

CUPE 3913

Teaching Assistants and Sessional Lecturers at the University of Guelph

NEWSLETTER MAY 2024

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What's going on

RETROACTIVE PAY



RETRO PAY!

Retroactive pay will be distributed to members who have held a work assignment since F23 on Thursday, May 9, 2024 via regular payroll.

Retro pay will be 3% of earnings in F23 and W24 semesters.

If you have questions or concerns about retro pay, please reach out to our Vice President Internal, Kathleen Nolan, at vpi@cupe3913.on.ca.

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What's going on

MEET THE NEW EXECUTIVES

In the last round of elections and in the April 2024 executive committee meetings, we welcomed several new executives to our union. Below, please find introductions to the new executives through a photo, a bio, or both.

Shruti Nadkarni, Equity Officer - equity@cupe3913.on.ca



Shruti is a 3rd year international PhD candidate in Applied Social Psychology (CSAHS). Her PhD is in ethnic identity, products, and first-generation immigrants. She is extremely passionate about creating equitable and fair working conditions for everyone, especially for people with diverse cultural/educational experiences and/or inclusive needs. While she is aware that not everyone is able or willing to fight for an equitable space, she is always ready to support others in whatever ways are needed. She is normally seen running for meetings, stressing over her PhD, drawing, or practicing her ASL.

David Said, Grievance Officer - grievance@cupe3913.on.ca



David is a PhD candidate in the political science department. His research focuses on the intersection of Canadian law and politics with a specialization in administrative law. David is currently studying the impact of judicial decisions on the enforcement of human rights policies by Canadian administrative tribunals. In the past, David has worked with the Graduate Student Association, serving as the president and general director for multiple years, and is currently the Chair. David has held several sessional positions at McMaster University and the University of Guelph, teaching in the areas of Canadian public law and the Charter of Rights and Freedoms. In his leisure time, David enjoys running, camping and cooking.

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What's going on

MEET THE NEW EXECUTIVES

Michael Yu, Unit 1 Steward - unit1@cupe3913.on.ca



Michael Yu is a 2nd year PhD candidate in Management at the School of Hospitality, Food & Tourism Management at the Lang School. His research interests revolve around consumer behaviour in food and restaurants. He wishes Canada's weather would simply alternate between spring and fall, skipping summer and winter altogether.

Evren Altinkas, Unit 2 Steward - unit2@cupe3913.on.ca



Evren has a Ph.D. in Comparative History. He arrived in the University of Guelph under the Scholars-at-Risk program in 2018. Since 2022, Evren has taught several courses in the Departments of History and Political Science as a sessional. Evren worked as an executive member in different unions in different countries before arriving in Canada.

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What's going on

REMINDER FOR UNIT 1 MEMBERS

As we are starting a new semester, we would like to remind Unit 1 members to be mindful in tracking their hours to prevent overwork. In the case you are over your hours, please report this to your supervisor. If at any point there are any issues, please contact our Unit 1 Steward, Michael Yu at unit1@cupe3913.on.ca



S24 UNION HOURS



For the summer semester, the union will be closed on Fridays from May 3 to September 1.

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What's going on

BENEFITS PROCESSING

With the launch of the new website, we want to address some important information to our members:

- The address remains the same <https://cupe3913.on.ca/>
- Your login is your uoguelph or guelphhumber email address
- Members will be required to change their password during their first login.
- Please update your member profile and add family members if needed

Claims

- To submit a claim,
 - Select “My Account”(top right)
 - From the pulldown menu select the type of claim that you would like to make(ie: Unit 1 claim, EFAF claim or Unit 2 claim)
 - Select "New Claim" Enter the claim information, click next
 - On the next page upload your claim documents and click submit.
- We have changed the structure of the benefits plan
 - **Unit 1 members:** the limit of \$300 for vision & \$300 for mental health has changed to \$600 in total for vision/mental health claims. Members can use the \$600 for either expense and for any amount up to \$600.
 - Mental health claims are now being reimbursed at 100%.
 - **Unit 2 members:** the limit of \$1000 and \$200 for prescriptions has changed to \$1200 for any medical expense currently covered under the benefits program.
- EFAF claims are now being processed through the members portal. We are no longer processing EFAF claims via email.
- EFAF application forms are no longer required.
- **Unit 1 -** please be reminded to **submit health claims first to their primary insurance provider** (CanadaLife through the GSA), and be sure to submit an “explanation of benefits” when submitting your claim to CUPE

Please note that we are in the process of determining how benefits will be dispersed according to the new collective agreement, and changes will come into place as of September 2024. Details will be announced soon!

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Learn more about...

APPOINTMENTS FOR SESSIONAL LECTURERS

We often receive questions regarding appointments to positions involving open competitions for sessional lecturers. This information is general and does not specifically speak to appointments for TAs or positions that hold **Right of First Refusal (RoFR)**.

