strongly encourage you to become a Member in Good Standing (MGS) of CUPE 3913! 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). Also, MGS get to vote on Union matters, so you can have a direct impact on these issues by ensuring your voice is heard. If you're not a MGS yet, sign up now by filling out the online form [here](#).



MEMBERSHIP HANDBOOK – KNOW YOUR RIGHTS

We made a handbook to provide you with information about your Union, your rights and responsibilities, key definitions of common work-related terms, and contact information. Be sure to check it out if you are a new member! Or refresh your memory if you're returning. You can find the handbook [here](#).

www.cupe3913.on.ca

FOLLOW US ON

INSTAGRAM: [GRYPHONS3913](#) TWITTER: [@GRYPHONS3913](#) FACEBOOK: [CUPE LOCAL 3913](#)

RED FLAGS FOR TAs

Supervisors can take advantage of TAs in multiple ways. Below is an overview of the most common issues that TAs face. All of these are direct violations of the Collective Agreement between CUPE 3913 and the University of Guelph. If you experience any of these personally or if you know of them occurring to others, please contact our [President](#), [Unit 1 Steward](#), [Unit 2 Steward](#), or [Labour Relations Coordinator](#) – or all four - immediately!

The following are violations of your Collective Agreement

why?

Your supervisor doesn't set up a meeting with you before the semester starts

Supervisors are required to meet with TAs **prior to the start of classes** to review the contract and go over expectations for TAs as per our CA.

You're not given any safety training for an in-person lab

This is a health and safety violation. Supervisors must give you in-person safety training in the lab; a Courselink course is not enough.

You see or are offered a TA work position that is less than 0.5 (70 hours)

Departments have attempted to assign 0.25 Work Assignments; however, **our Collective Agreement explicitly states** that Work Assignment contracts must be a minimum of 0.5 (70 hours per semester)

Your supervisor is pushing you to work more hours than outlined in your contract (eg. >70 hours for 0.5)

You are free to consent to work overtime - **with the clear stipulation that you will be paid for said overtime.** You are also free to refuse any work outside of the stated hours in your contract.

You're not informed about overtime pay after agreeing to work more hours than your contract

You are entitled to overtime pay for anything above your contract hours, but **you and your supervisor must agree that you will be working overtime** and your supervisor needs departmental approval

Your supervisor tells you to enforce safety protocols

This is not the job of our members. The University and its employees are tasked with this responsibility.

Your supervisor bullies or discriminates against you

If you are being bullied or facing discrimination, please contact us immediately.

www.cupe3913.on.ca

FOLLOW US ON

INSTAGRAM: [GRYPHONS3913](#) TWITTER: [@GRYPHONS3913](#) FACEBOOK: [CUPE LOCAL 3913](#)



FALL MEMBERSHIP MEETING

The Fall Membership meeting is on Thursday, September 29 at 7:00 PM in UCC 442, and will include an orientation for new members, information about next year's bargaining, and introductions to your Union representatives. This will be a hybrid meeting and can be attended in person or via Zoom (link to follow). *All new Teaching Assistants and Sessionals are especially encouraged to attend.*

MEMBER OUTREACH – UNION TABLING AND SOCIALS

On Sept 14 & 28, Oct 12 & 26, and Nov 9 & 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 **snacks, swag, and prizes for new members**. Also, we will have social events at the end of each month throughout the Fall semester – keep an eye on your inbox for updates!

MEMBERSHIP SURVEY

On Thursday, September 29, we will be emailing members a survey to find out more about what your priorities are for bargaining next year. Watch out for the survey in your inboxes, and be sure to fill it out because this information can help us focus our efforts during upcoming negotiations with the University. Plus, there will be prizes!



www.cupe3913.on.ca

FOLLOW US ON

INSTAGRAM: [GRYPHONS3913](#) TWITTER: [@GRYPHONS3913](#) FACEBOOK: [CUPE LOCAL 3913](#)



**CUPE
3913**

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, which starts this month. To qualify, you must have had a work assignment within the past year. Click [here](#) for the form and submit your claim to efaf@cupe3913.on.ca along with claim receipts.

REASSURANCE REGARDING TA OVERWORK IN FALL 22

Approximately 1000 additional first year students have been accepted for Fall 2022 to bounce back from enrolments that dropped off during the pandemic. This raises concerns for TA workload; however, the Graduate Student Organization talked to the University and released a statement that is reassuring, which you can find [here](#). Nevertheless, it is important that TAs track their hours very carefully and that you are asked to perform duties only as they are outlined in your work agreement. Please contact us if you experience any form of overwork.

www.cupe3913.on.ca

FOLLOW US ON

INSTAGRAM: [GRYPHONS3913](#) TWITTER: [@GRYPHONS3913](#) FACEBOOK: [CUPE LOCAL 3913](#)

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 Farhan, our Unit 1 Steward!

