

CUPE *Local 4580*

Representing GA's and TA's at the University of Windsor

WELCOME TO CUPE 4580!

GA/TA Orientation September 6, 2023

Who are we?

We are a labour union representing graduate and teaching assistants at the University of Windsor. We have been in existence since September of 2002, having negotiated our first contract with the University in May of 2003.

Your working conditions are set out in this contract, called a Collective Agreement. The Employer and Union are bound to the provisions outlined within, which are meant to protect and defend your legal entitlement as an employee.

Should you experience a violation of the provisions outlined within, you should immediately contact a Union Representative so the violation can be rectified.

FACTS

- Union members earn better wages and benefits than workers who aren't union members (ave. 11.2% higher than their nonunion)
- Unions help employers create a more stable, productive workforce—where workers have a say in improving their jobs
- The union advantage is even greater for people of color, women, immigrants, and others who faced discrimination; black, Latino and women workers are paid 26%, 39.2% and 23.8% more, respectively

FACTS

- Union contracts pay women and men the same for doing the same job
- You cannot be fired for your sexual orientation or gender identity
- A union contract is a potent weapon against unequal pay and structural racism because it establishes fair systems for hiring and firing, wages and more.

TYPES OF VIOLATIONS

- Discrimination/harassment
- Unwarranted discipline/suspension
- Assigning duties over max. hours; assigning duties outside of academia
- Non-payment of wages/late payment
- Health and Safety

Executive Board

President: Emily Varga

Vice-President: Armita Fatemimoghadem

Treasurer: Danial Davarnia

Recording Secretary: Mohsen Khandverdi

Membership Officer: Sedigheh Khademi

Trustees: Narouz Jahan, Hadi Mohajerani, Siddharth Popli

* There are several steward positions open – email if interested

General Meetings

Regular membership meetings shall be held on:

- Wednesday, October 4th, 2023, 6:00 p.m.
- Wednesday, November 1st, 2023, 6:00 p.m.
- Wednesday, February 7th, 2024, 6:00 p.m.
- An Annual Membership Meeting shall be held on the first Wednesday, March 6th, 2024, at 6:00 pm to install the new Officers of the Local and to present the actual budget .
- At the October meeting an annual budget will be presented and approved for the upcoming year.

* All members are encouraged to attend all meetings

Scholarship Lottery

Eligibility:

- Up to five (5) 250 CAD\$ will be assigned
- Must be a member in good standing of CUPE 4580, who does not hold executive office
- Must attend at least two of three regular membership meetings (October, November, February)
- Must be present at annual membership meeting (March)
- Must be in good academic standing and provide academic transcript to the membership officer by the deadline

* Winners are to be drawn randomly from the successful applicants by the membership officer

How to Contact us

Website: <https://cupelocal4580.ca>

Email: cupe4580@uwindsor.ca

Union office: **856 Sunset Avenue, Windsor Ontario, N9B2A4**

Follow us on Social Media:

