

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, Markers, and 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 is committed to securing better wages for all members and ensuring work contracts are honoured and given to members in a timely manner.



WHO TO CONTACT

Vice-Presidents (VPs) represent specific members at specific institutions. If you are having a dispute with your employer or an urgent issue, **contact your campus VP first.**

VP Dalhousie Part-Time Faculty: Jean-Philippe Bourgeois (vp.dal@cupe3912.ca)

VP Dalhousie TAs at Studley Campus: Sarrah Putwa (vp.dal.ta.studley@cupe3912.ca)

VP Dalhousie TAs at Sexton Campus: Rafael Amarante (vp.dal.ta.sexton@cupe3912.ca)

VP Dalhousie Truro Campus: Mohammad Ramezani (vp.dal.truro@cupe3912.ca)

VP Mount Saint Vincent: Don McIver (vp.msvu@cupe3912.ca)

VP Saint Mary's Part-Time Faculty: Erica Fischer (vp.smu@cupe3912.ca)

VP Saint Mary's The Language Centre: Lauren McKenzie (vp.smutlc@cupe3912.ca)

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

President: Cameron Ells (president@cupe3912.ca)

Communications Officer: Gábor Lukács (communications@cupe3912.ca)

FIND US ONLINE



cupe3912.ca



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**WE ARE
STRONGER
TOGETHER**

WHAT CAN WE DO FOR YOU?

Job Security

We negotiate collective agreements to provide workers with job security, including **protection** from **wage cuts** and arbitrary changes to **seniority lists** for future part-time contracts.



Workers' Rights

We stand up for **your rights** as a worker by **holding the employer accountable** to respecting signed contracts and the collective agreements. If the employer violates the collective agreements, a **grievance** may be filed to resolve your issue. This process allows employees to challenge management decisions **without** fear of retribution.



Fair Compensation for Teaching Assistants

It is important to know your rights as a teaching assistant.

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 **Duties Form** in Appendix C of the collective agreement to make this discussion official and documented.



Political Voice

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 (CAUT), the Coalition of Student Employee Unions (CSEU), 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.

Community

Joining a union is about more than just your job, it's about finding a **community** of people with similar interests and priorities.

CUPE 3912 organizes many **events** such as barbeques, movie nights, and workshops where you can meet your fellow union members and relax for a few hours.

For more information, check out our events page (<https://cupe3912.ca/calendar>).



GET INVOLVED

CUPE 3912's ability to represent you depends on member engagement!

We have some of the worst working conditions in the country and we need your help. Get involved by becoming an **executive member**, joining a **committee**, or just simply offering your time to **volunteer!**

If you are interested in getting more involved contact our Outreach Officer (outreach@cupe3912.ca).