

★ Stewards' Council

Each department should have a Steward for each unit. Stewards organize members, distribute info and assist with grievances. Our Stewards' Council (Stewards plus our four Chief Stewards) meets regularly and is open to all 3903 members.

★ Caucuses and Working Groups

Trans Feminist Action Caucus (TFAC): All trans, women-identified, gender queer and gender variant CUPE 3903 members are members of TFAC. Email: tfac.cupe3903@gmail.com

The **Trans Caucus** is open to all trans-identified members. It works to combat transphobia and promote trans issues.

The **First Nations Solidarity Working Group** builds networks of union activists to co-ordinate efforts in support of Indigenous sovereignty projects across Canada. Email: cupe3903fnswg@gmail.com

The **Anti-Racism Working Group** organizes to challenge privilege, racism and white supremacy in all its forms, whether in the union, the workplace, or the larger community.

★ Contact us - Keep in Touch!

Atkinson Building 143 Phone: 416-736-5154
Website: 3903.cupe.ca Twitter: @cupe3903comms

Facebook: www.facebook.com/CUPE3903



**Canadian Union of Public Employees
Local 3903**

★ Who is CUPE 3903?

We're contract faculty, teaching assistants, graduate assistants, and part-time librarians and archivists at York University.

★ One Union, Four Units

Although CUPE 3903 is a single union local, we have four units (or groups of workers), each with its own collective agreement.

Unit 1: Graduate students with a teaching contract.

Unit 2: Contract (sessional) faculty members.

Unit 3: Graduate students doing research or clerical work.

Unit 4: Part-time librarians and archivists.

☆ Union Protection

Our collective agreements set out our **wage levels** and protect our **rights** as workers. We have a **grievance process** to address violations of our rights.

We have **protection against discrimination and harassment**. As a TA or GA, we're **protected against overwork**. As contract faculty, we have the protection of union **seniority** and other mechanisms in our collective agreement in order to achieve some measure of **fairness in hiring**.

☆ Benefits, Funds and Leaves

Our collective agreements provide access to a wide variety of benefits, funds and leaves. We gained these through past rounds of collective bargaining.

We don't have space here to list or provide details on all of our benefits, funds and leaves. *For details, see your collective agreement, our website, and/or speak to a steward, executive member or staff.*

Health Benefits: Members and their dependents are eligible for **vision care, dental care, prescription drugs** and **paramedical care**. Additional expenses for members may be covered by our **Extended Health Benefits Fund**.

Graduate Financial Assistance: Unit 1 & 3 members receive this funding each term to offset tuition increases.

All members have access to the **Ways and Means Fund** (emergency financial aid), the **Professional Development Fund**, the **Child Care Fund** and the **Trans Fund**.

Unit 1 & 3 members have access to **Bursary Funds**. International students in Units 1 & 3 have access to the **UHIP Fund**.

Unit 2 members have access to the **Conference Travel Fund**, the **Professional Expense Reimbursement** and other funds.

Several kinds of leaves are available to 3903 members. Leaves can be taken if you need to take time off for conferences, injuries or disabilities, jury duty, bereavement, caregiving, emergencies, sickness, transsexual transition, and pregnancy. Unit 2 members can take also apply for research leaves. *For details, contact us.*

★ Stay Informed and Get Involved!

CUPE 3903 is a member-driven local and depends on the participation and activism of its membership.

Important updates and announcements are emailed to members each week in our **CUPE 3903**

Newsletter. To subscribe to the Newsletter, visit:
<https://3903.cupe.ca/resources/listserves/>

The best way to get involved is to attend our monthly **General Membership Meetings**.