

CUPE 3913

Teaching Assistants and Sessional Lecturers at the University of Guelph

30 years of **actually** improving life

NEWSLETTER SEPTEMBER 2025

FEATURED TOPICS

What's going on?

- **Announcements:**
 - F25 Tabling Dates
 - CUPE 3913 is now on LinkedIn
 - We are looking for college and department stewards
 - CUPE 3913 Welcome BBQ
 - Disorientation Week: Cuts that Impact Us All
- **Reminders**
 - Reminder to Submit Benefit Claims Early
 - 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

F25 TABLING DATES

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

- **September 24: 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 September 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.

[CUPE3913.ON.CA](https://www.cupe3913.on.ca)

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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

COLLEGE OF ENGINEERING AND PHYSICAL SCIENCES:

Department of Chemistry
Department of Physics
School of Engineering

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

Department of Food Science
Department of Plant Agriculture
School of Environmental Design and Rural
Development

COLLEGE OF ENGINEERING:

[College of Engineering College Steward](#)

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

CUPE 3913 WELCOME BBQ



CUPE 3913 Welcome BBQ

**WE GRILL. YOU CHILL.
GOOD VIBES & COMPANY.**

**September 25th
4:00 - 6:00 PM**

**CUPE 3913 Offices
25 University Ave. E, Guelph, ON**

****Regular, vegan & halal options + free drinks!****

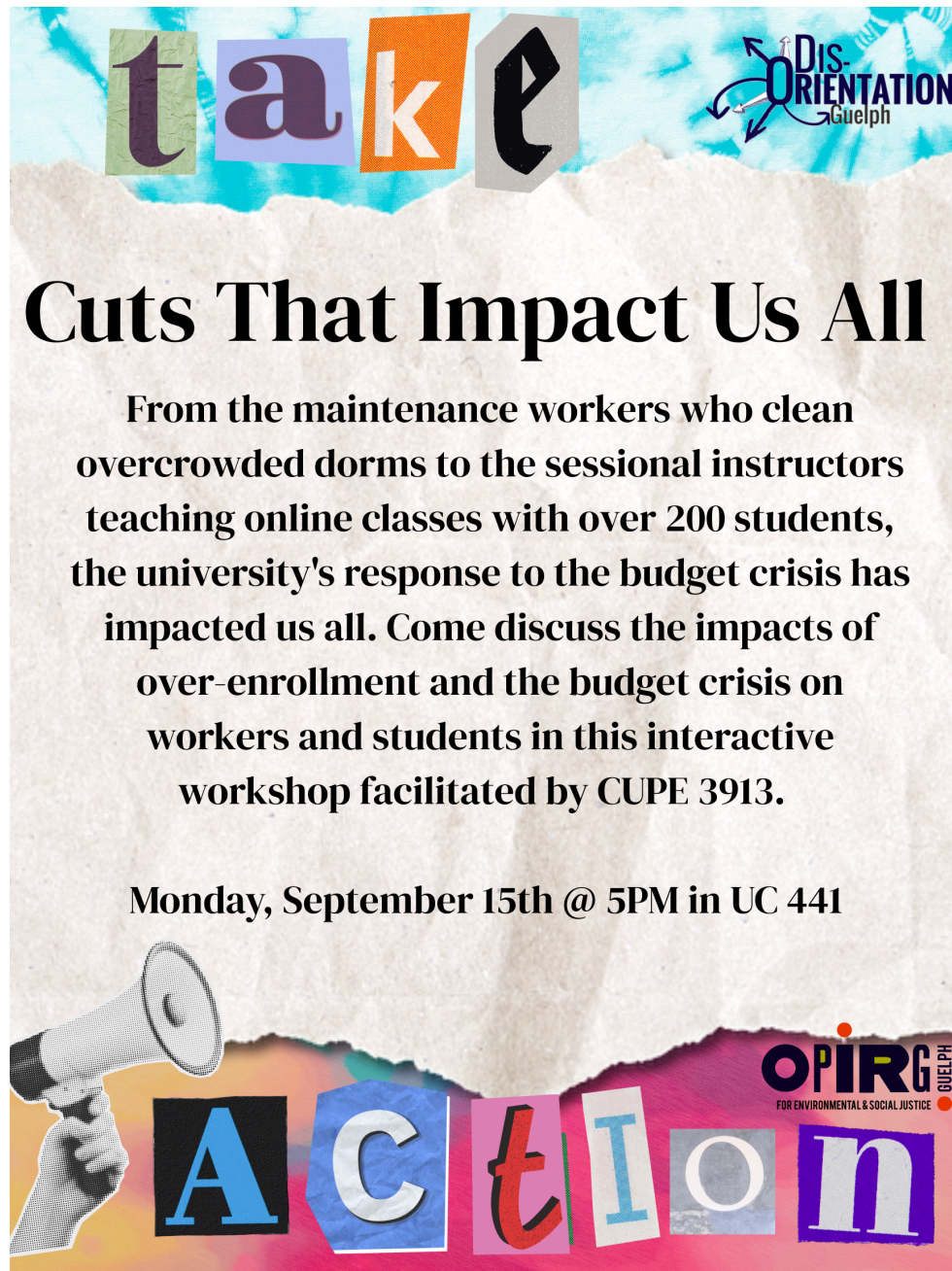
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What's going on: Announcements

