

CUPE 3913

Teaching Assistants and Sessional Lecturers at the University of Guelph

30 years of **actually** improving life



NEWSLETTER MARCH 2025

FEATURED TOPICS

What's going on?

- **Announcements:**

- Spring Membership Meeting: March 27 2025
- We are recruiting college/departments stewards & caucus chairs!
- #SaveOurSchool campaign
- Save Our School Event - March 26 2025
- Petition to Reinstate Payroll Deduction
- Free Justice for Workers workshop: Stop Wage Theft!
- Program to address food insecurity on campus

- **Reminders**

- Hiring questions?
- RBC PayEdge
- Please provide an alternative email address in our members portal
- Track your hours!
- Become a member in good standing (MGS)

Learn more about...

- **Appointments for Sessional Lecturers**
- **Benefits:** know your benefits and claim up to \$600/\$1300 (Unit 1/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: Announcements

SPRING MEMBERSHIP MEETING

THE CUPE 3913 SPRING MEMBERSHIP MEETING IS HAPPENING ON MARCH 27, 2025, AT 7 PM

The meeting will be held
entirely on Zoom - click the
link or scan the QR code to
join!



<https://us02web.zoom.us/j/88219074967>

[CUPE3913.ON.CA](https://www.cupe3913.on.ca)

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What's going on: Announcements

WE ARE LOOKING FOR

COLLEGE & DEPARTMENT STEWARDS!

We are looking for people who are able to work with a team and are passionate about making UofG a better place for TAs and Sessionals.

AVAILABLE POSITIONS LISTED BELOW!

These positions come with semesterly honoraria of \$100 for department stewards and \$200 for college stewards. The time commitment is a few hours per month.



ONTARIO VETERINARY COLLEGE

OVC College Steward

Department of Biomedical Sciences
Department of Clinical Studies
Department of Pathobiology
Department of Population Medicine

COLLEGE OF ENGINEERING AND PHYSICAL SCIENCES:

Department of Chemistry
Department of Mathematics and Statistics
Department of Physics
School of Engineering

LANG SCHOOL OF BUSINESS:

Department of Economics/Finance
Department of Hospitality & Tourism
Executive Programs

ONTARIO AGRICULTURAL COLLEGE

Department of Food Science
Department of Plant Agriculture
School of Environmental Design and Rural Development

COLLEGE OF SOCIAL AND APPLIED HUMAN SCIENCES

CSAHS College Steward

Family Relations and Applied Nutrition
Geography
Political Science
Sociology and Anthropology
Collaborative International Development Studies

COLLEGE OF ARTS:

Department of Philosophy
School of English and Theatre Studies
School of Fine Art and Music
School of Languages and Literatures

UNIVERSITY OF GUELPH-HUMBER

Business
Early Childhood Studies
Family and Community Social Services
Justice Studies
Kinesiology
Psychology

COLLEGE OF BIOLOGICAL SCIENCES:

Department of Integrative Biology
Department of Molecular and Cellular Biology

IF YOU ARE INTERESTED, PLEASE CONTACT: president@cupe3913.on.ca

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What's going on: Announcements

SAVE OUR SCHOOL CAMPAIGN



#SaveOurSchool

KEEPING
STUDENTS
BROKE

Tell us about
your experience:



[https://forms.gle/
p16hBJ3mdGRYCA8o7](https://forms.gle/p16hBJ3mdGRYCA8o7)

Have you noticed that the university's budget cuts are impacting the quality of education and the workplace at UofG? So have we!

Please share your thoughts so we can advocate for improved working and learning conditions on campus: [https://forms.gle/
p16hBJ3mdGRYCA8o7](https://forms.gle/p16hBJ3mdGRYCA8o7)

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What's going on: Announcements

SAVE OUR SCHOOL EVENT

SAVE OUR SCHOOL

Join us in the **UC on March 26 between 10 AM - 2 PM** to discuss ways we can improve working and learning conditions at UofG. We will be providing activities, light snacks, and swag items.

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What's going on: Announcements

PETITION TO REINSTATE PAYROLL DEDUCTION

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Support graduate students!

