

CUPE 3913

Teaching Assistants and Sessional Lecturers at the University of Guelph

30 years of **actually** improving life

NEWSLETTER OCTOBER 2025

FEATURED TOPICS

What's going on?

- **Announcements:**

- Statement on Pay Issues
- F25 Tabling Dates
- CUPE 3913 is now on LinkedIn
- We are looking for college and department stewards
- October Spooky Craft Night
- Hands Off Our Education
- November Membership Meeting
- Black and Racialized Graduate Student Support Network

- **Reminders**

- Reminder to Unit 1 Members
- Hiring questions?
- RBC PayEdge
- Please provide an alternative email address in our members portal
- Track your hours!
- Become a member in good standing (MGS)

Learn more about...

- **Appointments for Sessional Lecturers**
- **Benefits:** know your benefits and claim up to \$600/\$1300 (Unit 1/Unit 2)
- **Special discounts for CUPE 3913 members:** car and home insurance, Ford & Lincoln vehicles
- **Student Wellness support resources**
- **Contact information**

What's going on: Announcements

STATEMENT ON PAY ISSUES

CUPE 3913 members continue to experience overpayment and other issues with their university pay in the Fall 2025 semester, and your union continues to work to address them.

CUPE 3913 would like to emphasize that these are management issues, and not union issues. CUPE 3913 has had conversations with Human Resources (HR) at the University of Guelph, emphasizing communication, flexibility, and transparency with members in these matters. Recent emails with members shared with you have shown that HR is listening. They are apologizing and offering reasonable payment options.

CUPE 3913 calls for the university to resolve this issue as soon as possible, and we have been assured that steps are being taken to do so.

If you believe that the university has not communicated with you transparently and have not offered reasonable payment options, please contact Scott Duchesne at president@cupe3913.on.ca with details about your situation, and we will contact HR with your case.



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What's going on: Announcements

F25 TABLING DATES

We will be tabling in the UC on the following date; more F25 tabling dates to come:

- **October 29: 10AM - 2PM**

Stop by to say hello, ask questions, and get some free coffee!



Pop into our tabling for a chat, some coffee or a treat, and tell us about what your bargaining priorities are.

Can't make it to the October tabling? More Fall 2025 dates will be released soon.

CUPE 3913 IS NOW ON LINKEDIN



We want to connect with you!

Find us on our regular social media, or add us on LinkedIn:

<https://www.linkedin.com/company/cupe-3913/>

We will be posting updates on our events to our LinkedIn page as well as our other social platforms.

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What's going on: Announcements

WE ARE LOOKING FOR

COLLEGE & DEPARTMENT STEWARDS!

We are looking for people who are able to work with a team and are passionate about making UofG a better place for TAs and Sessionals.

AVAILABLE POSITIONS LISTED BELOW!

These positions come with semesterly honoraria of \$100 for department stewards and \$200 for college stewards. The time commitment is a few hours per month.



ONTARIO VETERINARY COLLEGE

OVC College Steward

Department of Biomedical Sciences
Department of Clinical Studies
Department of Pathobiology
Department of Population Medicine

LANG SCHOOL OF BUSINESS:

Department of Economics/Finance
Department of Hospitality & Tourism
Executive Programs

COLLEGE OF SOCIAL AND APPLIED HUMAN SCIENCES

Geography
Political Science
Sociology and Anthropology
Collaborative International Development
Studies

UNIVERSITY OF GUELPH-HUMBER:

Early Childhood Studies
Family and Community Social Services
Justice Studies
Liberal Studies
Psychology

ONTARIO AGRICULTURAL COLLEGE

Food Agricultural Resource Economics
Food Science
Animal Science
School of Environmental Design and Rural
Development

COLLEGE OF ENGINEERING:

Civil, Environmental, and Water Resources
Engineering
Electrical and Computer Engineering
Interdisciplinary Engineering
Mechanical Engineering

COLLEGE OF COMPUTATIONAL, MATHEMATICAL, AND PHYSICAL SCIENCES:

Department of Chemistry
School of Computer Science
Department of Mathematics and Statistics
Department of Physics

IF YOU ARE INTERESTED, PLEASE CONTACT: president@cupe3913.on.ca

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What's going on: Announcements

OCTOBER SPOOKY CRAFT NIGHT

Swing by the CUPE office for a fang-tastic evening of crafts, candy, and festive fun featuring pumpkins, bats and spiders! We've brewed up the perfect mix of Halloween spirit—not too spooky, but just right for our members!



