

CUPE 3913

MARCH 2023

NEWSLETTER

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



FEATURED TOPICS

- **Elections:** voting dates, candidate statements, and Q&A answers
- **Emergency Financial Assistance Fund:** TAs can claim up to \$500
- **Members in Good Standing:** why you should become one now
- **Spring Membership Meeting:** date, topics, and Zoom link
- **Anonymous dropbox for International TAs:** submit any questions, comments, or concerns to CUPE 3913
- **Tabling:** find us in the UC
- **Benefits:** know your benefits and claim up to \$600/\$1000 (Unit 1/Unit 2)
- **Discrimination & Harassment:** there are many ways we can help!
- **Special Discounts for CUPE 3913 members:** car and home insurance, Ford & Lincoln vehicles
- **Student Wellness Support Resources**
- **Contact information**

www.cupe3913.on.ca

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ELECTIONS

The 2023 CUPE 3913 Election is up and running! **Voting will take place from March 6 – 20.** Only Members in Good Standing are allowed to vote and will receive an email with instructions once voting opens.

We have two contested positions this year: the President and the Unit 1 Steward. Candidates submitted statements, which you can find [here](#). There has also been a Q&A session for candidates, and you can find the recording [here](#) and written answers to member questions [here](#). Furthermore, there has been an unprecedented situation with one candidate, about which you can find more information [here](#).



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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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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.

SPRING MEMBERSHIP MEETING

The Spring Membership Meeting is scheduled for Thursday, March 23 at 7:00 PM. At this meeting, the results of the 2023 election will be announced, the budget for the 2022-2023 and 2023-2024 fiscal year will be discussed, and two important motions concerning the structure of the Union will be tabled. These motions will be posted on the CUPE 3913 [website](#) as of March 9, 2023. Committee chair reports will also be heard. You can find the Zoom link for the meeting [here](#). The in-person location will be announced soon.



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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.

UNION TABLING

March 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.

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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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**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](#).

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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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.

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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. 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

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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

Equity Officer
Safia Mahabub Sauty

Member Representatives
Parirokh Afzali
Olatunbosun Ayetan
Shahrear Kawsa Towhid

Staff

Labour Relations
Coordinator
Jeff Cornelissen

Admin & Finance
Coordinator
Shelly Sarkisian