
WHO ARE OUR MEMBERS?

Part-time faculty at Dalhousie, Saint Mary's and Mount Saint Vincent Universities, including clinical instructors and lab demonstrators

Teaching assistants and markers/demonstrators at Dalhousie University

Instructors at The Language Centre at Saint Mary's University

All members remain in the union for three years after their last contract.

WHY A UNION?

CUPE 3912 represents more than 3000 members. This strength in numbers enables us to protect the rights and working conditions of employees hired on short-term contracts.

CUPE 3912's victories include securing better wages for all members and the right to a workload agreement form for teaching assistants.

Teaching Assistants

It is important to **know your rights** as a TA. At the start of every term, you should meet with your supervisor to discuss your responsibilities. On average, your responsibilities should not take **more than ten hours a week.**

Use the **Workload Agreement Form** at the back of the **collective agreement** to make this discussion official and documented.

More information can be found at:
www.3912.cupe.ca/documents/ta-guide/

Contacting your Executive

There are VPs for all institutions with CUPE 3912 part-time faculty; for instructors at SMU's Language Centre; and for TAs, markers, and demonstrators at Dalhousie's Studley and Sexton campuses. There is also a VP for Dalhousie's Truro campus.

If you are having a dispute with your employer or an urgent issue, contact your campus Vice-President first.

If you do not receive a reply within 1-2 days, please contact the President or Communications Officer.

If you would like to anonymously share information or concerns with our executive, contact our Outreach Officer:
outreach.cupe3912@gmail.com

The names and emails of all executive officials and other officers can be found at:
www.3912.cupe.ca/about/officers/



**We are stronger
when we work
together**

www.3912.cupe.ca

www.facebook.com/CUPE3912

www.twitter.com/CUPE3912

What Does CUPE 3912 Do for You?

We **negotiate** collective agreements that provide workers with **job security**, including protection from arbitrary changes to wage and working conditions.



It is your union's job to make sure the provisions of the collective agreements are followed. If the employer violates the collective agreements, a **grievance** may be filed to resolve your issue.

We help employees to **challenge management** decisions without fear of retribution.



We **stand up for your rights** as a worker. **Solidarity** is the fundamental belief of the labour movement. We support other unions knowing that we will get their support when we need them.



We **promote our members' research** through online and physical scholarly contribution displays. See the contributions at: www.3912.cupe.ca/cupe-3912-members-scholarly-work/.



We provide a **political voice** on campus, across the province, and in Ottawa. We are **affiliated** with CUPE National, CUPE Nova Scotia, the Canadian Association of University Teachers, the Coalition of Student Employee Unions, and local and national labour congresses.

Every year we send members to labour conferences, courses, and workshops like the CAUT Council and the Halifax Labour Council Troublemakers' Workshop.



Get Involved

CUPE 3912's ability to represent you depends on members being involved!

We have some of the worst working conditions in the country and we need your help. Get involved by becoming an **executive member**, a **departmental representative**, or joining a **committee**.

Executive positions are elected at our Annual General Meeting each spring.

If you are interested in getting more involved contact our Outreach Officer:
outreach.cupe3912@gmail.com