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What's going on: Announcements

HANDS OFF OUR EDUCATION!

Hands Off Our Education! is a provincial campaign launched by the Canadian Federation of Students-Ontario, aimed at opposing the persistent and targeted attacks on education – including the latest attack: Bill 33.



The poster features a central yellow banner with the text "HANDS OFF OUR EDUCATION!" and "STOP BILL 33. JOIN THE FIGHT." Above this banner, a black box on the left contains the text "STUDENTS ARE TIRED OF". To the right of this box, a bracket connects it to four black boxes, each containing a red star icon and a complaint: "Massive cuts to programs & services on campus!", "Increased student debt in a cost-of-living crisis!", "Working multiple jobs just to make ends meet!", and "Skyrocketing tuition fees!". Below the main banner, a QR code is shown with an arrow pointing to it, and social media icons for Instagram, Facebook, Twitter, and TikTok are listed. The bottom right corner features the "HANDS OFF OUR EDUCATION" logo.

STUDENTS ARE TIRED OF

- ★ *Massive cuts to programs & services on campus!*
- ★ *Increased student debt in a cost-of-living crisis!*
- ★ *Working multiple jobs just to make ends meet!*
- ★ *Skyrocketing tuition fees!*

*Students don't want thousands in debt;
we want an education system that is
free, accessible, high-quality, and democratic.*

HANDS OFF OUR EDUCATION! ★

STOP BILL 33. JOIN THE FIGHT.

Scan the QR code to join the fight against Bill 33.

Instagram: @cfsontario Facebook: @cfsontario Twitter: @cfsontario TikTok: @cfsontario

HANDS OFF OUR EDUCATION

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What's going on: Announcements

HANDS OFF OUR EDUCATION!

The campaign calls for 3 key actions to be taken by Ontario MLAs:

1. Reject Bill 33 and cease unnecessary government oversight;
2. Defend and legislate students' right to organize and safeguard the autonomy of our campuses; and
3. Provide immediate and dedicated public funding into the post-secondary education system

Bill 33 is:

- An **attack** on YOUR students' unions, student-run services, student jobs, and *your campus*
- A **dangerous** precedent for exclusionary education policies, targeting marginalized students
- An **overreach** by the government to curb academic freedoms
- An **increase** in policing and surveillance
- A **distraction** from the underfunding of our colleges and universities

Doug Ford's government does not care about students, workers, or families...

**...ONLY ABOUT PUTTING
PROFIT OVER PEOPLE!**



Scan the QR code to join
the fight against Bill 33.

@cfson @cfsontario

cfsfcée | ONTARIO

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What's going on: Announcements

HANDS OFF OUR EDUCATION!

How can you get involved?

1. Learn more about Bill 33 and how it will impact you, your education, and your work within the post-secondary education system:
 - a. <https://www.handsoffoureducation.ca/about>
 - b. <https://www.ola.org/en/legislative-business/bills/parliament-44/session-1/bill-33>
2. Add your voice to the fight by filling out the following online form: <https://www.handsoffoureducation.ca/emailer>
3. Join the call to action: email your MPPs and tell them to reject Bill 33

**HANDS OFF OUR
EDUCATION! ★**
STOP BILL 33. JOIN THE FIGHT.



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Scan the QR code to join
the fight against Bill 33.



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What's going on: Announcements

NOVEMBER MEMBERSHIP MEETING

Join us on November 20, 7:00 - 9:00pm for our hybrid membership meeting.

We will be sharing our proposed Non-Monetary Bargaining Proposals for feedback, presenting a cost-share proposal for approval, and providing information on a UPP divestment campaign that we will be asking members to vote on in January 2026.

RSVP at: <https://cupe3913membermeeting.rsvpify.com>



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What's going on: Announcements

BLACK AND RACIALIZED GRADUATE STUDENT SUPPORT NETWORK

Brianna Martey, our Black Caucus Chair, and Mavis Opoku, one of our Member Mobilizers, will be attending and representing CUPE 3913 at the upcoming Black & Racialized Graduate Student Support Network event. Join them on October 30 from 5:30-7:00pm!