DISORIENTATION WEEK

Ontario Public Interest Research Group (OPIRG) is running Dis-Orientation Week from September 15-19.

The poster features a torn paper background. At the top, the word 'take' is written in large, colorful, blocky letters. To the right is a logo for 'Dis-ORIENTATION Guelph' with arrows pointing in different directions. The main title 'Cuts That Impact Us All' is in a large, bold, black serif font. Below it, a paragraph of text describes the workshop. Further down, the date and time are listed. At the bottom, there is a graphic of a hand holding a megaphone next to the word 'Action' in large, colorful, blocky letters. To the right of 'Action' is a logo for 'OPIRG GUELPH FOR ENVIRONMENTAL & SOCIAL JUSTICE'.

take

Dis-ORIENTATION
Guelph

Cuts That Impact Us All

From the maintenance workers who clean overcrowded dorms to the sessional instructors teaching online classes with over 200 students, the university's response to the budget crisis has impacted us all. Come discuss the impacts of over-enrollment and the budget crisis on workers and students in this interactive workshop facilitated by CUPE 3913.

Monday, September 15th @ 5PM in UC 441

Action

OPIRG
GUELPH
FOR ENVIRONMENTAL & SOCIAL JUSTICE

This year's theme is **Take Up Space!: Action, Disruption, and Agency on Campus.**

CUPE 3913 will be running a panel discussion on how university cuts impact us all. Come to the session on September 15 to learn more!

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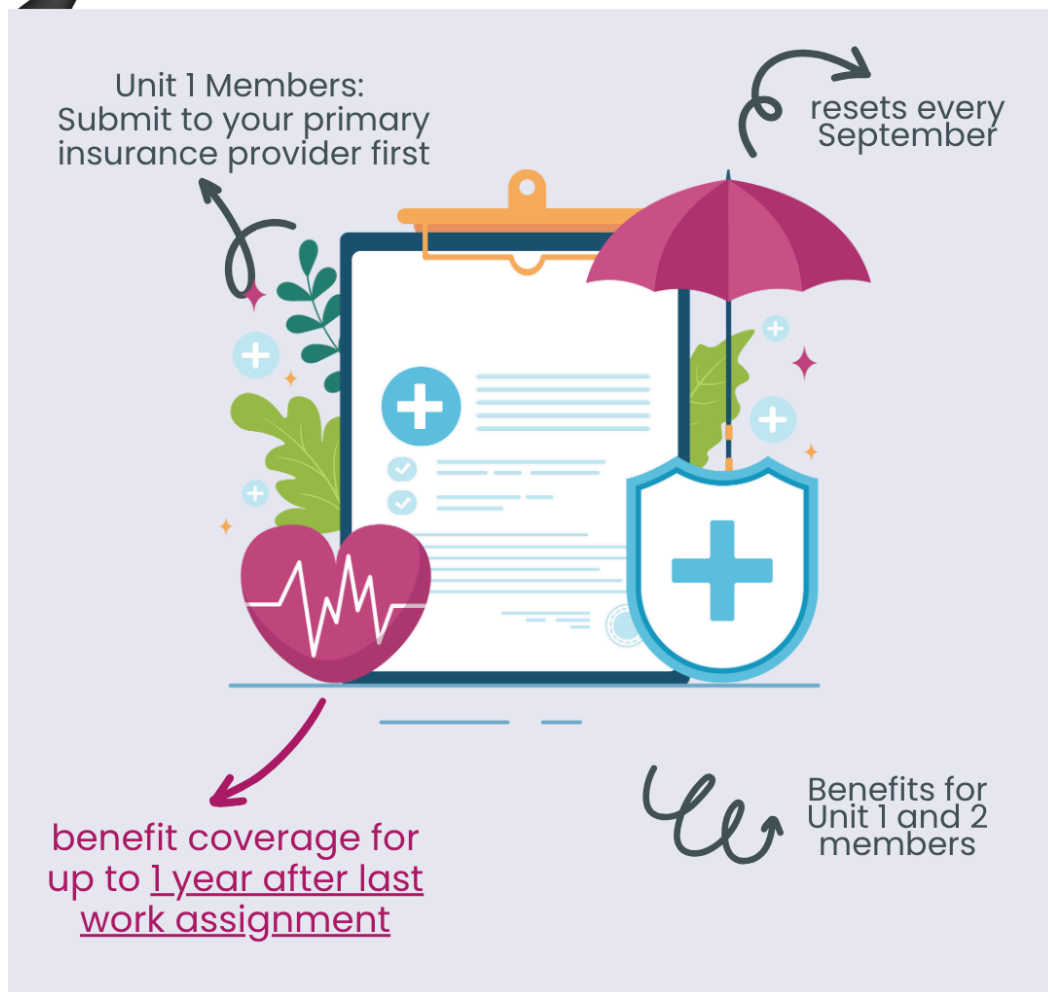
What's going on: Reminders

