

# CUPE 3913

FEBRUARY 2023

## NEWSLETTER

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



### FEATURED TOPICS:

- Upcoming elections: interested in running for a position?
- Tabling: find us in the UC
- Members in Good Standing: why you should become one now!
- Emergency Financial Assistance Fund: TAs can claim up to \$500
- Membership handbook: know your rights
- Townhall for International Students
- Anonymous dropbox for International TAs: submit any questions, comments, or concerns to CUPE 3913
- Membership Off-Campus Perks Survey
- Benefits: know your benefits and claim up to \$600/\$1000 (Unit 1/Unit 2) & information on address change and the login portal
- Discrimination & Harassment: there are many ways we can help!
- Get to know your Union: Dr. Kyle Novak, Unit 2 Steward
- Special Discounts for CUPE 3913 members
- Student Wellness Support Resources
- Contact information

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

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## UPCOMING ELECTIONS

The 2023 CUPE 3913 Election is up and running! If you would like to vote, you will need to be a Member in Good Standing (MGS). If you are not an MGS, see below!

## UNION TABLING

On Feb 8 and March 1, 8 & 22, 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 for you.

## 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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## CUPE 3913 Emergency Financial Assistance Fund

Do you need some extra financial assistance for rent relief, groceries, or unexpected purchases?

Claim your \$500 NOW by submitting an EFAF Application.  
As a CUPE3913 Member, you are eligible to claim upto  
\$500 / year.

[ACCESS THE APPLICATION ON WWW.CUPE3913.ON.CA](http://WWW.CUPE3913.ON.CA)  
AND SEE WHAT IS DEEMED ELIGIBLE FOR EFAF

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UNIVERSITY  
of GUELPH

# Town Hall with International Students

BY CUPE 3913

- how do I apply for a teaching assistantship?
- how does 'guaranteed TA' work?
- how many hours can I work as an international student TA?
- who can I reach out to if I need help?
- what benefits do I have?

Bring ANY questions you have about working as a teaching assistant at UofG, or submit questions ahead of time by following the link below.



**01 February, 2023**

5:30 pm

For more info, including the zoom link, click [here](#).

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# CUPE 3913

## ANONYMOUS DROPBOX FOR INTERNATIONAL TAs



The equity committee has set up an anonymous dropbox for international student TAs to submit any questions, comments, or concerns to CUPE 3913. Our goal is to provide you with a safe and secure space to share your experiences and leave us suggestions. We will address the topics from the dropbox responses in our upcoming town hall, and we are hoping to hear a breadth of unique experiences that come with being a teaching assistant as an international student. Please click [here](#) to get to the anonymous dropbox or scan the QR code to the left.

## 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](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](mailto: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 Kyle, our Unit 2 Steward!

Dr. Kyle Novak  
Unit 2 Steward

Talk to me about: All things around Unit 2, which covers our members who are Sessional Lecturers (SL). I can also help with questions related to our Collective Agreement, Professional Development Reimbursement, Employment Insurance, Right of First Refusal, benefits, and more.

I'm engaged in the Union because: Sessional Lecturers constitute an important part of our union and university but are often overlooked. Staying active in the union is one way to ensure that the work we do is recognized and properly valued.

One thing I think members don't know about the Union is: That Unit 1 and Unit 2 have separate benefits. If you get an SL position, you can use the Unit 2 benefits for up to 1 year following your work assignment, which includes things like dental, prescriptions, vision, physio and massage therapy, and chiropractic.



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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?

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CALL FOR A QUOTE TODAY!

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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

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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.*