



**UNIVERSITY OF TORONTO EDUCATION WORKERS**  
300-208 Bloor Street West, Toronto, Ontario M5S 3B4  
TEL: 416.593.7057; FAX: 416.593.9866

*Executive Committee*

Hello, and welcome to CUPE 3902!

*Chair:*  
Jessica Taylor

As an employee here at the University of Toronto, you are represented by the Canadian Union of Public Employees (CUPE), Local 3902. Our Local began in 1973, when 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 Teaching Assistants and Course Instructors, but also Exam Invigilators, Accessibility Service Workers, Writing Instructors, Sessional Lecturers, Music Professionals, and Postdoctoral Research Fellows across our five Bargaining Units. We are a strong and active local of over 9,500 employees!

*Secretary-Treasurer:*  
Amy Conwell

*Vice Chair, Unit 1:*  
Jeremy Rothschild

*Vice Chair, Unit 3:*  
Kristin Cavoukian

*Vice Chair, Unit 5:*  
Glenna Kramer

*Vice Chair, Colleges:*  
Merlin Charles (*pro tem*)

You are a member of Unit 1 and are covered by the provisions of the Unit 1 Collective Agreement (CA) between CUPE 3902 and U of T. As of January 2018, we ratified a new Collective Agreement which is currently undergoing editing. You can find the previous CA (2014-2017) on our website, [cupe3902.org](http://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. The more recent CA language can be viewed on our member portal homepage under Unit 1 Tentative Agreement Information.

*Communications/  
Recording Secretary:*  
Kristen Allen

In the Collective Agreement, you'll find all the details of the 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 you are ever 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, James Ashby, at [go@cupe3902.org](mailto:go@cupe3902.org), and he will be happy to advise you.

*Internal Liaison Officer:*  
Hamish Russel (*pro tem*)

*External Liaison Officer:*  
Mahdi Zamani (*pro tem*)

*Grievance Officer:*  
Jamie Ashby

Thanks to the dedication of our members during the bargaining process we have a stronger Collective Agreement than previously. However there is always more that we can do and strive to accomplish as a Local, our power to make impactful change is not limited to bargaining years. We have many committees and caucuses that work on developing equitable and accessible practices within our Local and we are in constant need of member participation to help attain our goals. To learn more or to get involved please email [vc1@cupe3902.org](mailto:vc1@cupe3902.org). Our community is only as strong and united as we make it!

*Executive Director:*  
Wayne Dealy

To further sustain our community bond, the Local recently moved into a new office. As soon as we are done making it fully accessible it will be open during the day to all and provide a space for all our members to come work in a healthy environment. While you're there come ask us questions and, if you haven't done it already, fill out your membership card.

*Staff Representatives:*  
Rebecca Strung

Tiffany Balducci

Tamara Williams

*Staff Organizer:*

Kathryn McDonald

I look forward to meeting you!

In solidarity,

*Jeremy Rothschild*

Vice-Chair Unit 1 CUPE 3902 | [vc1@cupe3902.org](mailto:vc1@cupe3902.org)