REMINDER TO MEMBERS TO SUBMIT BENEFIT CLAIMS EARLY

Member Benefits



Submit any remaining 2025 claims ASAP!



Eligible members benefit balance will reset on Sept 16, 2025.
Members have until Sept 15th to submit claims for the prior academic year (Sept 1, 2024-August 31, 2025).

[CUPE3913.ON.CA](https://cupe3913.on.ca)

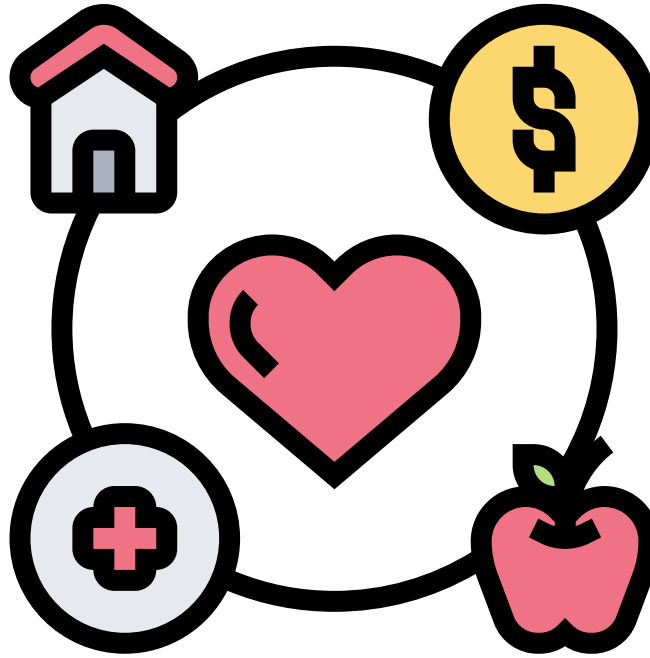
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What's going on: Reminders

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

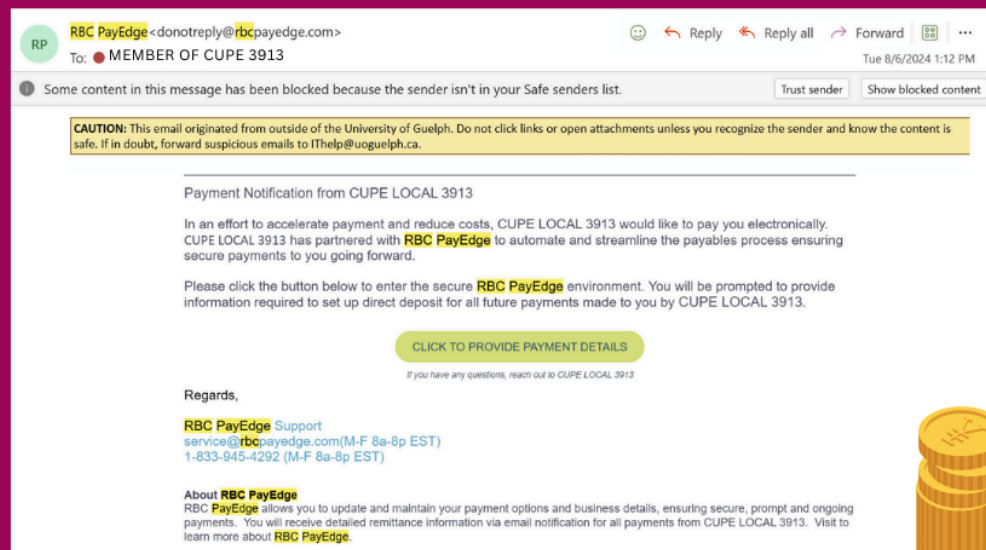
RBC PAYEDGE

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.