UofG | Student Experience

Black & Racialized Graduate Student Support Network

Join Cultural Diversity for an evening of networking, activities and resource sharing!

 **Thursday, October 30**
5:30 – 7:00 pm

 **University Centre Room 442**

Learn more + RSVP on GryphLife!



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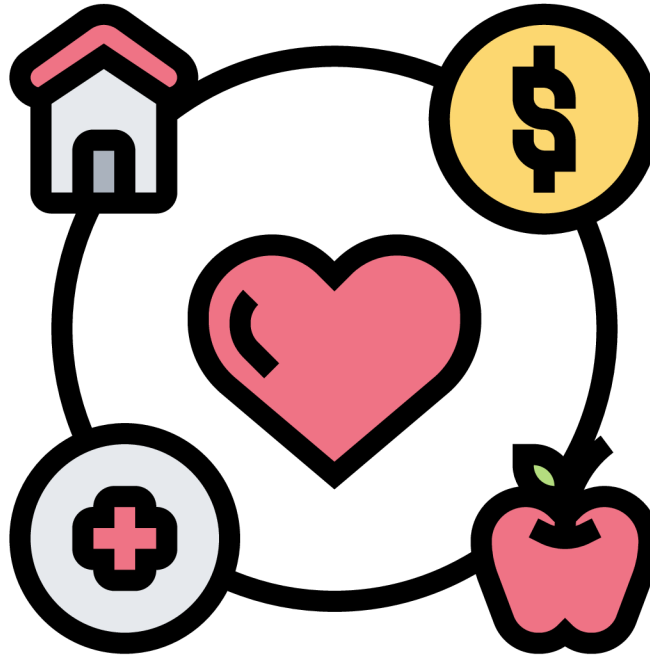
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What's going on: Reminders

REMINDER TO UNIT 1 MEMBERS RE: BENEFITS

Are you a Unit 1 member planning to submit a claim for health benefits? If so, please read this important reminder.

Unit 1 members need to first submit their claims to their primary insurance provider (which is usually the GSA benefits plan).



Once assessed they can **then make a claim with CUPE** for the uncovered amount.

The Explanation of Benefits needs to be submitted along with their claim documents.

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What's going on: Reminders

HIRING QUESTIONS?

DO YOU HAVE QUESTIONS ABOUT HIRING?

Do you feel like the **hiring policies weren't followed**, or someone with **less experience** or **who didn't meet the qualifications** was **hired over you?**

Hiring questions are time sensitive and must be dealt with ASAP!

Please contact our labour relations coordinator, Jeff, to ask questions.

DO NOT WAIT!

You can reach Jeff at
labourrelations@cupe3913.on.ca

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What's going on: Reminders

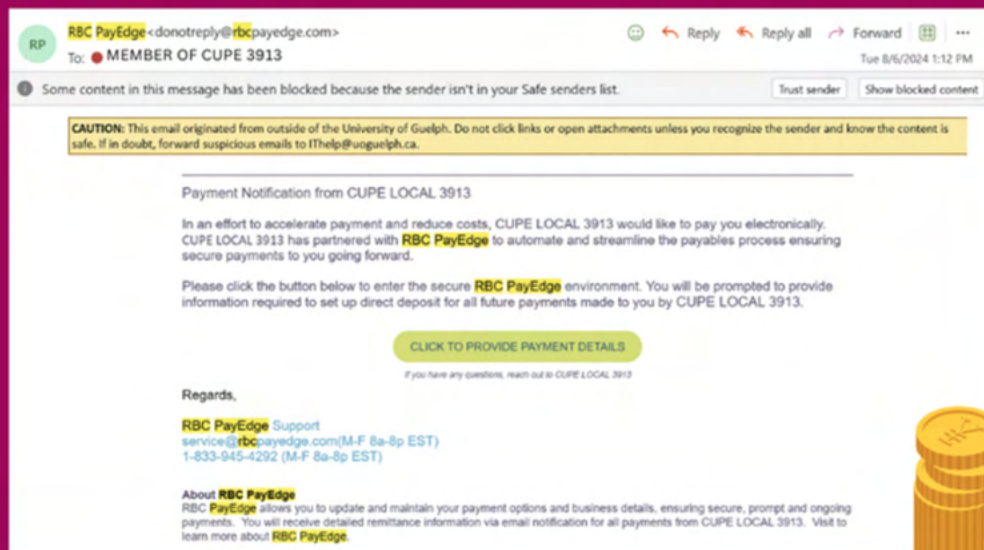
RBC PAYEDGE

RBC PAYEDGE

CUPE 3913 manages direct deposit through RBC PayEdge. If you file a claim with us, you will receive an email like the one below.

