



Welcome to Fall 2021 Instructor Orientation

The session will begin shortly



Welcome

CUPE 3913

Teaching Assistants and Sessional Lecturers at the University of Guelph

About CUPE Local 3913

- We are the largest union in the City of Guelph, serving over **1,500 - 2,000** members including more than **130** members at Guelph-Humber;
- Two Units:
 - Unit 1** = Teaching and Service Assistants.
 - Unit 2** = Sessional Instructors.
- Membership driven;
 - Active on campus since 1994.

Function of the Union

- We advocate for and defend the interests of our members inside and outside of the workplace;
- We administrate your benefits (through online form submission);
- We Negotiate your Collective Agreement;
 - Our last bargaining round was in 2020.
- We engage in conflict resolution (from **minor** questions to **major** issues);
- We are working for equity in order to prevent harassment and discrimination;
- All of the conditions of work, of benefits, wages, and other rights that we enjoy and will build on have come from gains made for our members over the last 25 years by this Union.

What's in the CA?

- Extended benefits pool;
- Extended pool for UHIP reimbursement;
- A clear discrimination / harrassement policy;
- A clear hiring process;
- A clear seniority process (RoFR);
- A clear grievance process.

Benefits for Teaching Assistants

- Vision Care: up to **\$300** per academic year (top up from GSA benefits);
- Mental Health: **\$600** co-pay (**\$300** back);
- UHIP Reimbursement (for International Teaching Assistants): **Expanded benefits pool;**
- Family Responsibility Time;
- Academic Conference Leave;
- Parental/Pregnancy Leave;
- Sick Leave.

Being a Teaching Assistant

- Applying for jobs
- **Know your contract!**
 - 1.0 GTA = 140 hours
 - 0.75 GTA = 105 hours
 - 0.5 GTA = 70 hours
- Assignment of Work Agreements and meetings with Course Instructors
- **Track your hours!**
- Overtime rules:
 - 0.75, 1.0 = max of 28 hours per week
 - 0.5 = max of 20 hours per week

Benefits for Sessional Lecturers

- **Right of First Refusal;**
- Pension;
- Family Responsibility Time;
- Academic Conference Leave;
- Parental/Pregnancy Leave;
- Sick Leave;
- Professional Development Reimbursement;
- Study/Development Fellowships.

Benefits for Sessional Lecturers

- Up to **\$1000** per academic year for each claimant. This includes:
 - Vision
 - Dental
 - Physiotherapy
 - Mental Health (massage therapy, counseling)
- **\$200** is also available for prescription drugs;

For Units One and Two:

- New benefits year starts on **Sept. 1st**; The deadline ('grace period') to submit claims is **Sept. 15th**.

Sessionals: Seniority Points

- Keep track of your seniority points;
- Five (5) seniority points are required for movement from one step up on the pay scale to the next;
- 1 **work assignment** = 1 point;
- 1 semester serving on the **CUPE EC** = 1 point.

Grievances

- What is a grievance?
- ❑ Purpose of grievances;
 - Defending your rights;
 - Making you whole;
 - Transparency and Accountability.
- How it works;
- Reprisals / fear of reprisals.
- ❑ Common grievances:
 - Harassment and discrimination;
 - Discipline.
- ❑ Be aware of any COVID-19 violations.

Memorable Myths

- “It’s okay if I work over my contracted number of hours: it’s great experience and I love my students!”
- “I don’t need to apply for a job, my department will just give me one.”
- “I’m a student with funding, not a worker earning wages.”

Bargaining

- Current round of bargaining began on October, 2019;
- Concluded in August, 2020;
- Bill 124 and the 1% cap;
- Some gains for Unit 1 (offset of University costs) and Unit 2 (job security).

Getting Involved - Committees and Councils

- College/Departmental Stewards;
- Caucuses (International, Women's, Queer, Equity, etc.);
- Working Groups;
- Organizing and educating.

Questions and Contact

- **Fall Membership Meeting: September 30, 7:00 – 10:00.**
 - Bargaining, Budget, COVID-19, and Going Forward.
 - Meeting is online (via Zoom).

Questions about a possible grievance or anything labour related, send us an email at **questions@cupe3913.on.ca**

For questions about anything else, contact me at:
president@cupe3913.on.ca

Office: by appointment only. COVID-19 mandate applies.
25 University Ave. East



Q&A



What's Next

9:00am - 10:00am

Guelph-Humber
Leadership Q&A

UNIVERSITY OF
GUELPH-HUMBER