Sign CUPE 3913's petition calling on the University of Guelph to **reinstate the payroll deduction option for tuition payments.**



Sign here!

<https://forms.gle/z5gvwtdX6tPhXVCn6>

Please sign CUPE 3913's petition calling on the University of Guelph administration to reinstate payroll deduction as a method of tuition payment. You can find the petition here:

<https://forms.gle/SWHUn7qvdlgC1rjyv6>

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What's going on: Announcements

FREE JUSTICE FOR WORKERS WORKSHOP: STOP WAGE THEFT!



Wednesday, April 2, 12-1:30 PM in Peter Clark Hall South Wing.



RSVP by scanning the QR code or clicking [here](#).



What is Wage Theft?

Paying less than minimum wage. Not paying for all hours worked. Not paying vacation or public holiday pay. Withholding tips. Making illegal deductions. Misclassifying employees as contractors.

Wage Theft is Profitable and Common

The less employers pay their workers, the more profit they can pocket. Recovering stolen wages can be a lengthy, onerous, and uncertain process, making it cost-effective for employers to break the law. Wage theft is common in gig work, truck driving, cleaning, construction, health care, and among workers with precarious immigration status.

Know Your Legal Rights

The Employment Standards Act applies to all employees in Ontario including those on probation, working part-time or through a temporary help agency, and regardless of immigration status.

What We Can Do

The workshop will address individual options and collective options including the fight for stronger legal protections and direct action against businesses that refuse to pay wages owed.

If you are planning to attend, please RSVP. A light lunch will be provided for registrants.

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What's going on: Announcements

PROGRAM TO ADDRESS CAMPUS FOOD INSECURITY

FIGS & BULLRING { *Healthy, hearty food without barriers!* }

Free Cafe

Do you ever worry about running out of food before you have money to buy more?

Yes

No

Have you had to cut back on food or have less nutritious food to afford other expenses?

No

Yes

Do you find it difficult to have healthy, nutritious meals on a regular basis for any reason?

Yes

Yes

If you answered 'yes' to anything, reach out to Food Insecurity Group Support! DM @guelphfigs or email uogfigs@gmail.com for more information about our Free Cafe, open Wednesdays from March 12-April 2 to support you!

 **The Bullring** 

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What's going on: Reminders

HIRING QUESTIONS?

DO YOU HAVE QUESTIONS ABOUT HIRING?

Do you feel like the **hiring policies weren't followed**, or someone with **less experience** or **who didn't meet the qualifications** was **hired over you?**

Hiring questions are time sensitive and must be dealt with ASAP!

Please contact our labour relations coordinator, Jeff, to ask questions.

DO NOT WAIT!

