

CUPE 3906

Canadian Union of Public Employees

Unit 1

Welcome Guide

TAs and RAs in lieu



Welcome from the President

Hello New Members!

Welcome to CUPE 3906 at McMaster University. For many of you, this will be your first experience as the part of a Labour Union. CUPE Local 3906 represents almost 3,500 members who work as Teaching Assistants, Research Assistants, Sessional Faculty Members, and Postdoctoral Fellows.

CUPE 3906 is a Local that depends on the time of its members to keep our union running. We have a number of positions available with various levels of commitment for those members who choose to get involved. Each of our committees will be searching for volunteers as our new semester begins including our Communications, Benefits, Grievance, and Political Action Committees. We also have positions available for department Stewards, members who want to support our Collective Bargaining, and Health & Safety representatives. If you have lots of time to get involved or even if you have only an hour each week there are ways to work with the Local.

Our seminars at the beginning of the school year are designed to introduce members to the Local, inform them of our current activities and make sure they know how to make the most out of being a CUPE 3906 member. We also have welcome events planned during the first few weeks of the semester. If you are too busy to drop by now, you can call/email

our office (you can find the contact information on the back cover) or check out our website to get answers to your questions.

Your Local is also in bargaining right now to negotiate a new Collective Agreement (CA). Your CA lays out your rights at work, and is available from your department, or on our website at www.cupe3906.org. Keep your eyes and ears peeled over the coming months for updates, info meetings and ways you can participate in, and support, the process of bargaining.

CUPE 3906 is committed to supporting its members throughout their employment tenure at McMaster University. Our staff and executive are available to work on your behalf. If you have a concern about your working environment, if you are being overworked by your supervisor, if you believe that your rights under one of our Collective Agreements are being ignored, or you just need clarification of your rights/obligations we can help you AND ensure full confidentiality.

If you have any questions please feel free to email me any time at president@cupe3906.org.

Best of luck as the new semester begins, we wish you all success as students and members of CUPE 3906 at McMaster University.

Nick Longaphy
President, CUPE Local 3906

CUPE 3906 - Your Local

Welcome to McMaster University and welcome to CUPE Local 3906! As an employee of this university you have also become a member of the largest public sector union in Canada. This article is designed to help you get familiar with CUPE Local 3906 by answering some basic FAQ. If you have any additional questions please visit cupe3906.org, stop by the office (under the Phoenix in the basement of Wentworth House, room B108) or email info@cupe3906.org.

Why Unions?

Unions operate on the modern principle that workers have a right to fair treatment in the workplace. Anyone who has worked in a non-unionized workplace knows how disparaging it can be to be subject to the arbitrary whims of the boss. There is legislation protecting workers but attempting to protect your rights without help can be intimidating and for many workers such actions are simply not possible. When workers come together and form a Union we no longer have to face issues in the workplace alone. We all have unique abilities and skill sets. Being part of a Union creates a network that allows us to pool our skills and help each other navigate the challenging terrain of the contemporary workplace. A Union environment is one of mutual support and cooperation. There are

many active members who can help others understand their rights as a worker and what options they have if they believe their rights have been violated. Being part of a Union also means that we have the power of collective bargaining. Negotiating a contract can be very difficult and time consuming. By working together as a Union we can increase our ability to get the fair contract we deserve as skilled and qualified workers.

What is CUPE?

The Canadian Union of Public Employees (CUPE) is Canada's largest public sector Union representing more than half a million workers across the country working in health care, education, municipalities, libraries, post-secondary institutions, social services, public utilities, transportation, emergency services and airlines. CUPE is highly democratic and is committed to equity and fairness in the workplace and society at large.

CUPE is formed of many 'Local' branches that represent workers in different sectors in different workplaces and in different geographic regions. As a TA or RA (in lieu of a TA), you are working in the University sector and the Local here at McMaster is CUPE Local 3906. One of the major benefits of this type of organization is that our Local is able to respond to the unique scenarios that arise within our specific sectors, workplaces and

regions. Local autonomy forms a cornerstone of CUPE's democratic principles. For more info on CUPE visit www.cupe.ca.