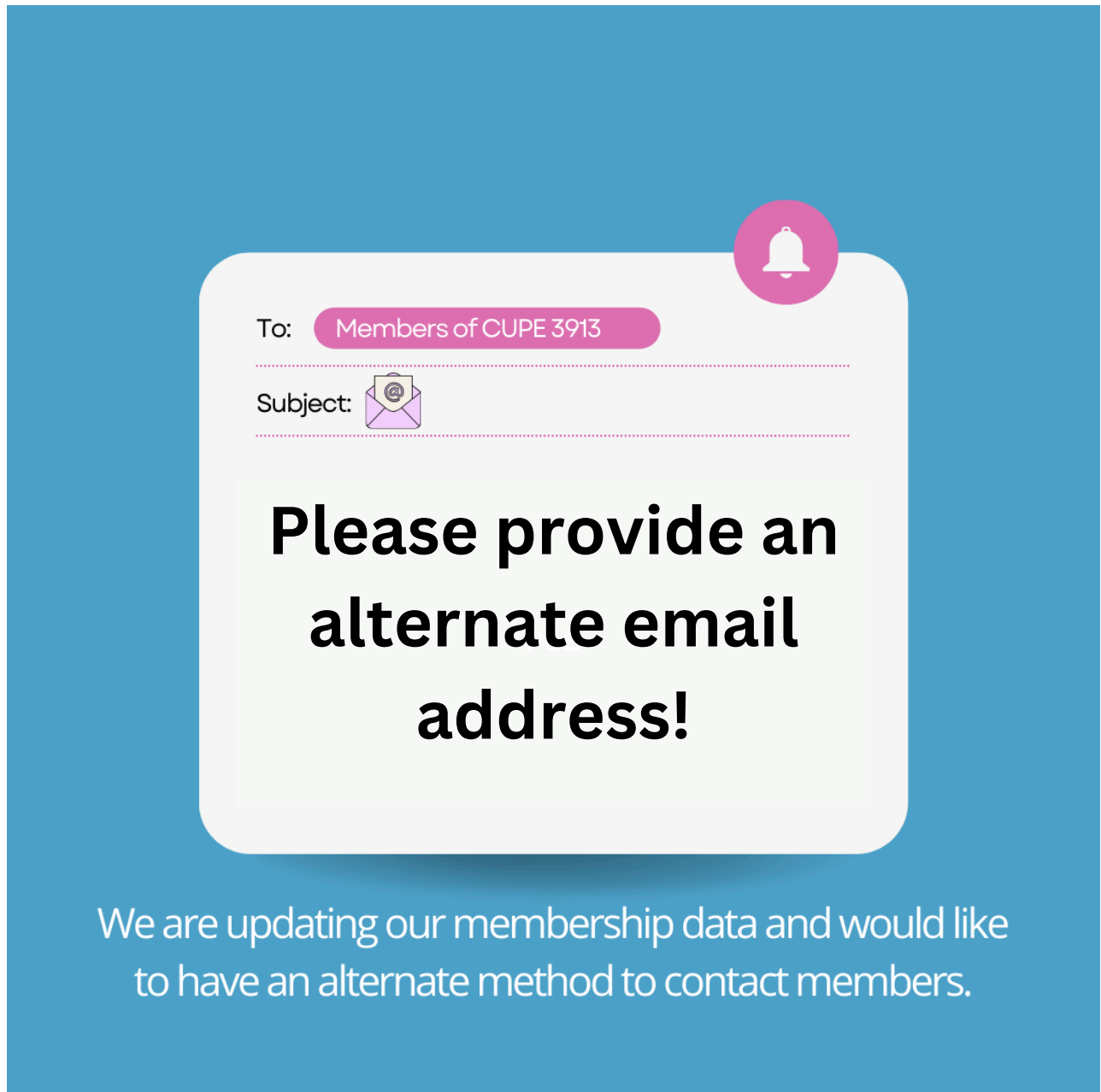
We would like to remind members that as of Fall 2024, CUPE 3913 is now paying out benefits claims through direct deposit. To register, you need to input your information to RBC PayEdge when prompted. If you receive the above email, **it is legitimate.**

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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.

[CUPE3913.ON.CA](https://cupe3913.on.ca)

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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.



EXECUTIVE COMMITTEE AND STAFF CONTACT

Executive

President

Scott Duchesne

Vice-President Internal

Amanda Wuth

Vice-President External

Grace Goderre

Unit 1 Steward

Michael Yu

Unit 2 Steward

Evren Altinkas

Finance Officer

Angelica Nascimento de
Oliveira

Grievance Officer

Alexis Fabricius

Health & Safety Officer

Ahmed Mahmood

Equity Officer

Shruti Nadkarni

Staff

Labour Relations
Coordinator

Jeff Cornelissen

Admin & Finance
Coordinator

Shelly Sarkisian