You can reach Jeff at
labourrelations@cupe3913.on.ca

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What's going on: Reminders

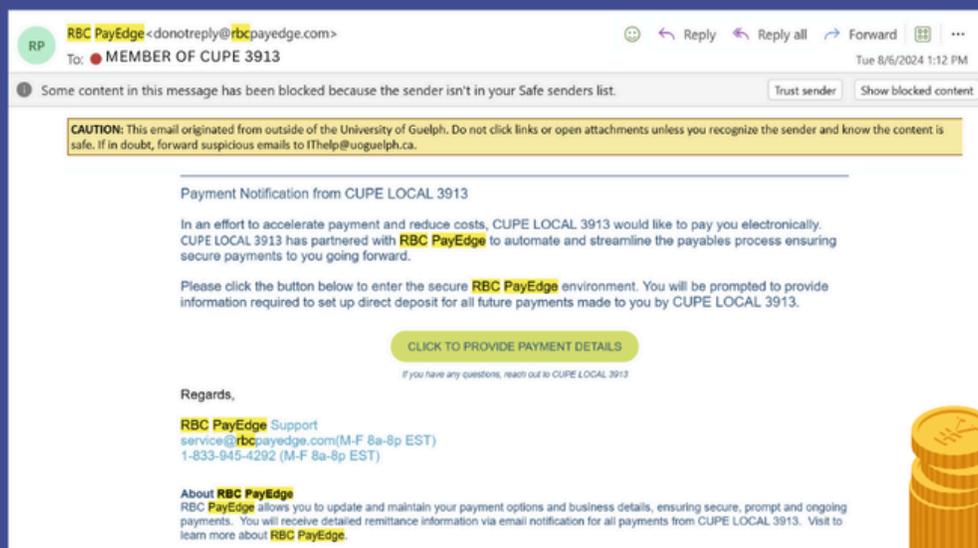
RBC PAYEDGE

RBC PAYEDGE

CUPE 3913 manages direct deposit through RBC PayEdge. If you file a claim with us, you will receive an email like the one below.

This email is legitimate. You are required to click the link in order to input your information to receive your payment.

We have heard from many members inquiring about the legitimacy of these emails, so we are putting out this statement to advise all members that these emails are indeed coming from us.



We would like to remind members that as of Fall 2024, CUPE 3913 is now paying out benefits claims through direct deposit. To register, you need to input your information to RBC PayEdge when prompted. If you receive the above email, **it is legitimate.**

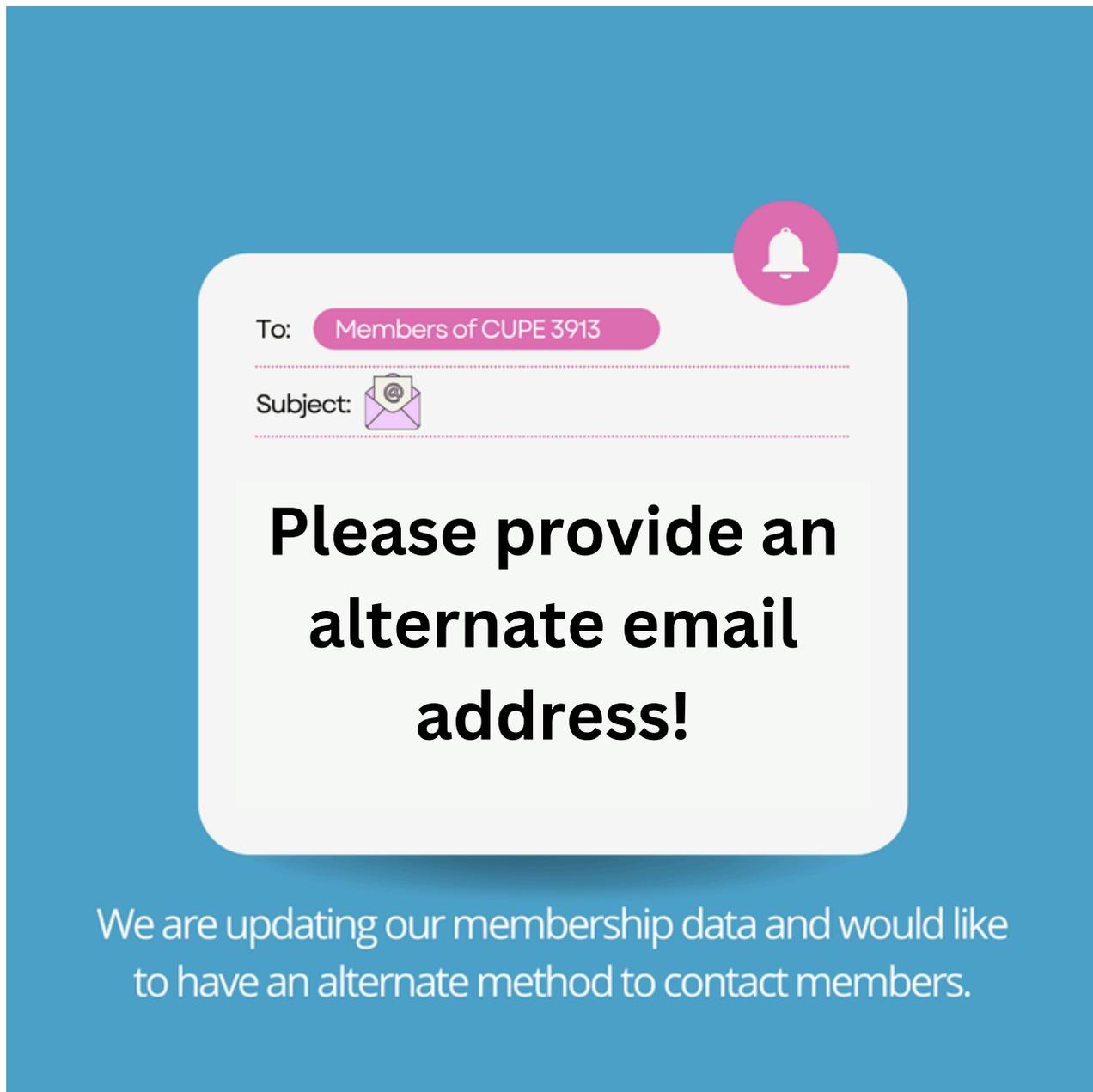
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What's going on: Reminders