What Does My Local Do?

Some of what Local 3906 does for its members has been mentioned above. In addition to providing support during employer/employee disputes and negotiating our collective agreements, your local provides and manages many benefits including Vision, Dental and Hardship funds (see the Benefits guide section of this booklet).

Our Local has three units. Unit 1 represents TAs and RAs (in lieu of TAs). Unit 2 represents Sessional Faculty and Unit 3 represents Postdoctoral Fellows. To learn more about your Local visit www.cupe3906.org.

In addition to these services, your Local organizes events, provides workplace information, participates in organization for other causes, and provides general support for the members.

Who does the day-to-day work of the Local?

The Local's Executive Committee consists of individual members who are elected by the membership base to take on specific roles pertaining to the functioning of the Local. In addition to holding regular office hours and attending bi-weekly

meetings, each executive officer has specific duties. The executive portfolios are as follows:

President
Vice President
Vice President External
Treasurer
Recording Secretary
Benefits and Advocacy Officer
Chief Steward Unit 1
Chief Steward Unit 2
Chief Steward Unit 3
Postings Officer
Grievances Officer
International Officer
Undergraduate Officer
Health and Safety Officer
Communications Officer

Our Local also employs two Staff Representatives, Nancy MacBain and Dave Hauch. Our staff are highly qualified and indispensable members of our team that help to provide continuity and expertise to the Local.

Please visit www.cupe3906.org to find contact information for the executive and staff.

How can I get involved?

Membership involvement is a crucial part of the functioning of your Local. Getting actively involved with your Local provides excellent experience in a variety of areas and can be very rewarding personally and professionally. There are many ways to become involved and the time commitments range from light to heavy. At your Local we do our best to ensure that everyone who is

interested has a chance to participate. Below is a list of some of the ways to get involved. Please note: this list is not exhaustive as there are many more ways to become an active member of your CUPE Local 3906. For more info visit our website, Like us on Facebook, send an email, or simply stop by the office.

Attend Meetings and Stay Updated

The easiest way to get involved is to **attend meetings**. The Local holds regular General Membership Meetings (GMM) and an Annual General Meeting (AGM) that are open to all members. You are member for one year from the beginning of your TAship. The dates of these meetings can be found at www.cupe3906.org. Email reminders are also sent out. To receive regular updates “Like” your Local’s **Facebook** page, or follow us on **Twitter**.

At GMMs executives deliver reports on their portfolios, issues and resolutions are discussed and motions are voted on by members in attendance. GMMs are also the place where elections for vacant positions may be held. These meetings are highly democratic and open to all members in good standing. All members in attendance may bring resolutions to discuss and move to vote on these issues. Childcare reimbursements are available, food is provided and we often have door prize draws for those able to stay until the end of the meeting. The AGM is perhaps one of the most

important meetings of the year as the key directives for the next year are discussed and voted on.

Become a Steward

You might also consider becoming a **Departmental Steward**. This is a crucial position within your Local. Each department has at least one steward who acts as a CUPE Local 3906 representative at the departmental level. As such, Stewards provide a direct link between the Local and the membership. Stewards meet as a Council at least once per term to advise the Executive Committee of relevant developments.

If you’re interested in becoming a department steward email chiefsteward_tas@cupe3906.org.

Participate in Bargaining

You might consider **participating in the bargaining process**. During bargaining we are always looking for motivated individuals to join the support team to help disperse important information about bargaining to the members. There are a number of positions available during bargaining with varying degrees of responsibility depending on which phase the process is in and which unit you are in. It is worth mentioning again that your CUPE Local 3906 is flexible with regards to time commitment. We fully understand the demanding nature of academic work. For information about current positions related to bargaining email bargaining@cupe3906.org.

