

## WHO ARE OUR MEMBERS?

- **Part-time Academics** including **clinical instructors, Teaching Assistants, Markers,** and **Demonstrators** at Dalhousie University.
- **Part-time Faculty** and **Teaching Assistants** at Saint Mary's University.
- **Part-time Faculty** at Mount Saint Vincent University.
- **Independent Course Appointees, Research Assistants,** and **Teaching Assistants** at Nova Scotia College of Art and Design.

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



## WHY A UNION

**CUPE 3912 represents more than 5,000 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 solving workplace problems, negotiating better wages and working conditions, and protecting members from unfair practices and administration.



## WHO TO CONTACT

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

The names and emails of all executive officials and other officers can be found at:  
[3912.cupe.ca/about/officers/](https://3912.cupe.ca/about/officers/)

All Executive and Officer positions, with the exception of the webmaster, the outreach coordinator, and office manager are elected at General Meetings.

If you do not receive a reply within 2 business days, please contact the President ([president@cupe3912.ca](mailto:president@cupe3912.ca)) or the Office Manager ([office@cupe3912.ca](mailto:office@cupe3912.ca))



**Find us online at:**  
**[cupe3912.ca](https://cupe3912.ca)**

# WE ARE STRONGER TOGETHER



## Follow us on Social Media!

-  **@CUPELocal3912**
-  **CUPE 3912**
-  **@cupe3912**
-  **@cupe3912.bsky.social**

# WHAT CAN THE UNION DO FOR YOU?

## Negotiating a Good Contract

**Better wages and working conditions** are built over years of contract negotiations between the employer and the union. The union's position in negotiations comes from its members. The negotiating committee bargains and the collective agreement has to be approved by its members in a ratification vote.



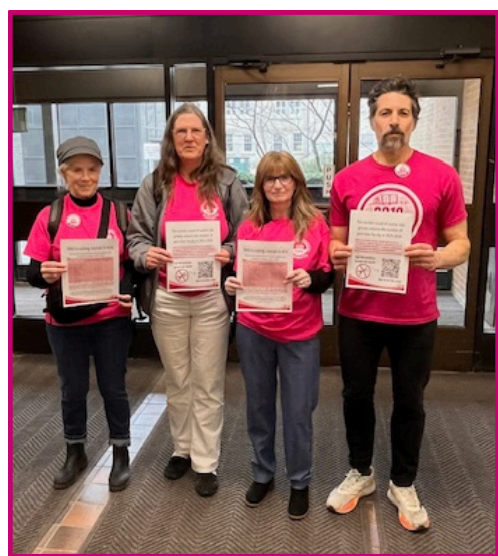
## Job Security

We negotiate collective agreements to provide workers with job security, including **protection** from **wage and course cuts** and arbitrary changes to **precedence** or **priority (seniority) lists** for future 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 a member faces the prospect of discipline or termination as an employee or if a member is being discriminated against on prohibited grounds (such as their race, national or ethnic origin, colour, religion, sex, age or mental or physical disability), a **grievance** may be filed to resolve your issue. We help employees to challenge management decisions without fear of retribution.



## 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), and local and national labour congresses.

Every year **we send members to labour conferences, courses, and workshops** like the CAUT Council and CUPE Conventions.



## 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 barbecues, meet & greet events, and workshops where you can **meet your fellow union members** and relax for a few hours.



For more information, check out our events page at:  
[cupe3912.ca/calendar](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](mailto:outreach@cupe3912.ca))