

CUPE 3903



**2023 INCOMING
GRADUATE STUDENTS**

INTRO to CUPE 3903 - Four Units, One Union



Unit 1: Teaching Assistants

Full-time grad students
(usually PhDs)



Unit 2: Contract Faculty
(not full-time students)



Unit 3: Graduate Assistants

Full-time grad students;
administrative, clerical and
research work (usually MAs)

*Important: GA or Not?



Unit 4:
Part-time librarians and
archivists

In-Person Teaching

- YorkU has paused both vaccine and mask mandates on campus.
- We recommend that CUPE 3903 members get vaccinated and wear masks in the classroom.

Right to Refuse Unsafe Work

- It's your legal right - use it if you have to!
- Important to follow the steps of a legal work refusal. See [Right to Refuse Unsafe Work](#) for more details.

Collective Agreements (CAs)

- CAs contain the rights, benefits and protections to which all CUPE 3903 members are entitled
- They are the result of negotiations between CUPE 3903 members and York University (the employer)
- Unit 1, 2, 3, & 4 collective agreements are available [here](#)
- We have the strongest collective agreement in North America

Stewards & Lead Stewards

- Can answer questions about the union, CA, benefits, &c.
- Departmental Stewards are the frontline contacts within a department
- Lead Stewards are member representatives on the Executive Committee
- LSU1 email: cupe3903csu1@gmail.com

We Are in Bargaining

- Bargaining happens every 3 years.
- CUPE 3903 started bargaining with York University in June. Our Current Collective Agreement expires on August 31st, 2023.
- Special General Membership Meetings are where we discuss bargaining as a union. SGMMs are also where members can vote on bargaining proposals.
- Every single worker matters in this campaign. We must work together to win.

What We Won in 2021

- Significant increases to funds to help members in emergencies
- Better data to meet an improved commitment to hiring equity
- Paid voluntary sexual violence awareness and prevention training
- Deadlines for Unit 1 contracts and funding
- Options for retirement for long-serving contract faculty
- A joint committee on job security to create a ongoing stability for Unit 2
- More funding to incentivize hiring Graduate Assistants to do research

You can see a summary of the ratified changes to the collective agreements [here](#).

How We Won it

- Member-driven local. Our union's power comes from member-engagement (all of you).
- Collective bargaining, CUPE 3903 has open-bargaining (any CUPE 3903 member can attend bargaining meetings).
- Standing up for our rights when we need to (direct actions, protests, strikes and grievances).

Current Bargaining Context

- In 2019, Ford's Bill 124 imposed a cap on 2020-23 wages, but has since been declared unconstitutional.
- Inflation coupled with corporate price gouging is already serious problem across Canada.
- Rising rent in the GTA has also made it increasingly difficult to make ends meet while working and attending school.

Summer Organizing Training

- CUPE 3903 Summer Sessions, dealing with what bargaining is and the possibilities for action, including planning for Fall.
- We are also planning in-person and online social events during the academic year (e.g., Fall BBQ)
- Keep in touch! Scan the QR code, send us an email, and sign up for our newsletter (see below).



**Protections,
Benefits, &
Funds**

Workplace Protections

- Overwork. Complete the [GA Workload Form](#) or [TA Workload Form](#)
- Anti-Discrimination and Harassment language
- [Grievances](#)
- [Equity Rights](#) including [Leaves](#), [Accommodations](#), and [Fact Sheet](#) for students with disabilities
- See your CA (Unit 1 or 3) for details and other protections

Health & Monetary Benefits

- [SunLife Health Benefits](#), be sure to [sign-up!](#) (no fee; lasts for 5 months after your last CUPE contract)
- [Extended Health Benefits](#)
- [Graduate Financial Assistance \(scroll down\)](#) (aka Tuition Rebate)
- [Priority Pool](#) & [Right of First Refusal](#)

Collective Agreement Funds

- [Ways & Means Fund](#) (Emergency Financial Aid)
- [Professional Development Fund](#)
- [Childcare Fund](#)
- [Trans Fund](#)
- [Sexual Assault Survivor Support Fund](#)
- [And more!](#)

**Additional
Information &
Getting Involved!**

Racial Justice Initiatives

- Employment Equity Committee
- Advisory Committee on Race/Ethnic Relations, Discrimination and/or Harassment
- Anti-Racism Working Group



Scan Me to
Get Involved!

- New Member Contact Form
- Attend General Membership Meetings (GMM)
- Stewards' Council
- Trans Feminist Action Caucus (TFAC)
- Accessibility Committee
- Sign up for the CUPE 3903 mailing list to stay informed
- And More!
- Currently Open Positions

Unit 1 Handbook

- Key information for new members
- Covers pay, benefits, FAQs, & more
- [Available Online](#) or from our office

Contact Info

- CUPE 3903 Contacts
- Join the CUPE 3903 mailing list
- Facebook: “CUPE 3903”
- Twitter: @cupe3903comms

**Questions/
comments/
concerns?**