Join a Committee

Another relatively easy way to get involved is to **join a committee**. There are many committees and there is likely one that suits your interests. Here are just some of the committees you can join:

- The **Political Action Committee (PAC)** is a semi-autonomous committee committed to extending solidarity to the rest of the labour and social-justice community in Hamilton and beyond. For more information email politicalaction@cupe3906.org.
- The **Equity Action Committee** does work around equity issues at McMaster and beyond. For more information email equity@cupe3906.org.
- The **Communications Committee** assists with the production and distribution of The Ally, and helps to get the word out about 3906. Email communications@cupe3906.org for more info.
- Elected members of the **Grievance Committee** work with the Grievance Officer and staff on issues of dispute surrounding the collective agreement. For more information email grievances@cupe3906.org.
- The **Benefits Committee** works with the Benefits & Advocacy Officer to administer the many benefits plans run out of the local office. Email benefits@cupe3906.org for more info.

- There are other committees that work on international and undergraduate issues, as well as committees that are struck from time-to-time to address internal issues of the union as they arise. To find out about other committees drop by the Union office (Wentworth House B108, under The Phoenix) or email info@cupe3906.org.

Joining the Executive Committee

Every year elections are held for the Executive Committee and any member in good standing may be nominated for the positions. In some cases, if there is a vacancy and a member wishes to take on the duties, that member may be appointed until such time that the appointment can be ratified at the next possible GMM.

Hopefully this article has helped you become more familiar with your CUPE Local 3906. If you have any questions or would like to become involved feel free to email, call, or simply stop by the office sometime to chat.

Once again, congratulations on your new position with McMaster and Welcome to Your CUPE Local 3906!



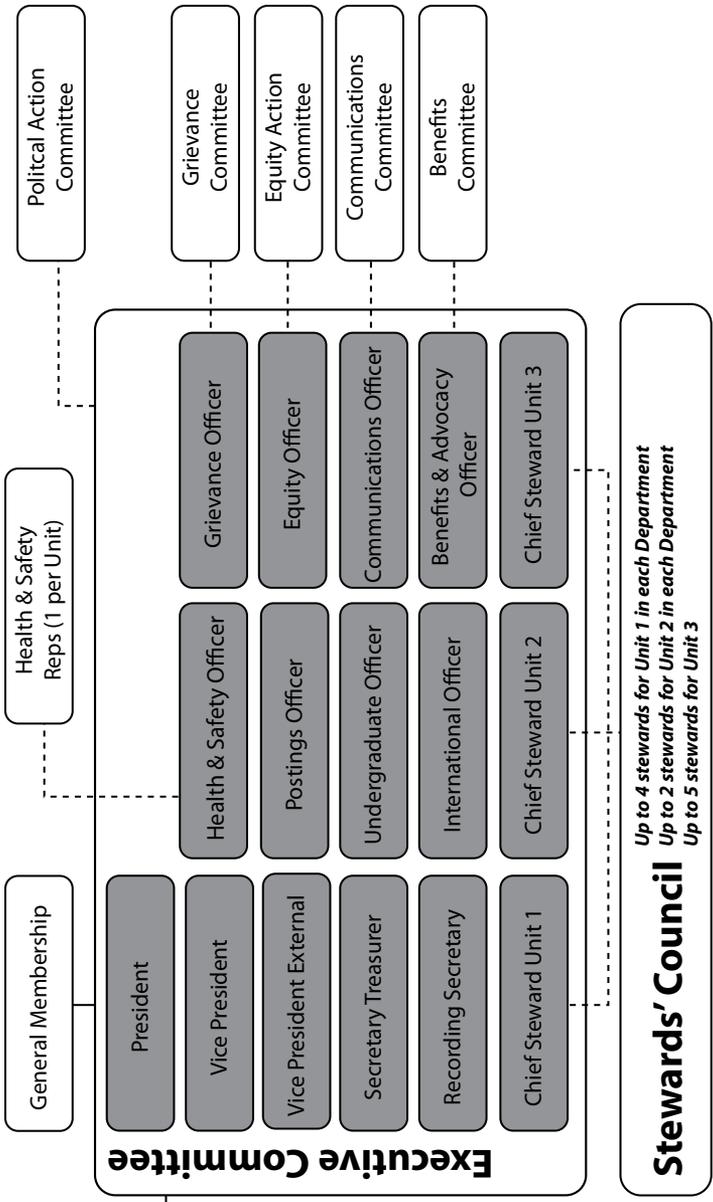
Everything you need to know
about your Local in one place!

www.cupe3906.org

- Staff Representative
- Staff Representative
- Bargaining Team (1 for each Unit)
- Bargaining Support Team (1 for each Unit)



Structure



Teeth, Eyes & More!

