



UNIVERSITY OF TORONTO EDUCATION WORKERS
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Welcome to CUPE 3902!

Executive Committee

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Vice Chair, Unit 1:
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Vice Chair, Colleges:
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Staff Representatives:
Rebecca Strung
Tiffany Balducci
Tamara Williams

Staff Organizer:
Kathryn McDonald

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!

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 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.

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, and he will be happy to advise you.

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. Our community is only as strong and united as we make it!

To further sustain our community bond, the Local recently moved into a new office. It is now fully accessible and is open during the day to all, providing 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.

As ever, your participation is key in building a sustainable and functioning Union. I hope to see you at our membership meetings; please consider becoming a steward or joining one of our many caucuses or committees. To keep up to date with all the latest news and ongoings in the Local, sign up to our listserv by e-mailing info@cupe3902.org.

I look forward to meeting you!

In solidarity,

Kate Brennan

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