This email is legitimate. You are required to click the link in order to input your information to receive your payment.

We have heard from many members inquiring about the legitimacy of these emails, so we are putting out this statement to advise all members that these emails are indeed coming from us.



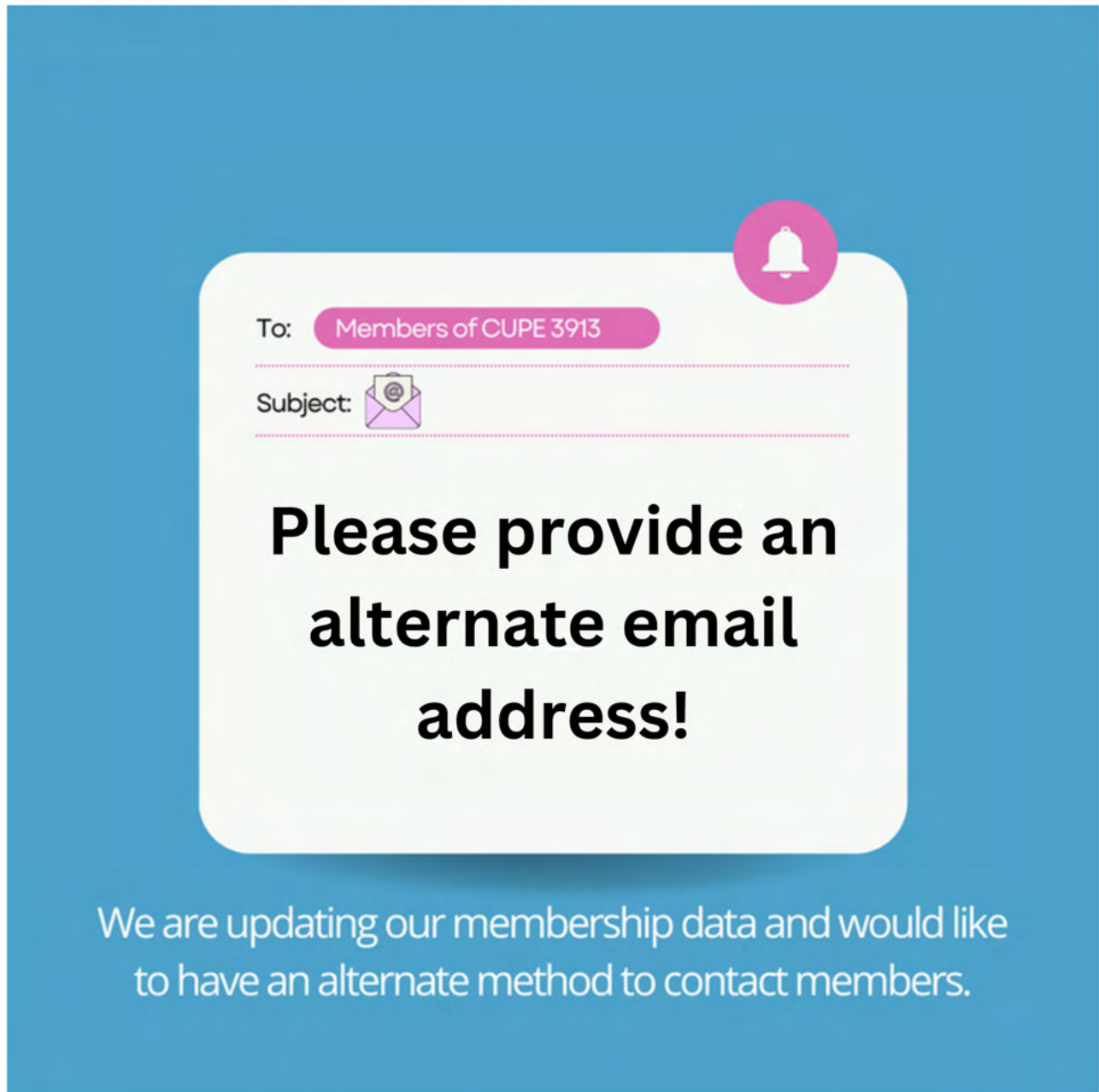
We would like to remind members that as of Fall 2024, CUPE 3913 is now paying out benefits claims through direct deposit. To register, you need to input your information to RBC PayEdge when prompted. If you receive the above email, **it is legitimate.**