A Guide to Your Benefits

IMPORTANT NOTE

Extended Health Benefits are NOT provided through CUPE 3906.

Graduate Students - Extended Health Benefits (Prescriptions, Chiropractic, etc...) and non-TA Dental are available through the Graduate Student Association (Wentworth House 106A).

Undergraduate Students - Dental & Extended Health Benefits (Prescriptions, Chiropractic, etc...) are provided by the McMaster Students Union (MUSC 201)

Dental

Entitlement

\$1000/calendar year, details of procedures covered are found in the benefits coverage book available on our website or at the Union office.

Premium

The dental premium, as of the printing of this pamphlet, is set at \$8.43/month deducted from each paycheque.

Eligibility

You are eligible for the Unit 1 dental plan if you **a)** hold an undergraduate degree AND **b)** are contracted to work for 130 hours or more during the course of the academic year (Sept - Aug).

Claim Procedure

You will need the following information to file a claim:

Policy Number: 97528

Division Number: 1

Certificate Number: *Your student ID Number*

Claims can be filed one of three ways, depending on how your dentist works:

- The dentist submits your claim electronically and bills the insurance company directly. In this case, the dentist charges the insurance company not you; you only have to pay for dental work that exceeds your coverage.
- The dentist submits your claim electronically but still requires you to pay for your dental work at the time of your appointment. In this case, the dentist submits the insurance claim on your behalf and a cheque from the insurance company will be mailed to you within four to six weeks. You do not have to submit any additional paperwork to process your claim.
- The dentist cannot process your claim electronically. In this case, you will be required to pay for your dental work at the time of your appointment and fill out dental claim form for reimbursement. You can download a dental claim form from the union's website, and can be submitted directly to the address on the form.

Adding Family Members

You can enroll your family members in the Family Dental Plan, but because the Employer does not subsidize family members, your monthly premium will increase to \$66.64/month.

You can only enroll in the Family Plan in the month of September. If you begin your studies in the Winter term you can only enroll in the Family Plan in the month of January. Please come to the Union office or check out www.cupe3906.org for more information.

Opting Out

You can only opt out of the dental plan in the month of September (or the month of January, for members whose eligibility begins in the winter term), and you must provide proof of alternate coverage. You will not receive a rebate cheque for opting out; your monthly dental premiums will simply cease to be deducted from your pay. Please come to the Union office or check out www.cupe3906.org for more information.

NOTE: Opting out of the GSA benefits plan will not opt you out of the CUPE plan. You must opt out of both plans.

Vision Care

Entitlement

\$250/every 2 years to cover vision-related expenses such as glasses, contacts, eye exams, etc...

Eligibility

This benefit is available to all Unit 1 members. You are eligible to file a claim if you are currently working as a TA, or if you have been a TA in the last two academic terms.

Claim Procedure

To file a claim you need to fill out the form available on our website or at the Union office. Original

receipts must be attached, and the form needs to be dropped off at the Union office in Wentworth House, B108. The cheque will be mailed to the address provided on the claim form in 4-6 weeks during the fall and winter terms.

If you are covered under another benefits plan that includes vision care related expenses, you must submit your vision care claim to that plan first. If your vision care expenses exceed the maximum entitlement of your other plan, you can then make a second vision care claim with CUPE 3906, using the Explanation of Benefits provided by the other insurance company instead of a receipt.

Vision Care claims are processed on a first come first serve basis during the Fall and Winter terms (or until expenditures reach the \$90,000 cap). During this period, the amount of money applied for is the amount members will receive.

During the Summer terms (or after the \$90,000 cap is reached), Vision Care claims are held until the end of the term. The maximum amount members receive depends on how much money is left in the Vision Care fund. In some years, members will still be entitled to claim the maximum. In other years, members may be entitled to less than \$250.

You must provide ORIGINAL RECEIPTS, copies or faxes will not be accepted by the insurance provider. Claims must be submitted within 60 days, and within 30 days termination of your eligibility under the rules outlined above.

