



UNIVERSITY OF TORONTO EDUCATION WORKERS

803-180 Bloor Street West, Toronto, Ontario M5S 2V6

tel: 416.593.7057; fax: 416.593.9866

info@cupe3902.org; www.cupe3902.org

Executive Committee

Chair:
Ryan Culpepper

Secretary-Treasurer:
Emily Clare

Vice Chair, Unit 1:
Megan Harris

Vice Chair, Unit 3:
Erick Vogt

Vice Chair, Unit 5:
Alexandra Zuckermann

Vice Chair, Colleges:
Kristen Allen

Communications/Recording
Secretary:

Pamela Arancibia

Internal Liaison Officer:
Meaghan Marian

External Liaison Officer:
Evan Miller

Grievance Officer:
Kevin Edmonds

Executive Director:
Wayne Dealy

Staff Representative:
Rebecca Strung

Organizer:
Cordelia Huxtable

Friends,

Welcome to CUPE 3902! As an employee here at U of T, you are represented by the Canadian Union of Public Employees (CUPE), Local 3902.

In 1973 grad students at U of T voted to become the first unionized grad student employees in Canada. Today, CUPE 3902 represents not only graduate and undergraduate students and postdocs working as TAs and Course Instructors, but also Exam Invigilators, Accessibility Service Workers, Writing Instructors, Sessional Lecturers and Postdoctoral Research Fellows. We are a strong and active local of over 8,000 employees!

You are a member of Unit 1 and are covered by the provisions of the Unit 1 Collective Agreement between CUPE 3902 and U of T. You can find the Collective Agreement on our website, cupe3902.org under Unit 1>Documents, or request a copy from your department; or come by the Union office across from the ROM to pick up a hard copy of the CA.

In the Collective Agreement you'll find all the details of your pay, benefits, and leaves to which you are entitled; rules for hiring and evaluation, job security and all other conditions of your work. You can also find provisions that protect us against harassment in the workplace and/or while in pursuit of a university activity or business. If at any time you are unsure whether your hiring department is observing its obligations under the Collective Agreement, or if your rights under the agreement have been violated, please contact the Union's Grievance Officer, Kevin Edmonds, at go@cupe3902.org, and he will be happy to advise you.

Thanks to the dedication of our members during the bargaining process and strike two years ago, we have made significant improvements to our collective agreement. Please consult your Unit 1 Members Manual for details of some key gains including the Graduate Student Bursary Fund, the Tuition Assistance Fund and improved health coverage, and keep an eye out for this year's preparations for our next round of bargaining.

Our goal is always to serve our members and ensure that we are all treated fairly by our employer. You'll no doubt work hard in your appointment and it is important that the University respects their obligations to you under the Collective Agreement.

We are committed to equity and diversity and aim always to improve the ways that we run and organize ourselves. I hope to see you at our membership meetings; and please consider becoming a steward, joining one of our many caucuses or committees; and keep an eye out for our social events—you are the Union! Remember to also to fill out your membership card, and sign up to our listserv by e-mailing info@cupe3902.org.

I look forward to meeting you soon!

In solidarity,

Megan Harris

Vice-Chair Unit 1 CUPE 3902 | vc1@cupe3902.org