

# THE GLUE



COMPONENT 1 ACADEMIC SUPPORT WORKERS

Component 1—Welcome 2013

September 2013



## Welcome Component 1 Members

Welcome to the Canadian Union of Public Employees Local 4163—**Component 1**. We are a membership of Academic Support workers assisting in specialized or instructional activities, including: Lab Assistants, Teaching Assistants and Athletic Assistants.

Joined with **Component 2**—English and other Language Instructors and Cultural Assistants and **Component 3**—Continuing and Term Sessional Lecturers and Music Performance Instructors, CUPE 4163's membership bursts the 1600 mark.

Together we provide over 50% of the instruction at UVic. CUPE 4163 offices are in the Technology Enterprise Facility Room 217 and 219.

CUPE 4163 has two people working on your behalf as Labour Relations Advocates.

Situations may arise from time to time that cause you concern in your workplace. It may be something as simple as a payroll mistake that can be simply fixed or something more complex. As your Un-

ion representatives we are here for you. You can contact the office by telephone or email to ask a question or to set up a face to face meeting.

TEF building is just outside Ring Road across from the CARSA construction zone. CUPE 4163 has two Professional Labour relations staff people available to assist you with any questions or issues that you may have or may arise.

CUPE 4163 is governed by the membership; a 12 member Executive Board, with representation from each component, makes the between meeting decisions within the direction set by the general membership.

There are two **General Membership Meetings** per year where the budget and other important policy issues are decided.

## We are here to advocate for you!

There will be times when the collective agreement has a clear direction to answer your question and other

times when we have to re-search the practice in the department and investigate the situation. This may include accessing the many resources available from CUPE National before an answer can be provided, but whatever it takes, that's what we are here for.

CUPE4163 General meetings are normally the first Friday in November and the third Friday in March.

Go to CUPE4163.ca for detailed information on meeting dates and times.

This and other information will be posted on Facebook as well.

<https://www.facebook.com/CUPE4163?ref=hl>

<https://www.facebook.com/UVicTAs?ref=hl>

**The Union is only as strong as it's members are willing to stand strong together.**

If you are a Teaching Assistant or a Lab Assistant please be reminded of:

- WAGES—SCHEDULE 1 OF COLLECTIVE AGREEMENT; TAS \$23.98 PER HOUR TO INCREASE TO \$24.21 MAR 1, 2014
- VACATION PAY 4%
- PRIORITY OF HIRING ARTICLE (13.02 AND APPENDIX A)
- THE DUTIES CHECKLIST

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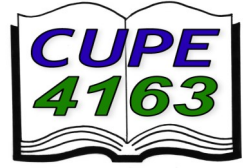
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## CUPE 4163 Social Justice Fund Donation is the Members' Choice.

Once a year CUPE 4163 members donate \$1 from their pay cheques. This fund is used to donate to groups working around the world that pursue goals that members deem important.

The fund is divided up with 1/2 to be dispersed at the AGM and the other 1/2 dispersed at the SAGM. A call goes out for nominations for the Social Justice Fund Recipient prior to each of the General Meetings and a vote is held at the meeting to determine the recipient for that 1/2 of the fund.

Past beneficiaries include: The Stephen Lewis Foundation (twice), the Mustard Seed, Save The Children Foundation, Haliburton Farm, Our Place Victoria, and Victoria Counselling Centre.

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[CUPE4163.ca](http://CUPE4163.ca)

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## Conference Award Fund



Through collective bargaining, CUPE 4163 and the University of Victoria created a conference fund to support CUPE 4163 Component 1 members in their professional and/or academic pursuits.

**The fund is available as of March 1, 2013.**

### **How the Conference Award Fund works:**

⇒ **Applicant Eligibility:** You must be a component 1 member.

⇒ **Travel Eligibility:** Aca-

demical or research conferences and workshops but not course-related travel.

⇒ **Amount:** Grants are to a maximum of \$250 and allotted on a first come – first served basis, to the maximum amount available for the month of conference attendance.

⇒ **Fund Administration:** A joint committee comprised of two union representatives appointed by CUPE 4163 and two people

appointed by the University will administer the fund.

⇒ **Funding from other sources will not affect Conference Award Fund eligibility as long as the total funding received from all sources does not exceed expenses.**

⇒ **How to apply:** deliver application to CUPE 4163 office (Technology Enterprise Facility room # 217/219 or [office@cupe4163.ca](mailto:office@cupe4163.ca)).