

CUPE 3913

Teaching Assistants and Sessional Lecturers at the University of Guelph

Mar 25, 2024

Members,

We have achieved some truly historic gains for the members of CUPE 3913 in this round of bargaining, and we are looking forward to talking about them in more detail at our hybrid Spring Membership Meeting on Thursday, March 28th at 7:30pm in UC 442 and on Zoom. In the meantime, we are excited to share this summary about the kinds of improvements the University has agreed to:

Unit 1 and 2 (TAs and sessionals)

- **Wage increases of 12.45% (Unit 1) and 13.25% (Unit 2) over the next three years**, broken down as follows:
 - Unit 1 members: 6% raise in 2023-2024, 3.2% in 2024-2025, 3.25% in 2025-2026.
 - Unit 2 members: 6% raise in 2023-2024, 3.5% in 2024-2025, 3.75% in 2025-2026.
 - Retroactive payments to all Members with work assignments from September 2023 and onwards.
- 60% expansion in health benefits with the University giving us an additional \$75,000 every year for three years.
- Improvements in accommodations for members with injuries, disabilities and other health conditions, as well as extensions in leaves.
- A letter from Ben Bradshaw, AVP Grad Studies, confirming the implementation of continuing status fees (50% tuition payment) for graduate students beyond semester 12 of Ph.D program.

Unit 1 (TAs)

- Cap on work assignments necessary to receive minimum guaranteed funding, which will result in workload reduction.
- Clarity on work assignment processes.
- An annual lump sum payment of \$40 in August 2025 and August 2026 to everyone who held a work assignment that academic year. While this number might seem low, it is very encouraging that it is now included in our Collective Agreement and can be bargained up in the coming years.

Unit 2 (Sessionals)

- Payments for additional students in a course in non-DE courses without TAs.
- The university will make best efforts to address scheduling conflicts that would have previously meant that a sessional would have lost out on a work assignment.
- Professional Development Reimbursement fund to be administered by the union.