UHIP Rebate

Entitlement

\$100/academic year

Eligibility

This plan is only available to International Students who have paid UHIP Premiums. You are eligible to file a claim if you are currently working as a TA, or if you have been a TA in the last two academic terms.

Claim Procedure

To file a claim you need to fill out the form available on our website or at the Union office. A copy of your UHIP card, or your paystub must be attached, and the form needs to be dropped off at the Union office in Wentworth House, B108. The cheque will be mailed to the address provided on the claim form in 4-6 weeks during the fall and winter terms.

UHIP claims are processed on a first come first serve basis during the Fall and Winter terms (or until expenditures reach the \$30,000 cap). During this period, the amount of money applied for is the amount members will receive.

During the Summer terms (or after the \$30,000 cap is reached), UHIP claims are held until the end of the term. The maximum amount members receive depends on how much money is left in the UHIP fund. In some years, members will still be entitled to \$100, in other years, members may be entitled to less than \$100.

Child Care

Entitlement

\$100/year

Eligibility

This benefit is available to all Unit 1 members. You are eligible to file a claim if you are currently working as a TA, or if you have been a TA in the last two academic terms.

Claim Procedure

To file a claim you need to fill out the form available on our website or at the Union office. You need to attach original receipts, and the form needs to be dropped off at the Union office in Wentworth House, B108. The cheque will be mailed to the address provided on the claim form in 4-6 weeks.

Claims must be submitted within 60 days, and within 30 days termination of your eligibility under the rules outlined above.

Hardship Fund

Entitlement

This fund exists to help members with emergency, one-time expenses that are not covered by other provided benefits.

Eligibility

This benefit is available to all Unit 1 members. You are eligible to file a claim if you are currently working as a TA, or if you have been a TA in the last two academic terms.

Claim Procedure

To file a claim you need to fill out the form available on our website or at the Union office. You need to attach the supporting documentation outlined on the claim package, and the form needs to be dropped off at the Union office in Wentworth House, B108.

The application is adjudicated by the Benefits Committee, and

confidentiality is **strictly** maintained. If your application is approved, the cheque will be mailed to the address provided on the claim form in 4-6 weeks.

Claims must be submitted within 60 days, and within 30 days termination of your eligibility under the rules outlined above.

An Intro Guide to The Hammer

It is always a bit hectic starting a new degree and beginning a new job at the same time. We have to learn what is expected of us academically and simultaneously navigate a new workplace. For those who are new to McMaster and new to Hamilton, the transition can be even more stressful as we must navigate a new city as well. After a couple of weeks it becomes a bit easier to navigate through campus and use the transit system, but it can take some time to get familiar with the surrounding community and amenities. Exploring the city you live in is important and can be fun and exciting. Unfortunately the beginning of the year doesn't always afford us the time we need for urban exploration so your CUPE Local 3906 has put together a list of great places to get you started in your new city. Enjoy and happy exploring!

Art & Culture

Hamilton has a great art and culture scene and is home to a variety of events and venues. Here are a few

of our favourite spots to take in the zeitgeist of Hamilton!

Workers Arts and Heritage Centre

Located in a 150 year old historic building at 15 Stuart Street (near James N and Barton), the WAHC is host to a variety of exhibitions and events focusing on the history and culture of all working people. The Centre is open Tuesdays to Saturdays from 10AM to 4PM and admission is free (although you can show your support by purchasing a student membership for \$15.00). Find out more at www.wahc-museum.ca.

Art Gallery of Hamilton

Free to McMaster students, this is a top-quality gallery with a great permanent collection as well as travelling exhibitions. Located at 123 King St West, across from Jackson Square.

Artword Artbar

Hosts spoken word poetry nights, live music, theatre, and film. Located

at 15 Colbourne St, near the corner of James St N.

James St North Art Crawl

Held the second Friday of every month. The plethora of galleries and bars along James North remain open til '11pm, so people are free to wander, indulge in the wine and nibbles on offer in the galleries, listen to the buskers, and peruse the street stalls. Super Crawl in September is a special event with live bands and other entertainment: not to be missed.