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What's going on: Reminders —

PLEASE PROVIDE AN ALTERNATE EMAIL ADDRESS IN OUR MEMBERS' PORTAL!



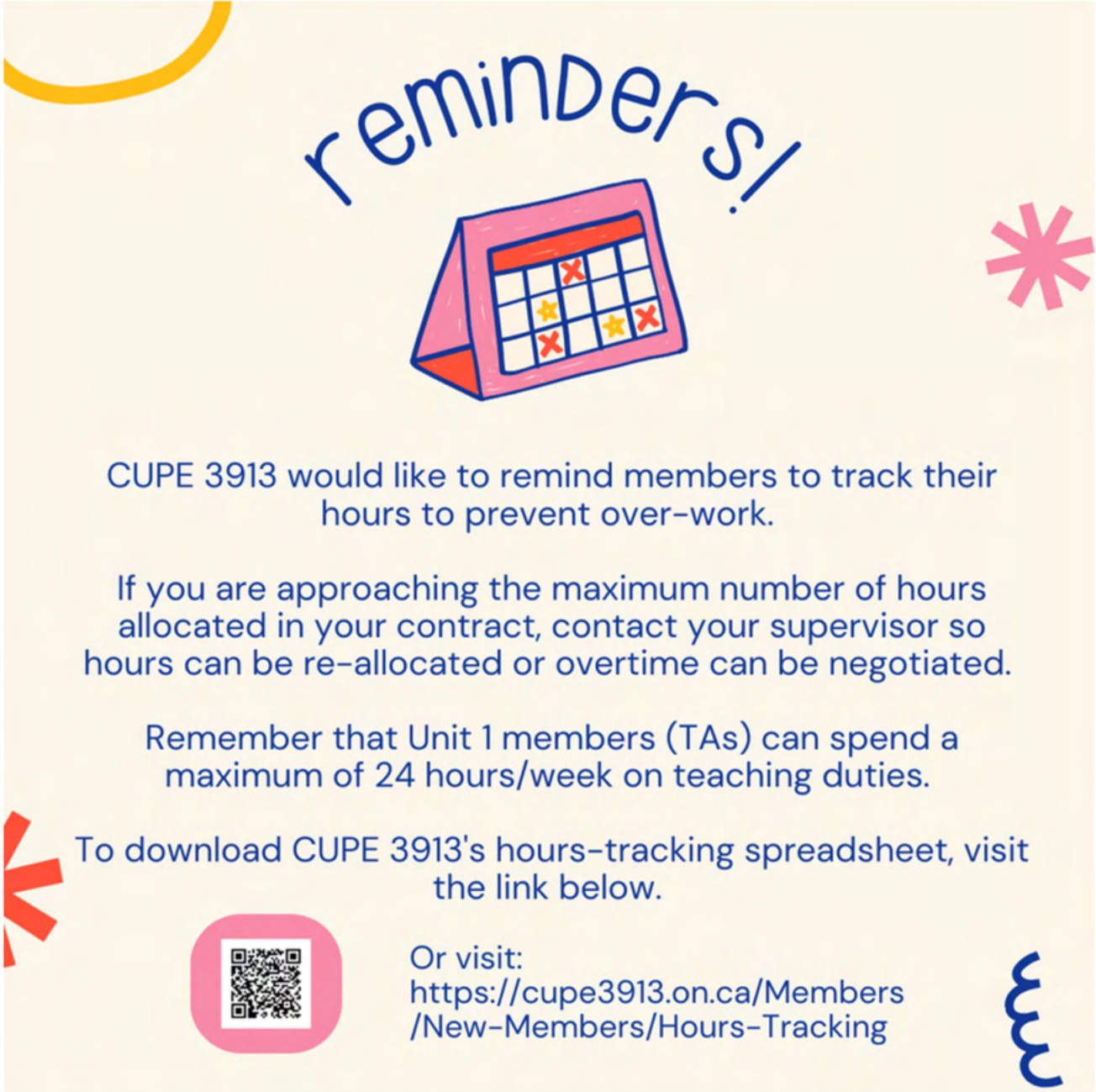
We are asking members to provide an alternate, **non-UofG email address** in our members portal so that we can continue to contact you in case we lose access to UofG's system. Please input alternate email addresses in your account at cupe3913.on.ca. Thanks!