PLEASE PROVIDE AN ALTERNATE EMAIL ADDRESS IN OUR MEMBERS' PORTAL!



We are asking members to provide an alternate, **non-UofG email address** in our members portal so that we can continue to contact you in case we lose access to UofG's system. Please input alternate email addresses in your account at cupe3913.on.ca. Thanks!

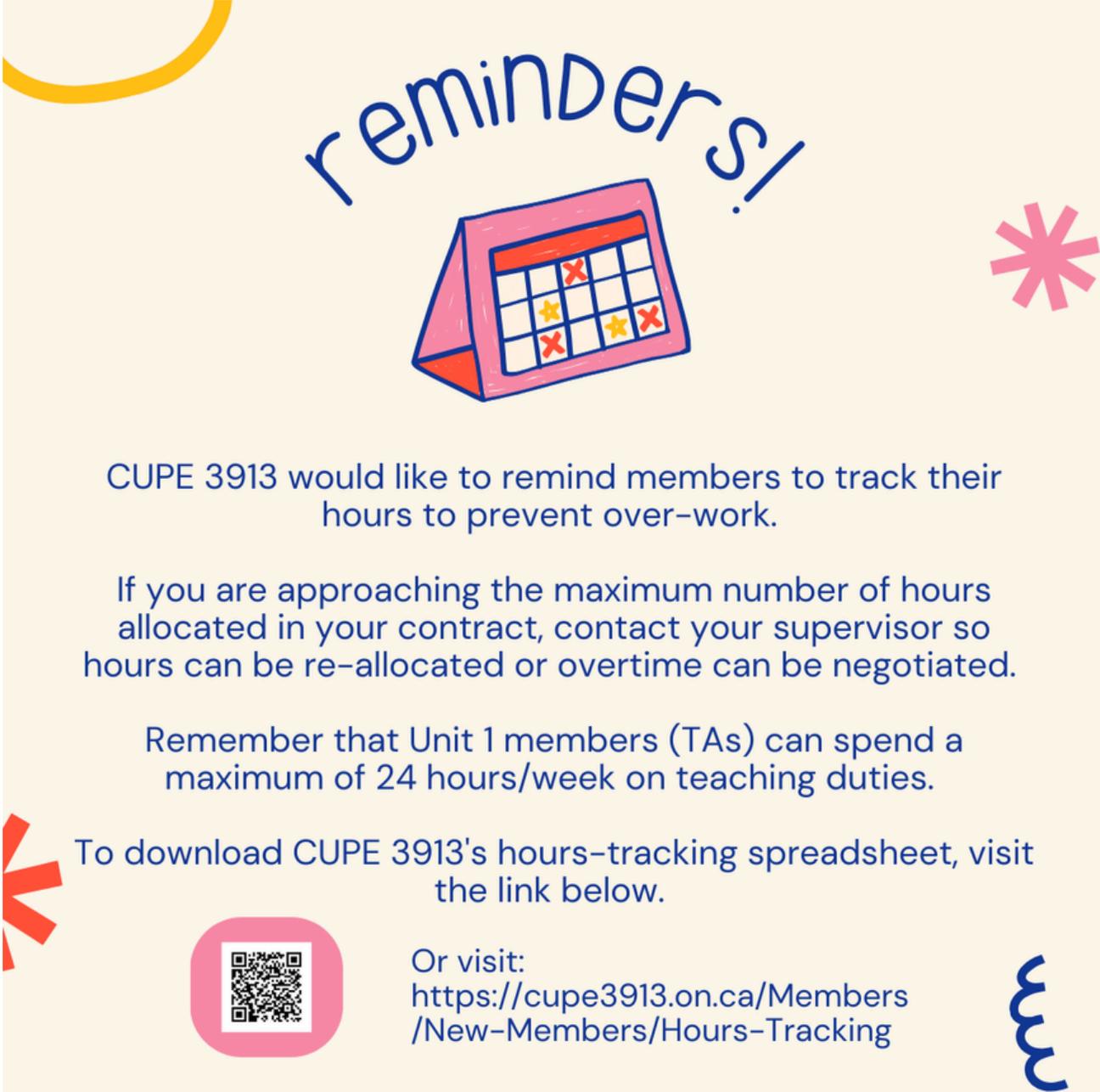
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What's going on: Reminders