Farhan Chowdhury

Unit 1 Steward, School of Computer Science

Talk to me about: all TA-related issues, including overwork, breach of the Collective Agreement, or any other issue you experience.

I'm engaged in the Union because: once I joined the Union it gave me an insight about the various issues that TAs face regularly and that there's a whole union to support them and let them know that they are not alone.



One thing I think students don't know about the Union is: that we provide students with support beyond work-related issues. We offer emergency funding for students in financial need and benefits to support your physical and mental well-being. There's always someone to help you solve your university-related problems. All you have to do is to reach out.

www.cupe3913.on.ca

FOLLOW US ON

INSTAGRAM: [GRYPHONS3913](https://www.instagram.com/GRYPHONS3913) TWITTER: [@GRYPHONS3913](https://twitter.com/GRYPHONS3913) FACEBOOK: [CUPE LOCAL 3913](https://www.facebook.com/CUPE_LOCAL_3913)

**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](#).

SPECIAL BENEFITS 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 use \$5,000?

CAR & HOME GREAT INSURANCE

CALL FOR A QUOTE TODAY!

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

Outside of Ontario: 1-866-247-7700 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

Ford Partner Recognition X-Plan Vehicle Pricing

THE PRIVILEGE OF PARTNERSHIP
EXCLUSIVE PRICING. EXCEPTIONALLY SIMPLE.

Home | Plan Rules | PINs

Welcome, Canadian Union of Public Employment

As a Canadian Union of Public Employment employee, you are eligible to participate in the Partner Recognition X-Plan Vehicle Pricing Program! This website allows you to generate a Personal Identification Number (PIN) which authorizes special X-Plan discount pricing on most Ford Motor Company vehicles. [Get your PIN today!](#)

Research Vehicles	X-Plan Rules	Get Your PIN
Learn about the line-up of Ford and Lincoln vehicles. Ford vehicles Lincoln vehicles	Do you have questions about how the Plan works? View the complete X-Plan Rules as well as helpful FAQs. View Plan Rules View FAQs	Personal Identification Numbers (PINs) authorize you to receive exclusive X-Plan vehicle pricing. Generate My PIN View My PIN History

Ford Go Further | THE LINCOLN MOTOR COMPANY

It's So Easy.
With exclusive AXZ-Plan pricing, owning a new Ford or Lincoln vehicle is easier than ever.

www.cupe3913.on.ca

FOLLOW US ON

INSTAGRAM: [GRYPHONS3913](https://www.instagram.com/GRYPHONS3913)

TWITTER: [@GRYPHONS3913](https://twitter.com/GRYPHONS3913)

FACEBOOK: [CUPE LOCAL 3913](https://www.facebook.com/CUPE_LOCAL_3913)

CONGRATS TO THE SUCCESSFUL APPLICANTS FOR THE STUDY AND DEVELOPMENT FELLOWSHIP!

The Study and Development Fellowship was developed in cooperation between the Provost's Office and CUPE 3913 and is offered in recognition of the contribution of long-serving Sessional Lecturers at the University of Guelph. The aim is to support the continued development of sessional instructors as scholars.



HUGE CONGRATS TO:

Justine Tishinsky

Human Health and Nutritional Sciences, CBS

Michael Follert

Sociology and Anthropology, CSAHS

Yussif Yakubu

Philosophy, COA

Sierra Dye

History, COA

Greg Kelley

Media and Communication Studies, UGH

Mandy Wintink

Psychology, UGH

Caroline Fabbruzzo

Early Childhood Studies, UGH

www.cupe3913.on.ca

FOLLOW US ON

INSTAGRAM: [GRYPHONS3913](https://www.instagram.com/GRYPHONS3913) **TWITTER:** [@GRYPHONS3913](https://twitter.com/GRYPHONS3913) **FACEBOOK:** [CUPE LOCAL 3913](https://www.facebook.com/CUPE_LOCAL_3913)



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

1-866-925-5454

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

[Chris Hempel](#)

Vice-President External

[Alexis Fabricius](#)

Unit 1 Steward

[Farhan Chowdhury](#)

Health & Safety Officer

[Ahmed Mahmood](#)

Finance Officer

[Omid Norouzisafsari](#)

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.