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What's going on: Reminders

TRACK YOUR HOURS!



CUPE 3913 would like to remind members to track their hours to prevent over-work.

If you are approaching the maximum number of hours allocated in your contract, contact your supervisor so hours can be re-allocated or overtime can be negotiated.

Remember that Unit 1 members (TAs) can spend a maximum of 24 hours/week on teaching duties.

To download CUPE 3913's hours-tracking spreadsheet, visit the link below.



Or visit:
<https://cupe3913.on.ca/Members/New-Members/Hours-Tracking>

Please make sure to track your hours for the Fall 2024 semester to prevent over-work. Please visit cupe3913.on.ca/Members/New-Members/Hours-Tracking, to access CUPE 3913's hours-tracking template, and make sure to review your contract and Collective Agreement to make sure you know your rights.

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What's going on: Reminders —

BECOME A MEMBER IN GOOD STANDING

Become a Member IN GOOD STANDING

BECOME AN ACTIVE MEMBER AND VOTE ON IMPORTANT
ISSUES FOR TAS AND SESSIONAL LECTURERS!



VISIT [HTTPS://CUPE3913.ON.CA/MEMBERS/UNIT-2-
SESSIONALS/BECOME-A-MGS](https://cupe3913.on.ca/Members/Unit-2-Sessionals/Become-a-MGS)

Would you like to become an active union member and gain the ability to vote on issues that are important to TAs and sessional lecturers? If so, please become a Member in Good Standing by filling out the form at the above QR code or by visiting:

<https://cupe3913.on.ca/Members/Unit-2-Sessionals/Become-a-MGS>

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Learn more about...

APPOINTMENTS FOR SESSIONAL LECTURERS

We often receive questions regarding appointments to positions involving open competitions for sessional lecturers. This information is general and does not specifically speak to appointments for TAs or positions that hold **Right of First Refusal (RoFR)**.

Please refer to Appendix F of our Unit 2 collective agreement to see how competing RoFR's are decided upon. When there is an open competition for a sessional lecturer position and two or more candidates apply and the qualifications are demonstrably equal, then the most senior candidate should receive the appointment.

As per Article 11 of our collective agreement, before the hiring, a selection committee must establish a **rubric for evaluating applicants' application**. The rubric will be specific for the position and could include things like education, publications, previous teaching experience in the area, other work experience, seniority points, etc.

One candidate may have strengths in one area while another candidate has strengths in a different area. On the rubric, the areas would be scored for each applicant. If two candidates are relatively equal, then the most senior candidate should receive the offer. If a lower senior candidate is demonstrably more qualified, as per the rubric, then the lower senior candidate would receive the job offer.

If you believe you should have received an offer but did not, feel free to reach out to our **Labour Relations Coordinator**, Jeff at labourrelations@cupe3913.on.ca.

We can discuss your specific concern and we can contact the University for more information around that specific hiring decision. It is worth questioning if you have questions regarding hiring.