Please refer to Appendix F of our Unit 2 collective agreement to see how competing RoFR's are decided upon. When there is an open competition for a sessional lecturer position and two or more candidates apply and the qualifications are demonstrably equal, then the most senior candidate should receive the appointment.

As per Article 11 of our collective agreement, before the hiring, a selection committee must establish a rubric for evaluating applicants' application. The rubric will be specific for the position and could include things like education, publications, previous teaching experience in the area, other work experience, seniority points, etc.

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Learn more about...

APPOINTMENTS FOR SESSIONAL LECTURERS

One candidate may have strengths in one area while another candidate has strengths in a different area. On the rubric, the areas would be scored for each applicant. If two candidates are relatively equal, then the most senior candidate should receive the offer. If a lower senior candidate is demonstrably more qualified, as per the rubric, then the lower senior candidate would receive the job offer.

If you believe you should have received an offer but did not, feel free to reach out to our Labour Relations Coordinator, Jeff at [**labourrelations@cupe3913.on.ca**](mailto:labourrelations@cupe3913.on.ca).

We can discuss your specific concern and we can contact the University for more information around that specific hiring decision. It is worth questioning if you have questions regarding hiring.

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Understanding CUPE 3913's Health Benefits

Grad students have benefits through the GSA; as workers, Units 1 and 2 are entitled to *additional benefits* offered by CUPE 3913:

- Supplemental health benefits cover the academic year (Sept 1-Aug 31); claims must be submitted by Aug 31
- Members are entitled to benefits for up to 1 year following their last work assignment
- Must use GSA benefits before you access your CUPE benefits
- Claims can be made through our website
 - FAQs re: how to submit a claim online + more info on benefits are also available on our site
 - Questions? benefits@cupe3913.on.ca

UNIT 1 (TAs and GSA-1s):

- \$600 total for vision and mental health claims

UNIT 2 (Sessional Lecturers):

- Any expense under the Income Tax Act 118.2(2) up to \$1200, including
 - Dental
 - Prescription drugs
 - Vision care
 - Physiotherapy
 - Massage therapy
 - Chiropractic
- Prescription drugs

EXPERIENCING DIFFICULTIES IN YOUR ROLE AS A WORKER? WE CAN HELP

Our Labor relations Coordinator is here to advise you

Reach out to Jeffrey Cornelissen
labourrelations@cupe3913.on.ca to discuss the
issue and get insights into possible solutions.

Some things to know about resolving work issues

The earlier you contact us, the better

If an issue has arisen, contact us as soon as possible with the pertinent details so that we can offer you guidance on how to proceed.

You are in charge of all decisions

There are many ways a work issue can be resolved; we can lay out your options so that you can make an informed decision that works best for you. However, only *you* will decide what will happen.

EXPERIENCING DIFFICULTIES IN YOUR ROLE AS A WORKER? WE CAN HELP

One option is an informal resolution

The Union can bring the issue to the Office of Faculty and Academic Staff Relations (FASR) in the hopes that it will be addressed appropriately. We will discuss with you how we will present the problem to FASR to ensure your comfort. Note that we are able to settle the vast majority of issues through this route.

Another option is to file a grievance

If the matter is more serious or is not resolved appropriately through the informal route, we can file a formal grievance (though only if this is a route that you choose).

What is a grievance?

A grievance is a complaint put forth by the Union articulating that the employer has acted (or failed to act) in a way that violates the Collective Agreement. A grievance by the Union on behalf of the member.

Find more information about grievances and the grievance process on our website [here](#).

HAVING MONEY PROBLEMS?



Apply for the Emergency Financial Assistance Fund (EFAF)

Unit 1 members (TAs) experiencing financial hardships may apply for up to \$500 in financial assistance per academic year. To be eligible, you must have had a work assignment within the past year

How do I apply?

- Visit our website at cupe3913.on.ca, login, and under the “my account” tab you can submit an EFAF Claim



Take advantage of CUPE 3913's discounts

Car and home insurance

CUPE members receive a discount at Economical Insurance AND can win 1 of 36 cash prizes of \$5,000 when you call for a quote.

www.nationalbrokers.com or call 905-597-3390

Discounts on Ford and Lincoln vehicles

CUPE members are part of the Partner Recognition X-Plan Vehicle Pricing Program that gives you special pricing on many makes and models.

www.fordpartner.com



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

Responding to Students in Distress

EXECUTIVE COMMITTEE AND STAFF CONTACT

Executive

President

Scott Duchesne

Vice-President Internal

Kathleen Nolan

Vice-President External

Kimber Munford

Unit 1 Steward

Michael Yu

Unit 2 Steward

Evren Altinkas

Grievance Officer

David Said

Health & Safety Officer

Ahmed Mahmood

Equity Officer

Shruti Nadkarni

Staff

Labour Relations
Coordinator

Jeff Cornelissen

Admin & Finance
Coordinator

Shelly Sarkisian