

CUPE 4600 a history

In 1979, Teaching Assistants (TAs) founded CUPE 2323 in response to widespread workplace inequality across campus.

Prior to unionizing, TAs received different rates of pay for the same work, had no job security, could be fired with little to no warning, and had no benefits of any kind.

In 1996, after a five-month organizing drive supported by CUPE 2323, Contract Instructors (then called Sessional Lecturers) formed their own local - CUPE 3805.

They negotiated a Collective Agreement around issues of job security, pay, and a fair grievance process.

In 1997, TAs and CIs voted to merge into what is now CUPE 4600. Both units thought that by mobilizing and bargaining together, they could get better pay and working conditions for each other.

The new local was formed and both units negotiated their first set of Collective Agreements in 1998.

WHAT'S A STRIKE VOTE?

CUPE 4600

A strike vote is a necessary legal step in the collective bargaining process.

A strike vote gives you a say in the process and allows you to show support for your elected Bargaining Teams in their fight to get a fair deal at the bargaining table.

A legal strike may only occur if a majority of the votes cast are in favour of strike action.

But it doesn't necessarily mean you will strike.

A strong "YES" majority shows your collective strength as workers!

YES

Get involved:

linktr.ee/cupe4600

cupe4600.ca
[@cupe4600](https://twitter.com/cupe4600)

Office: 2211 Dunton Tower

Office Hours: Monday – Friday:
10am-4pm (closed from 12-1pm)

Phone: 613.520.2600 x 4600

Email: info@cupe4600.ca



CUPE 4600 members are currently in bargaining with Carleton management. We have the opportunity to improve our working conditions. But if Carleton refuses to meet our demands, we have the ability to strike. The vote for if we're willing to strike is taking place now. If you're a 4600 member, you can vote YES to a strike mandate!

CUPE 4600 - Both Units Joint Bargaining Priorities

1	WAGES: Parity with University of Ottawa and Cost of Living Adjustments on par with Inflation.
2	TA-STUDENT RATIOS: by course and assessment type. Our working conditions are students' learning conditions.
3	CENTRALIZED ACCOMMODATIONS: an accessible, centralized intake process that protects Members' rights, dignity, and confidentiality.
4	BENEFITS: improved coverage; a percentage funding model that grows with the membership and salaries.

STRIKE VOTE:

FEB. 6TH-9TH

@

UNIVERSITY

CENTRE

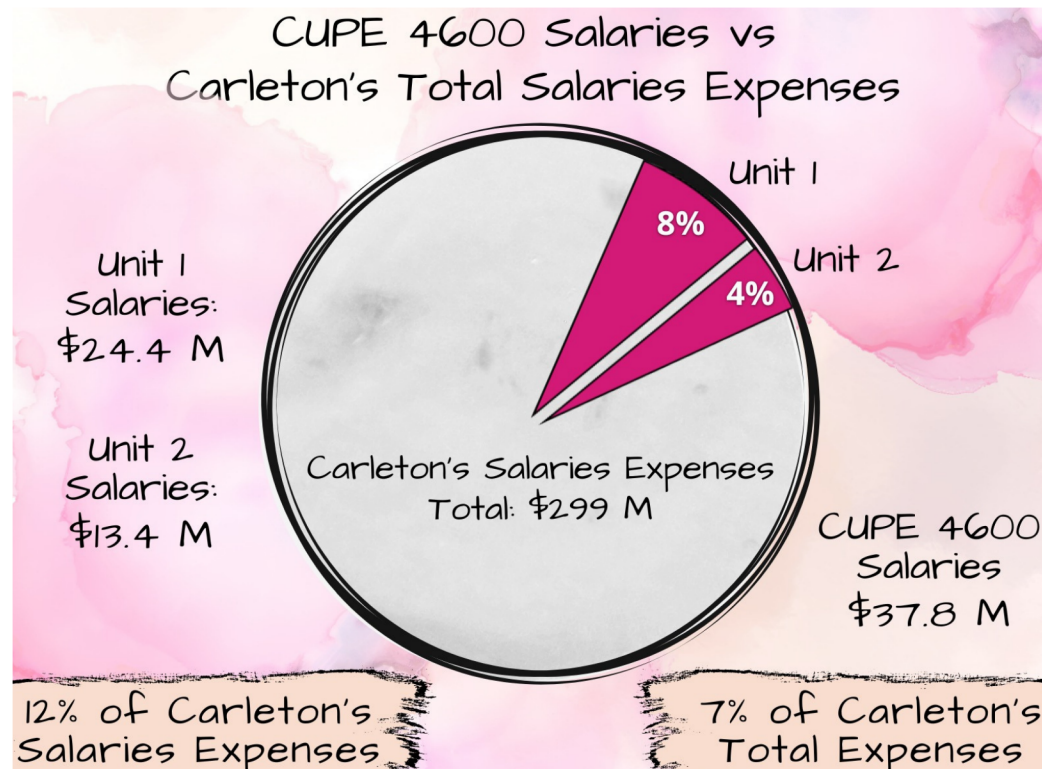
LOEB BUILDING

NICOL BUILDING



CUPE 4600 is the biggest union on campus.

