

CUPE 3913

MAY 2023

NEWSLETTER

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



FEATURED TOPICS

- We are starting the bargaining process! Learn more about the process below.
- Emergency Financial Assistance Funds for TAs: \$138,000 left to be claimed!
- Budget revision approval
- Members in Good Standing: why you should become one now
- Perks survey
- **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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WE ARE STARTING THE BARGAINING PROCESS!

On May 1st, we will be serving the University with a "notice to bargain." The notice to bargain begins the formal bargaining process for Unit 1 (TAs) and 2 (Sessional Lecturers). We provide the notice to bargain 90 days before the expiration of the current Unit 1 and 2 Collective Agreements, which specify the rights of Unit and 2 members, respectively. Our agreements expire on August 31st. The notice to bargain is legally required to tell the other party to the Collective Agreements (i.e., the University) that we are ready to begin bargaining new Collective Agreements and we would like to find dates for negotiations.

Due to scheduling in the summer months, we are fairly certain that negotiations will actually begin in September after the expiration of our current Collective Agreements. The old agreements will still be in effect while we negotiate new ones.

While the notice to bargain begins the formal bargaining process, your bargaining committee has been hard at work preparing for a long time. We have asked you to complete a bargaining survey so we know your priorities. We have reviewed other Collective Agreements in the sector to identify additional talking points. We have gone over both of our Collective Agreements, looking for improvements. And we have looked over issues and grievances from the life of the current Collective Agreements to help guide proposals. We are currently meeting regularly to formulate proposals and continue discussing priorities for all members of the Local.

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EMERGENCY FINANCIAL ASSISTANCE FUND FOR TAs – \$138,000 REMAINING FOR YOU TO CLAIM!



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. For this academic year, which ends on August 31, \$138,000 remain in the fund to be claimed, so if you have not claimed the

EFAF yet, click [here](#) for the form and submit your claim to efaf@cupe3913.on.ca along with claim receipts!

BUDGET REVISION APPROVAL



Two weeks ago, you had the chance to vote on our proposed budget revisions. You approved all proposed revisions, and we want to thank every one of you who participated in the vote! We will send a separate email out today with more specific details.

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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.

PERKS SURVEY

We want to thank everyone who participated in our perks survey. The survey results will help us identifying new ways to support you and provide additional benefits and discounts for you. We will be working on these during the summer and will provide further updates soon.



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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 Winter 2023, you would have coverage from Jan. 1, 2023 – Dec. 31, 2023. The deadline to submit those claims would be Jan. 15, 2024. Your benefits balance would reset in Jan. 2024, and you would be eligible for benefits from Jan. 1, 2024 – Apr. 30, 2024. 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.

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\$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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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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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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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
Alyssa Banaag

Vice-President External
Alexis Fabricius

Unit 1 Steward
Farhan Chowdhury

Unit 2 Steward
Kyle Novak

Grievance Officer
Kimber Munford

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

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.