

CUPE 3913

Teaching Assistants and Sessional Lecturers at the University of Guelph

30 years of **actually** improving life

NEWSLETTER

MARCH 2026

FEATURED TOPICS

What's going on?

- **Announcements:**

- Benefits and Claims Announcement
- CUPE 3913's OSAP Statement
- Call to Membership: OSAP Rally
- Building Guelph's Tenant Union
- Spring Membership Meeting
- Bargaining Proposal Meeting

- **Reminders**

- Support for Teaching Assistants and Sessional Lecturers
- 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

BENEFITS AND CLAIMS ANNOUNCEMENT

Our new benefits portal is live! We are pleased with the changes made on both the administration side and the member side. Please ensure that you immediately set up your password for this new system. Your U of Guelph email is your login.

You will find that there are not many changes in the design of the website or the portal. For the most part, the submission steps remain the same. If you are still encountering issues by next week, please let us know.



CUPE 3913

**NEW BENEFITS
PORTAL IS LIVE!!**

Our new website is now up at the same address: cupe3913.on.ca. Our benefits portal is live again.

Please ensure that you immediately set up your password for this new system. Your U of Guelph email is your login.

cupe3913.on.ca

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What's going on: Announcements

CUPE 3913'S OSAP STATEMENT

CUPE 3913

Teaching Assistants and Sessional Lecturers at the University of Guelph

CUPE 3913 OSAP Statement

“one may smile, and smile, and be a villain” - Hamlet, Act I, Scene 5.

With their recent announcement of a \$6.4 billion increase in post-secondary education, the Ontario government has made it clear that low-income students will shoulder the weight of Ford's radical austerity measures as the gross of his cronies' profits tip the corporate scales.

Our premier hopes that the shiny zeros will mask the fact that increased student debt will pay for this “historic” rise in funding. Simply put, Ford is robbing Peter to pay Paul, capping OSAP loans to 25% and adding \$1.1 billion to the financial burden of working class students hoping to build the foundations of a career and develop their passions.

Ontario is currently last in post-secondary funding in Canada. It would take an additional \$3.6 billion each year to take second last place. It would take \$7.1 billion to reach the national average. Since 2018, over \$1.3 billion has been stolen from post-secondary funding in the province. This is a government that clearly favours the bottomless greed of the private sector over knowledge, innovation, and the study, preservation, and development of culture.

CUPE 3913 stands in solidarity with all students, unions, associations, and groups resisting these changes. Together, we stopped Bill 124. Together, we stopped Bill 28. Together, we stopped the sale of the Greenbelt. Together, we must now continue to resist the endless conservative war against education, and look forward to the day when the power of the Ford regime is reduced to an annual local BBQ. One way you can be involved is by showing your support at a rally. Join us on March 11th at 12:00pm, to attend the CSA-led rally in Branion Plaza, and speak out against these harmful OSAP changes.

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What's going on: Announcements

CALL TO MEMBERSHIP: OSAP RALLY

We are joining forces with University of Guelph Student Associations (GSA and CSA) to take a strong stance against the OSAP changes the Ford government recently proposed. Although we did not have the numbers to arrange a bus just for CUPE3913 and GSA members, we still plan on showing up and speaking out. If you'd like transportation, please connect with the CSA. They may have transportation available for our members as well.

CUPE 3913 & GSA

CALL TO MEMBERSHIP

CUPE 3913 and the GSA stand in solidarity against changes that would add \$1.1B to students' financial burden.

Join us at the Hands Off rally on March 24 at Queen's Park.

If there are enough members, we will arrange transportation to and back from the rally.



RSVP

CUPE 3913



Graduate
Students'
Association
University of Guelph

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What's going on: Announcements

BUILDING GUELPH'S TENANT UNION

Building Guelph's Tenant Union

Are You a Renter? We Want to Hear From You!

Register



Explore what a Guelph **tenant union** could look like and how we can build **stronger renter protections** together.