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Understanding CUPE 3913's Health Benefits

Grad students have benefits through the GSA; as workers, Units 1 and 2 are entitled to **additional benefits** offered by CUPE 3913:

- Supplemental health benefits **cover the academic year** (Sept 1-Aug 31); **claims must be submitted by Sept 15**
- Members are entitled to benefits for up to 1 year following their last work assignment
- Must use GSA benefits before you access your CUPE benefits
- Claims can be made through our website
 - FAQs re: how to submit a claim online + more info on benefits are also available on our site
 - Questions? benefits@cupe3913.on.ca

UNIT 1 (TAs and GSA-1s):

- \$600 total for vision, prescription, and mental health claims

UNIT 2 (Sessional Lecturers):

- Any expense under the Income Tax Act 118.2(2) up to \$1300, including
 - Dental
 - Prescription drugs
 - Vision care
 - Physiotherapy
 - Massage therapy
 - Chiropractic
- Prescription drugs

EXPERIENCING DIFFICULTIES IN YOUR ROLE AS A WORKER? WE CAN HELP

Our Labor relations Coordinator is here to advise you

Reach out to Jeffrey Cornelissen
labourrelations@cupe3913.on.ca to discuss the
issue and get insights into possible solutions.

Some things to know about resolving work issues

The earlier you contact us, the better

If an issue has arisen, contact us as soon as possible with the pertinent details so that we can offer you guidance on how to proceed.

You are in charge of all decisions

There are many ways a work issue can be resolved; we can lay out your options so that you can make an informed decision that works best for you. However, only *you* will decide what will happen.

EXPERIENCING DIFFICULTIES IN YOUR ROLE AS A WORKER? WE CAN HELP

One option is an informal resolution

The Union can bring the issue to the Office of Faculty and Academic Staff Relations (FASR) in the hopes that it will be addressed appropriately. We will discuss with you how we will present the problem to FASR to ensure your comfort. Note that we are able to settle the vast majority of issues through this route.

Another option is to file a grievance

If the matter is more serious or is not resolved appropriately through the informal route, we can file a formal grievance (though only if this is a route that you choose).

What is a grievance?

A grievance is a complaint put forth by the Union articulating that the employer has acted (or failed to act) in a way that violates the Collective Agreement. A grievance by the Union on behalf of the member.

Find more information about grievances and the grievance process on our website [here](#).

HAVING MONEY PROBLEMS?



Take advantage of CUPE 3913's discounts

Car and home insurance

CUPE members receive a discount at Economical Insurance AND can win 1 of 36 cash prizes of \$5,000 when you call for a quote.

www.nationalbrokers.com or call 905-597-3390

Discounts on Ford and Lincoln vehicles

CUPE members are part of the Partner Recognition X-Plan Vehicle Pricing Program that gives you special pricing on many makes and models.

Partner code: 1E716

www.fordpartner.com

What about the Financial Assistance Fund (FAF)?

Formerly, Unit 1 members (TAs) experiencing financial hardships could apply for up to \$500 in financial assistance per academic year.

Unfortunately, due to the University's failure to pay members in a timely manner in the F24 semester, the FAF has been exhausted for the duration of the academic year. CUPE 3913 has filed a grievance with the university to recoup some of this money, but unfortunately this is a time-consuming process, and we don't expect this fund to be available again until September 2025. Discussions are ongoing with the university to resolve this issue.

HAVING MONEY PROBLEMS?



Take advantage of CUPE 3913's discounts

Discounts on Online Psychotherapy Services

Offered by Dr. Ana Bahamonde, Psy.D., in both Spanish and English. Dr. Bahamonde is registered with the College of Registered Psychotherapists of Ontario (CRPO) and provides individual therapy using a client-centered, goal-oriented approach.

Additional information on therapy types, resources, Dr. Bahamonde's professional background, and therapeutic approach can be found at <https://br2heal.ca/>. Services also include **coaching, career counselling, and clinical supervision for psychotherapists** — offerings that may be of particular interest to CUPE members.

CUPE members are eligible for a 15% discount on their first three sessions by indicating the coupon BR2HEAL-CUPE3913 during the initial assessment or first session.

If you have any questions, contact Dr. Bahamonde directly at br2heal.ca@gmail.com or (647) 629 1751.



STUDENT RESOURCES

The following services are available to students. Virtual, phone and in-person appointments available as guidelines allow.