Open mic nights

Come out to perform, or just to listen. A great way to meet people with similar interests, or simply enjoy some free entertainment. Many pubs around town host open mic nights, Check the free View Magazine for venues.

Theatres

Westdale Theatre; Jackson Square 6 Cinemas, SilverCity Ancaster, SilverCity Hamilton Mountain. These theatres are all accessible by public transit.

Outdoor Fun

For everyone who is interested in outdoor activities Hamilton is a great place to be! Hamilton is a pretty unique city because it is surrounded by beautiful parks forests, waterfalls and conservation areas. Here are a few of the places to go and things to do to satisfy your desire to reconnect with nature.

Cootes Paradise Trails

If you like to mountain bike, fish or just enjoy the serenity of nature check out these trails. Located right behind McMaster campus, with access points near Les Prince Hall. You can follow this trail to Princess Point, then all the way to Bayfront Park.

Parks

Hamilton has some great outdoor spaces. Check out leafy Gage Park; the community garden, swimming pool, and baseball diamond in Victoria Park; Bayfront Park. Check out www.hamilton.ca for a full list

Webster's Falls

One of Hamilton's most popular spots. Beautiful all year round, and boasts some great walking trails and picnic areas. Access from Fallsvie Rd. See www.waterfallshamilton.ca for more on this and other waterfalls around Hamilton.

Mac Outdoor Club

Organises a variety of events such as camping, canoeing, and hiking. Also has outdoor equipment for rent. Check out their website for details (macoutdoorclub.ca).

Hamilton Waterfront

Take your bike, roller blades, or running shoes, and check out this diverse area just blocks from downtown. There's a large marina, look-out points, beaches and picnic areas.

Hamilton Beach

That's right, Hamilton has a beach! A decent place for a dip or a sunbake, but a little time-consuming via public transit.

For more ideas check out the 'Outdoor' section on the Tourism Hamilton website (www.hamiltontourism.com)

Restaurants

Who doesn't love a good meal? Whether you are too busy to cook, are craving an post-bar late night snack or just love trying new restos there are tons of great places all around the city. Here are a few to get you started on your gastronomical journey around Hammertown.

Slainte Irish Pub

Grab some great pub fare and stay for some drinks at this classic Irish pub located at 33 Bowen Stree (off John near Main).

Jimmy Gringo's

Perfect for that late-night burrito. 1008 King St West, Westdale.

The Bean Bar

Located at 1012 King Street W (near the Westdale Theatre), this popular student haunt in Westdale Village offers a big menu, is fully licensed, and has lots of desserts to offer.

Rolly Rocket's BBQ

Grab one of their famous pulled pork sandwiches. 470 King St West.

Chuck's Burger Bar

A new joint that makes super tasty burgers. Perfect for the meat lover (check out the ground bacon burger!). 194 Locke St. While you're there you may as well take a walk down the length of Locke. There are some great bakeries and specialty food stores (as well as arts, crafts, and gifts).

Thai Memory

Delicious, authentic Thai cuisine that's cheap to boot. The Panang Curry is always a hit. Located downtown at 25 King William St (seconds from Jackson Square).

The Flavour of Himalaya

The best curry place in town. Serving both Indian and Nepalese dishes, at budget prices. 43 King William St (an easy walk from Jackson Square).

Affinity Vegetarian.

Located at 87 John St. (near Main) this place has an amazing selection of vegetarian options. Great place to satisfy your inner vegetarian!

Dalina's

Nestled between James and John near King E is Dalina's (49 King William St.) This hidden gem has the best Baba Ganoush your palate will ever experience!

Mex-I-Can

If you like Mexican food Mex-I-Can (107 James St. N. near Cannon St.) is sure to satisfy. This is some of the best Mexican food in town for sure.

Mulberry Café

For a great selection of sandwiches head to this cafe located at 193 James St. N. near Cannon.

Sapporo Japanese Restaurant

Enjoy some sushi and sake or plum wine. Stop by to find out about their all you can eat specials (96 Main St. E near John).

Ya Man Caribbean.

