

# CUPE 3913

Teaching Assistants and Sessional Lecturers at the University of Guelph

## NEWSLETTER JULY 2024

### FEATURED TOPICS

#### What's going on?

- **Plans for Fall 2024**
  - **30th Anniversary**
  - **Disorientation Week**
  - **Orientation Presentations**
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  - **Fall Membership Meeting and 30th Anniversary BBQ**
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- **UofG Workers' Council for Palestine**

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- **Appointments for Sessional Lecturers**
- **Benefits:** know your benefits and claim up to \$600 (unit 1) or \$1200 (Unit 2)
- **Special Discounts for CUPE 3913 members:** car and home insurance, Ford & Lincoln vehicles
- **Student Wellness Support Resources**
- **Contact information**

# What's going on

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## PLANS FOR FALL 2024

# 30

## YEARS

*of actually improving life!*

### **30th Anniversary**

CUPE 3913 is celebrating its 30th anniversary this fall! As such, we will be designing a new logo and ordering new swag items to hand out at our events.

[CUPE3913.ON.CA](https://CUPE3913.ON.CA)

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FACEBOOK: [CUPE LOCAL 3913](https://www.facebook.com/CUPE-LOCAL-3913)

# What's going on

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## PLANS FOR FALL 2024

### **Disorientation Week**

As in previous years, CUPE 3913 will be co-organizing Disorientation week along with OPIRG and other campus partners. This will take place during the week of September 16-20, 2024, and a CUPE/GSA event discussing housing insecurity will take place in the evening on September 19. Keep an eye out for the schedule of events which will be released soon!

### **Orientation Presentations**

CUPE 3913 aims to reach our incoming members each semester through departmental orientations. Please keep an eye out for scheduling announcements and be sure to attend orientations within your department.

### **New Member and International Member Socials**

We will be hosting social events for new members and international members in the fall semester. We are still in the planning stages - Stay tuned for more details!

### **Fall Membership Meeting & 30th Anniversary BBQ**

Our fall membership meeting will be held on **Thursday, September 26 from 7-9 PM**. This will be a hybrid meeting with in person and virtual attendance options. Prior to the meeting, we will be hosting a barbeque that all members are invited to join. More details will be provided in the August 2024 newsletter - stay tuned!

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# What's going on

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## S24 UNION HOURS



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

## STATEMENTS ON THE UofG ENCAMPMENT

The CUPE 3913 executive committee recently released a series of statements to reiterate our support for members experiencing repression for voicing support for Palestine. You can read our full statements here:

May 21 2024 statement: [https://www.instagram.com/p/C7Oy9sQOb8I/?utm\\_source=ig\\_web\\_copy\\_link](https://www.instagram.com/p/C7Oy9sQOb8I/?utm_source=ig_web_copy_link)

June 11 2024 statement:  
[https://www.instagram.com/p/C8FJ3f9u2dr/?utm\\_source=ig\\_web\\_copy\\_link&igsh=MzRIODBiNWFIZA==](https://www.instagram.com/p/C8FJ3f9u2dr/?utm_source=ig_web_copy_link&igsh=MzRIODBiNWFIZA==)

July 8 2024 statement:  
[https://www.instagram.com/p/C9Km4PYuLUe/?utm\\_source=ig\\_web\\_copy\\_link&igsh=MzRIODBiNWFIZA==](https://www.instagram.com/p/C9Km4PYuLUe/?utm_source=ig_web_copy_link&igsh=MzRIODBiNWFIZA==)

## UofG WORKERS' COUNCIL FOR PALESTINE

CUPE 3913 has been involved in organizing the UofG Workers' Council for Palestine. This is a weekly event for workers to discuss ongoing issues related to the workplace and solidarity work with Palestine. This event will run every Tuesday from 12-1 PM, and free lunch is provided. The July 16, 2024 event will be held in the Bullring, but future events may take place at different locations. Keep an eye on the CUPE 3913 Instagram page and website for updates!

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

## UNIT 1 (TAs and GSA-1s):      UNIT 2 (Sessional Lecturers):

- \$600 total for vision and mental health claims
- 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](mailto:labourrelations@cupe3913.on.ca) to discuss the  
issue and get insights into possible solutions.

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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](http://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](http://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](http://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](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

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

Health & Safety Officer

Ahmed Mahmood

Equity Officer

Shruti Nadkarni

## Staff

Labour Relations

Coordinator

Jeff Cornelissen

Admin & Finance

Coordinator

Shelly Sarkisian