- 📅 **Saturday March 21st 2026**
- 📅 **10:00 AM - 12:00 PM**
- 📍 **10 Carden St, 4th Floor**
- 📄 **Free / By Donation**



Guest Speakers
MPP Mike Schreiner, ACORN, & GW Legal Clinic

For accessibility-related online participation or other inquiries, please contact RRGuelph@gmail.com.

RESISTANCE & RESILIENCE GUELPH

RRG@gmail.com | [@RRGuelph](https://www.instagram.com/RRGuelph)

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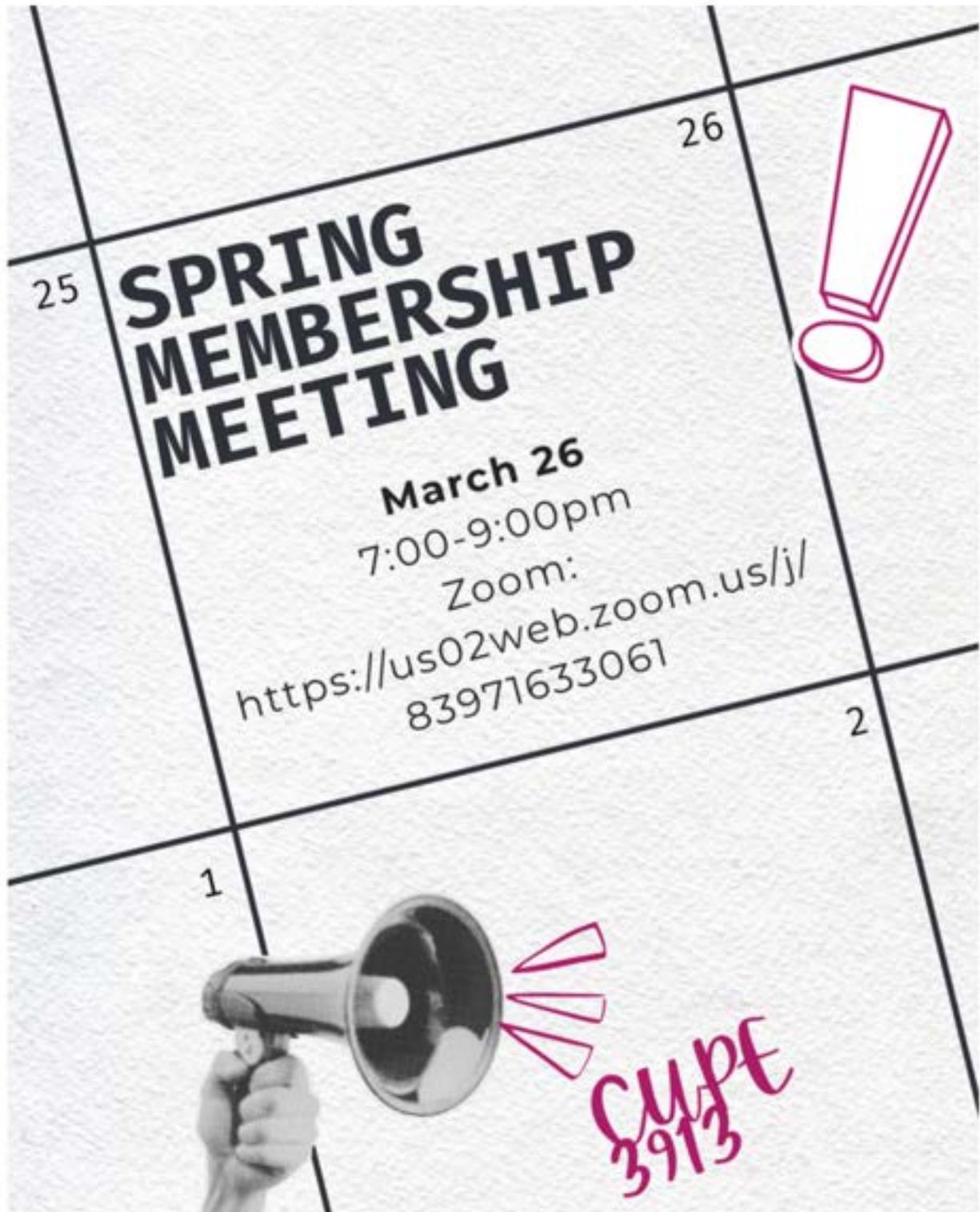
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What's going on: Announcements

SPRING MEMBERSHIP MEETING

Join us for our upcoming Spring Membership meeting. Hope to see you there!