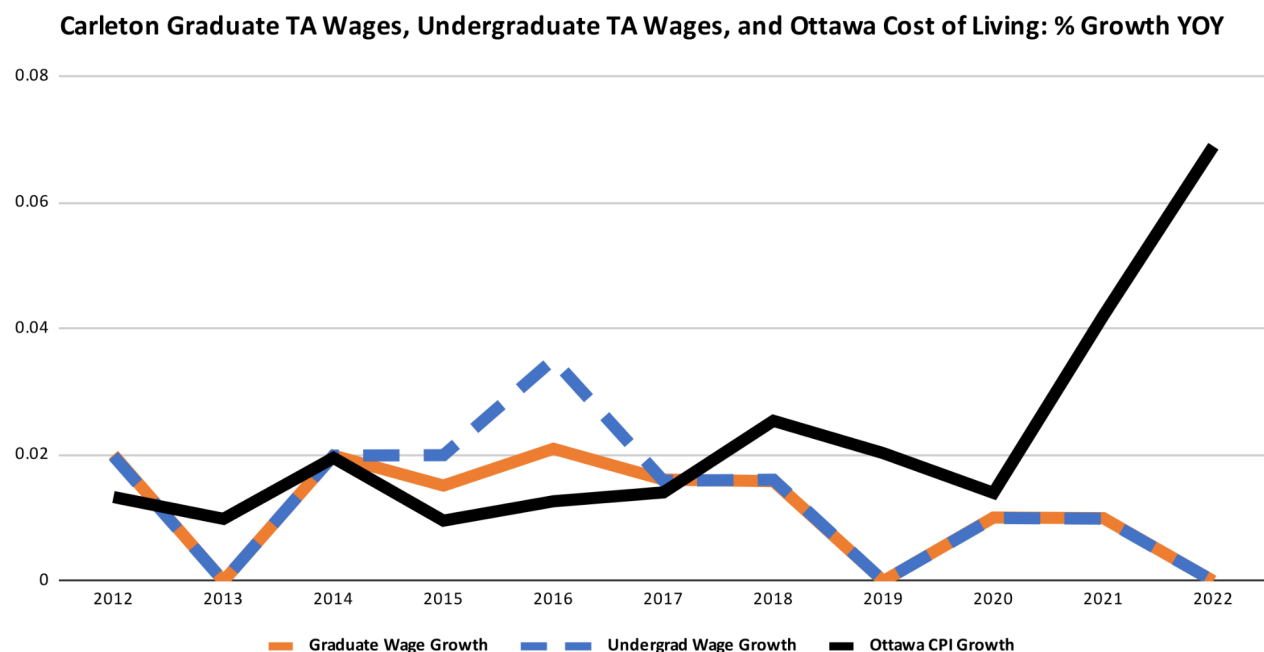
We are the workers who make Carleton work. Without us, it would come to a halt. Teaching assistants keep big courses running, precarious research assistants are vital to the academic industrial complex, and contract instructors teach the majority of courses.



Yet the amount Carleton spends on us only amounts to a small fraction of its total labour expenses. How can that be? The only explanation is that we are grossly underpaid.

Can Carleton afford to improve our working conditions? Absolutely! Carleton pays the lowest TA wages of the top 10 biggest universities in Ontario!

This even includes the University of Waterloo, where TAs are not yet unionized!



Working as a teaching assistant at Carleton means barely covering the cost of tuition, let alone living expenses. How do we survive? Most of us use food banks. And when grad students are told to not supposed to work more than 10 hours/week, we have no choice but to work two or three jobs.

The annual cost of living in Ottawa for an individual is approximately \$35k*

In 2021, 74% of TAs* made \$25k or less, 64% made \$20k or less, and 36% made \$15k or less

DID YOU KNOW?

*calculated based on 1 bedroom at market rent
*calculated based on those who answered our recent Unit 1 survey

Teaching assistants at the University of Ottawa, doing the SAME job in the SAME city, make 6.5% more than we do at Carleton. And if you're an undergrad TA at Carleton? Forget about even trying to cover tuition. You make 74% LESS than a graduate TA! You might even be TAing in the same course alongside another TA who's a graduate student, and you'll both have the exact same job description, but Carleton will have refused to pay you \$4,688 per year!

On top of this, some of us have hundreds of students we're responsible for. Carleton has refused to institute TA-student ratios, which many other universities in Ontario have adopted.

These are decisions made by Carleton management. We can fight for change.