Student Wellness Services:

*All located in the J.T. Powell Building, on the first floor. 8:30am – 4:30pm (check online for individual services and hours)

Health Services – x52131

- Drop-In Clinic as well as booked appointments with doctors

Counselling Services – x53244

- Drop-in Counselling. Fall/Winter Mon to Fri: 1pm-3:30pm

Wellness Education & Promotion Centre – x53327

- Email to discuss training options and to book a training mentalhealth.training@uoguelph.ca

Student Support Network

- Peer-to-peer support. Fall/Winter Mon-Fri: 12pm-10pm wellness.uoguelph.ca/ssn

Accessibility Services – x56208

- Students requiring academic accommodations because of a disability (temporary or permanent)

*Current information on Student Wellness Services' hours and locations: wellness.uoguelph.ca

OTHER RESOURCES

Mental Health Training
morefeetontheground.ca

Feeling Better Now
feelingbetternow.com/uoguelph

AVAILABLE AT ALL TIMES

Campus Community Police
Trent Building on Campus
x2000 or 519-840-5000; uoguelph.ca/police

Here 24/7 Crisis Line (Guelph or K-W)
1-844-437-3247 or
CMHA Crisis Line (Ontario) 1-833-456-4566

Text Crisis Line
Text UOFG to 686868

Good2Talk Crisis Line
1-86-925-5454

SEXUAL VIOLENCE RESOURCES

Sexual Violence Support Services on Campus (Non-Urgent)
x53020, Mon. to Fri.: 8:30am – 4:30pm
svinfo@uoguelph.ca

Women In Crisis - 1-800-265-7233
24-Hour Crisis Support for Sexual or Domestic Violence. All genders welcome.

Guelph General Hospital Care and Treatment Centre for Sexual and Domestic Violence
153 Delhi Street, 519-837-6440 x2728
or call x2210 After Hours

Sexual Violence Support & Information
wellness.uoguelph.ca/sexual-violence-support

STAFF RESOURCES

Employee & Family Assistance Program (EFAP)

The EFAP is available to eligible employees and their immediate family members in need of confidential, professional counselling for personal, family, relationship, and wellness issues.

Access at any time: 1-800-663-1142 or contact the Manager of Occupational Health and Wellness at x5213



Support Resources for Graduate Students

The University of Guelph Graduate Student Association has partnered with several new service providers and wellness partners to host wellness events and workshops:

<https://gsaguelph.ca/wellness-events-and-workshops/>

Tonia of Time + Space Solutions specializes in life, career, and ADHD coaching. She runs large group sessions and small support groups. If you are looking for ongoing support, you can sign up for small support groups that hold up to 6 students. If you attended the last session on Aug 14th you can register for a one-time support group to follow up on the topics covered to help you integrate what you learned.

Tara and Melissa of MintOT are occupational therapists, supporting graduate students in functioning and thriving. They also run small support groups and large group sessions.

To learn more, or sign up for a workshop, visit the GSA's wellness events and workshops page.

Upcoming Workshops:

Connecting to Your Emotions and Feelings In a New Way November 13, 12:00-1:00 PM

Are you struggling with feeling intense emotions and getting so overwhelmed you can't do anything? Or maybe you find yourself completely disconnected from how you feel and don't even know most of the time? The first step is to understand what emotions and feelings really are, how they are connected to your nervous system and then slowly connecting with them to help you see what you need in any given moment.

Other Mental Resources Small Support Groups

These groups are designed for students who would benefit from being in a small group to feel a sense of belonging, support, community and accountability. It's also a chance to be heard, seen and understood without judgement.





Session focus will be based on student needs. During sessions Tonia from Time + Space Solutions will provide psychoeducation, strategies and tools building along with walking away with a concrete plan to implement what you learned.

Register here or email Tonia at tonia.gsa@uoguelph.ca if you have any questions



WHAT IT REALLY MEANS TO FEEL

THURS NOV 13TH

Hybrid
12pm to 1pm

REGISTRATION
AVAILABLE
THROUGH
BOUNCE



Learn how to connect with your emotions and better understand what you need!



TONIA CORDI

Facilitator
Holistic Life and
ADHD Coach

<https://gsaguelph.ca/>

tonia.gsa@uoguelph.ca





IT'S OK TO FEEL

THURS NOV 27th

Hybrid

12pm to 1:15pm

REGISTRATION
AVAILABLE
THROUGH
BOUNCE



Learn how to feel your emotions
and stop avoiding them or being
overwhelmed by them!



TONIA CORDI
Facilitator
Holistic Life and
ADHD Coach

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