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What's going on: Announcements

BARGAINING PROPOSAL MEETING

CUPE 3913 members are invited to attend our bargaining proposal meeting to learn what's at stake in the upcoming round of bargaining and how it affects you. We'll share key updates on proposals, priorities, and explain what a strike mandate means ahead of a potential vote.

This is also an opportunity to get more involved in the union—meet other members, learn how to participate in organizing efforts, and help strengthen our collective position.



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What's going on: Reminders

SUPPORT FOR TEACHING ASSISTANTS AND SESSIONAL LECTURERS

As CUPE 3913, we stand with our members and offer our assistance to those affected by acts of hate. You are not alone in your feelings and concerns. Hate crimes have risen significantly in Canada over the past few years. Hate is never acceptable.

You have the right to a physically and mentally safe place of work, and we are here to advocate for you. If you have any concerns about your safety in the workplace, please do not hesitate to contact us at: president@cupe3913.on.ca

If you are in need of additional support, please be aware that as a member of CUPE 3913 you have benefit coverage that can be used for mental health support. More information on your CUPE 3913 benefits are available here:

- **Unit 1 members:** <https://cupe3913.on.ca/Members/Unit-1-TAs/Benefit-FAQs>
- **Unit 2 members:** <https://cupe3913.on.ca/Members/Unit-2-Sessionals/Benefit-FAQs>

Additionally, a range of mental health services are available through the community: wdgpublichealth.ca/your-health/mental-health-and-well-being and student-specific services are available through Student Wellness Services: wellness.uoguelph.ca

We all have a part in combatting hate. Here are some resources to learn about combating acts of hate and unconscious biases available in Guelph.