TRACK YOUR HOURS!



CUPE 3913 would like to remind members to track their hours to prevent over-work.

If you are approaching the maximum number of hours allocated in your contract, contact your supervisor so hours can be re-allocated or overtime can be negotiated.

Remember that Unit 1 members (TAs) can spend a maximum of 24 hours/week on teaching duties.

To download CUPE 3913's hours-tracking spreadsheet, visit the link below.



Or visit:
<https://cupe3913.on.ca/Members/New-Members/Hours-Tracking>

Please make sure to track your hours for the Fall 2024 semester to prevent over-work. Please visit cupe3913.on.ca/Members/New-Members/Hours-Tracking. to access CUPE 3913's hours-tracking template, and make sure to review your contract and Collective Agreement to make sure you know your rights.

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What's going on: Reminders ---

BECOME A MEMBER IN GOOD STANDING

Become a Member **IN GOOD STANDING**

BECOME AN ACTIVE MEMBER AND VOTE ON IMPORTANT
ISSUES FOR TAs AND SESSIONAL LECTURERS!



**VISIT [HTTPS://CUPE3913.ON.CA/MEMBERS/UNIT-2-
SESSIONALS/BECOME-A-MGS](https://cupe3913.on.ca/members/unit-2-sessionals/become-a-mgs)**

Would you like to become an active union member and gain the ability to vote on issues that are important to TAs and sessional lecturers? If so, please become a Member in Good Standing by filling out the form at the above QR code or by visiting:

<https://cupe3913.on.ca/Members/Unit-2-Sessionals/Become-a-MGS>

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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.

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.

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 Sept 15
- 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, prescription, and mental health claims

UNIT 2 (Sessional Lecturers):

- Any expense under the Income Tax Act 118.2(2) up to \$1300, 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?



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.

Partner code: 1E716

www.fordpartner.com

What about the Financial Assistance Fund (FAF)?

Formerly, Unit 1 members (TAs) experiencing financial hardships could apply for up to \$500 in financial assistance per academic year. Unfortunately, due to the University's failure to pay members in a timely manner in the F24 semester, the FAF has been exhausted for the duration of the academic year. CUPE 3913 has filed a grievance with the university to recoup some of this money, but unfortunately this is a time-consuming process, and we don't expect this fund to be available again until September 2025. Discussions are ongoing with the university to resolve this issue.



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

Kathleen Nolan

Vice-President External

Kimber Munford

Unit 1 Steward

Michael Yu

Unit 2 Steward

Evren Altinkas

Finance Officer

Angelica Nascimento de
Oliveira

Grievance Officer

Alexis Fabricius

Health & Safety Officer

Ahmed Mahmood

Equity Officer

Shruti Nadkarni

Staff

Labour Relations
Coordinator

Jeff Cornelissen

Admin & Finance
Coordinator

Shelly Sarkisian