

# CUPE 3913

APRIL 2023

## NEWSLETTER

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



### FEATURED TOPICS

- Election results
- Spring Membership Meeting and budget revisions: link to the recording and announcement of adjustments to our budget revisions
- 2023 is a bargaining year: what does that mean?
- Members in Good Standing: why you should become one now
- Perks survey: your opportunity to let us know how we can help you with discounts from stores on a range of items!
- Upcoming social – paint night: brushes, paint, and canvases provided!
- Benefits: know your benefits and claim up to \$600/\$1000 (Unit 1/Unit 2)
- Discrimination & Harassment: there are many ways we can help!
- Get to know your Union: Jeff Cornelissen, Labour Relations Coordinator
- Special Discounts for CUPE 3913 members: car and home insurance, Ford & Lincoln vehicles
- Student Wellness Support Resources
- Contact information

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

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# CUPE 3913

## ELECTION RESULTS

The 2023 CUPE 3913 Election is over. 147 people voted in total, and the results are:

- **President:** Scott Duchesne (109/144 votes)
- **Unit 1 Steward:** Farhan Chowdhury (113/127 votes)

Thank you to each one of you who voted!



## SPRING MEMBERSHIP MEETING & BUDGET REVISIONS

Our Spring Membership Meeting took place last Thursday, and you can find the recording [here](#). During the meeting, we presented revisions to our budget, including proposed changes to Executive, Stewards, and Caucus honoraria. We received excellent feedback from you and have postponed the membership vote on the proposed revisions until April in order to incorporate your feedback and make adjustments. We will send out a separate email later in April with further details. Stay tuned!

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## 2023 IS A BARGAINING YEAR

We want to make sure everyone is aware that 2023 is a bargaining year. This means that towards the end of the year, we will begin negotiations with the University to improve your wages, financial support, job security, and other important aspects of your employment. Our current Collective Agreement will expire on August 31, 2023. Throughout the summer, we will be meeting to finalize proposals and prepare for negotiations and potential strike actions. We will send regular updates on our progress, starting no later than September. Thank you for your ongoing support!

## 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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## PERKS SURVEY

This is your opportunity to let us know how we can help you with discounts from stores on a range of items! Please find the survey [here](#). The survey ends of 5th April.

## UPCOMING SOCIAL: PAINT NIGHT

On 20th April, we will host a paint night at The Lookout. Join us and let your creativity run free! Brushes, paint, and canvases will be provided, and an artist will guide you through the event. Starting time TBD - keep an eye on your inbox for further info!



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

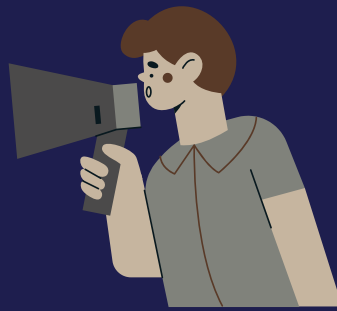
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**FACING DIFFICULTIES  
AT WORK?**

**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? FILE A GRIEVANCE!

A question we are often asked is: what is a grievance? In our Collective Agreement, a grievance is defined as “any difference arising out of the interpretation, application, administration or alleged violation of the Agreement.” Essentially, we grieve that the University failed to abide by article(s) in the Collective Agreement. We provide much more information about grievances and the grievance process on our website [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 Jeff, our Labour Relations Coordinator and one of our two full-time staff members!

## Jeff Cornelissen

### Labour Relations Coordinator

**Talk to me about:** Any questions or issues that you experience. I have a vast knowledge of both collective agreements and labour relations in general. I will be able to find answers to your questions and direct you to the most appropriate response. If something doesn't make sense to you, feel free to reach out and we can discuss it.

**I'm engaged in the Union because:** As soon as I became a union member, I became involved in my union because I believed in making any place I worked at the best it could be. Unions give workers a voice and say in how the workplace operates and I believe strongly in strengthening that voice as much as possible. I also believe unions should be active in the community, seeking justice in all areas of our community. I was drawn to unions because of the history in achieving progress in communities throughout the world.

**One thing I think members don't know about the Union is:** How much thought and effort we put into supporting the best quality of education. Students' learning conditions are our working conditions. Our members dedicated their lives to studying certain topics and want others to learn. We care about creating the best possible conditions for learning.



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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 use \$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](http://fordpartner.com)

### Ford Partner Recognition X-Plan Vehicle Pricing

THE PRIVILEGE OF PARTNERSHIP  
EXCLUSIVE PRICING. EXCEPTIONALLY SIMPLE.

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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!](#)

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Learn about the line-up of Ford and Lincoln vehicles. <a href="#">Ford vehicles</a> <a href="#">Lincoln vehicles</a>	Do you have questions about how the Plan works? View the complete X-Plan Rules as well as helpful FAQs. <a href="#">View Plan Rules</a> <a href="#">View FAQs</a>	Personal Identification Numbers (PINs) authorize you to receive exclusive X-Plan vehicle pricing. <a href="#">Generate My PIN</a> <a href="#">View My PIN History</a>

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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

Equity Officer  
Safia Mahabub Sauty

Member Representatives  
Parirokh Afzali  
Olatunbosun Ayetan  
Shahrear Kawsa Towhid

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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.*