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

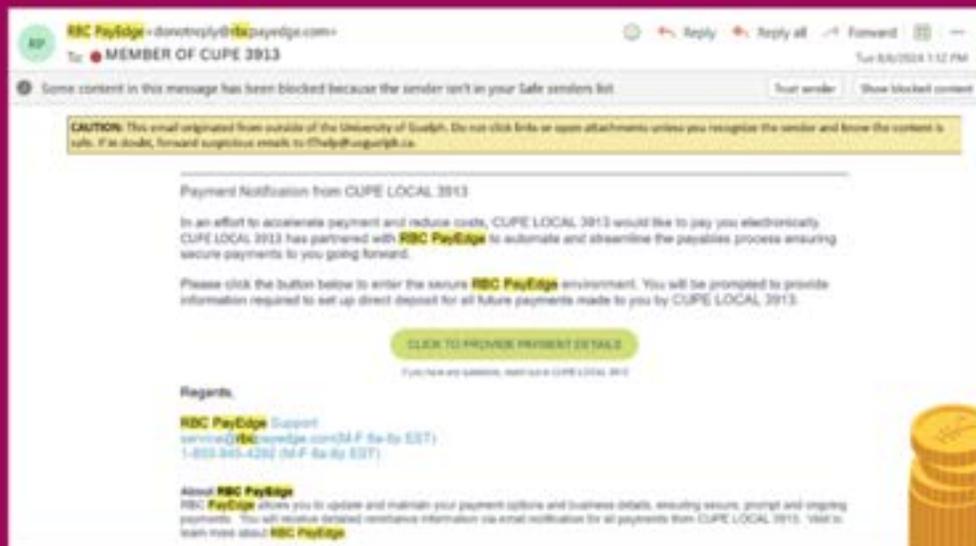
RBC PAYEDGE

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.**

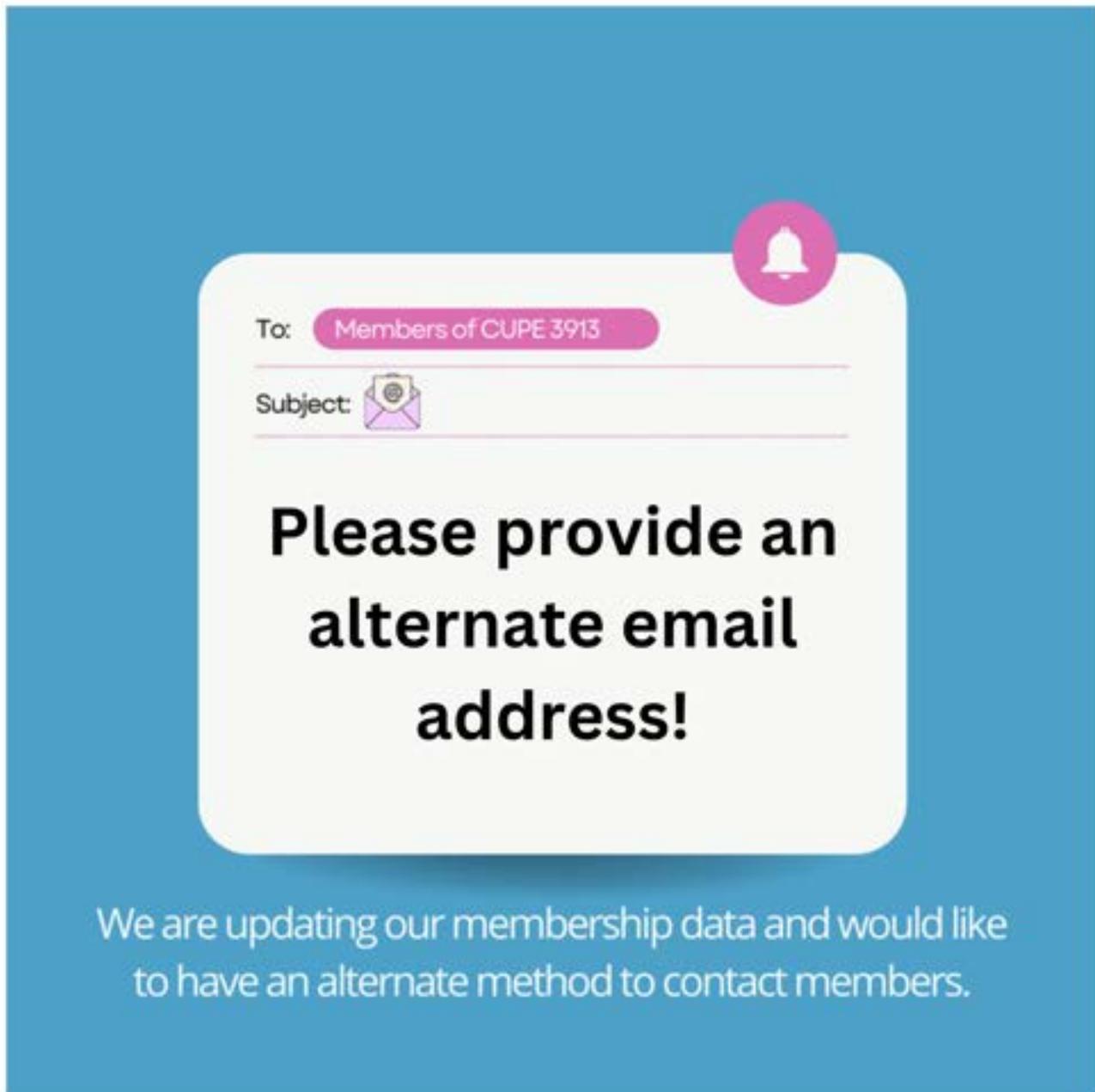
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What's going on: Reminders

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!

reminders!



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 2025 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/>

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
Stephen Donnelly

Health & Safety Officer
Ahmed Mahmood

Equity Officer
Shruti Nadkarni

Staff

Labour Relations
Coordinator
Jeff Cornelissen

Admin & Finance
Coordinator
Shelly Sarkisian