Located at 315 King St E (near Wellington) this place serves Caribbean food at a good price and boasts excellent vegetarian and vegan options.

Wass Ethiopian

Specializing in Ethiopian food, Wass Ethiopian offers traditional at a good price. Dinner and lunch specials are available. (207 James St. S near Charlton Ave E)

Shopping (clothes)

If your thing is to shop on a budget, or find that unique vintage piece that's been missing from your wardrobe or just strolling around browsing wares, Hamilton has some good places to offer.

Value Village

Save money and the environment – buy recycled! They have everything from clothes, shoes and accessories to homewares and games. Check out their website for locations: there is one up the mountain and one at Stoney Creek – both of which are accessible by public transit.

Talize

An alternative to Value Village. Similar great range, but Talize also offers 10% discounts for students. 1428 Upper James St.

Boutiques on King St West (between Queen & Caroline)

If malls aren't your thing, check out the independent stores along this stretch. You might find a treasure. Deja Vu (262 King St. W. near Hess) is always worth a look – they have a huge selection of new and used clothing and accessories.

Downtown

It's worth having a wander around downtown. Jackson Square has a few clothing outlets, with some quirkier alternatives along James St North. A few blocks east on King (# 185) is the hidden gem Out of the Past. Great for that rare vintage find, or if you want to punk it up or get a little psychobilly.

Limeridge Mall

The Limeridge Mall has over 200 shops and services, and is easily accessible by public transit. 999 Upper Wentworth St.

Grocery Stores/Markets

If you are looking for standard grocery stores check out **Metro** (King and Longwood) and **Fortino's** (Dundurn Plaza). Be sure to check the fliers to find the best deal!

Farmers Markets

If you like the freshest produce or are trying to stick to the hundred mile diet there are several Farmers Markets in Hamilton.

Hamilton Farmers Market

The biggest market is in **Jackson Square** downtown Hamilton. Here you will find a wide assortment of stalls that range from organic local produce to stalls that resell groceries, bakery goods (the cannollis are amazing), fish mongers and even butchers. The produce is fresh and for a good price. Open Tuesday, Thursday, Friday, Saturday. Check out the Hamilton Farmers Market at www.hamilton.ca (under Culture and Recreation) for information on cooking classes, food demos, children's activities and more.

Ottawa Street Market.

An open air market that has a range of stalls from local farmers. Open Friday and Saturday. Located at 204 Ottawa Street North. Go to www.ottawastreetfarmersmarket.com for more info.

Nightlife

Sometimes the only thing left to do after a long work week is to go out and enjoy the night. In Hamilton you can go out to have a few quite pints or dance the night away! Hamilton has quite diverse nightlife that should be able to cover just about all tastes. The best part is they are mostly located in close proximity to each other which means if you get sick one place the next is usually just a short walk away.

Hess Street

This is probably the busiest nightlife spot in Hamilton comprising a

large number of nightclubs, pubs and restaurants. These tend to be very busy and do cater to a younger crowd.

Augusta Street

On Augusta Street there are seven pubs all right by each other. This is a slower spot then Hess but great if you are looking to just get away and have a few pints.

The Casbah

On the corner of King and Queen, The Casbah features two rooms that host tonnes of live indie shows while serving a bunch of craft beers. It's also attached to an excellent Lebanese restaurant - perfect for dinner and a show!

James Street North

The Brain

Find the newest addition to Hamilton's nightlife at 199 James St. N. **The Brain Bar** is a small space that usually has some excellent local talent playing.

Chester's Beers of the World

Located at 60 King St. E. (near James), this establishment has an old laid back feel to it and you can try beers from around the world.

This Ain't Hollywood

This at the far north end of James (345 James St. N) and is a must. This venue holds some of the best live music shows that Hamilton has to offer. It also union/labour friendly so always a plus!

How to Contact Your Union

Drop by the office

Wentworth House B108 (under The Phoenix)

Call us

905-525-9140 x24003

Email us

info@cupe3906.org

Visit the website

cupe3906.org

Like us on Facebook

facebook.com/cupe3906

Follow us on Twitter

twitter.com/cupe_3906