

CUPE 3913

Teaching Assistants and Sessional Lecturers at the University of Guelph

30 years of **actually** improving life

NEWSLETTER

SEPTEMBER 2026

FEATURED TOPICS

What's going on?

- **Announcements:**

- Bargaining Update
- We are Looking for College & Department Stewards
- CUPE 3913 Tabling
- Community Volunteer Opportunity
- Oct. 1: CUPE's Wellness Workout: The Weight We Carry and the Resources to Help
- Disorientation Week
- Oct. 8: International Student Mixer
- Oct. 17: More than Art Charity Art Event

- **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

BARGAINING UPDATE

Bargaining is officially underway. Our team sat down with the University for our first meeting at the start of September, and many more meetings are scheduled over the coming months.

Bargaining is a long process and keeping you informed is a priority. Over the next month, keep an eye on your email and our Instagram (@gryphons3913) for bargaining updates, including what to expect and how you can get involved.

The more informed and engaged our members are, the stronger we are at the table!



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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.



LANG SCHOOL OF BUSINESS:

[Lang College Steward](#)

Department of Management
Department of Economics & Finance
Department of Marketing & Consumer Studies
Department of Hospitality & Tourism
Executive Programs

COLLEGE OF ARTS:

[COA College Steward](#)

School of English, Theatre, & Creative Writing
School of Fine Art & Music

COLLEGE OF BIOLOGICAL SCIENCE:

[LBS College Steward](#)

Department of Integrative Biology
Department of Molecular & Cellular Biology
Department of Human Health & Nutritional Sciences

COLLEGE OF COMPUTATIONAL, MATHEMATICAL, AND PHYSICAL SCIENCES:

[CCMPS College Steward](#)

Department of Chemistry
Department of Mathematics & Statistics
Department of Physics

COLLEGE OF ENGINEERING:

[College of Engineering Steward](#)

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

COLLEGE OF SOCIAL AND APPLIED HUMAN SCIENCES:

[CSAHS College Steward](#)

Department of Geography
Department of Political Science
Department of Sociology & Anthropology

ONTARIO AGRICULTURAL COLLEGE:

Department of Food Science
School of Environmental Design & Rural Development

ONTARIO VETERINARY COLLEGE:

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

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

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UNIVERSITY OF GUELPH-HUMBER:

[University of Guelph-Humber Steward](#)

Business

Early Childhood Studies

Family and Community Social Services

Justice Studies

Kinesiology

Liberal Studies

Media Studies

Psychology

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

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What's going on: Announcements

CUPE 3913 TABLING

On Sept. 23, Oct. 21, and Nov. 8, we'll be set up in the University Centre courtyard, 1st floor. Drop by our table to say hello, ask questions, and find out about upcoming events.

F26 Tabling

Sept. 23, Oct. 21,
Nov. 18
11:00-1:00
University Centre
Courtyard, 1st floor



CUPE 3913
Touching Assistants and Sessional Lecturers at the University of Guelph
30 years of **actually** improving life

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What's going on: Announcements

COMMUNITY VOLUNTEER OPPORTUNITY

Are you passionate about strengthening food resilience in Guelph? This volunteer opportunity might be for you! Our friends at Resistance & Resilience Guelph are looking for people to join their Food Working Group to build food security and resilience in Guelph.

Grow Guelph's Food Resilience

Join the Food Working Group

- More than Meals**
Build a community of 1,000 monthly supporters for Royal City Mission
- Fill the Gaps, Feed Guelph**
Drive, deliver, & advocate for local food security organizations
- Resilience Gardens**
Inspired by Victory Gardens, help neighbours grow food for today's challenges

Build food resilience in the face of U.S. tariffs.

Volunteer or Donate  RRGuelph@gmail.com



RESISTANCE & RESILIENCE GUELPH

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



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What's going on: Announcements

OCT. 1: CUPE'S WELLNESS WORKOUT: THE WEIGHT WE CARRY AND THE RESOURCES TO HELP

CUPE'S WELLNESS WORKOUT: THE WEIGHT WE CARRY AND THE RESOURCES TO HELP

Do you find yourself overwhelmed—managing distressing news from back home, heavy workloads, and the weight of students confiding in you all at once –alongside academic work!?

Well, help us share the load! Come to our interactive session created by and for union members (and those that care for them) to learn how to navigate the anxieties of grad life.

We'll name what's stressing you out, share what helps, and collectively map campus and community support resources to help fuel your mind, body, and heart.



Thursday Oct. 1, 2026

1:00PM

University Centre 430



COMMUNITY

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What's going on: Announcements

DIS-ORIENTATION WEEK

We are thrilled to be joining organizations across campus for this year's Dis-Orientation Week. Check out the schedule below:

DIS - ORIENTATION WEEK 2026 SCHEDULE



Wednesday September 23 Grassy Narrows River Run 10 AM – 4 PM Toronto GRCGED Sex Ed Conversations 5–8 PM Peter Clark Hall	Thursday September 24 Podcast Interview Lab: Find Your Voice 3:30–5:30 PM UC 334 Independent Jewish Voices: Meet and Greet 6–7:30 PM UC 430 Guelph Mayoral Candidate Townhall 7–9 PM Italian Canadian Club	Friday September 25 Indigenous Students Society: Sweetgrass Salve & Balm Making 9 AM PCH North Guelph Students Against Austerity: Intro to Austerity 2:30 – 4:30 PM PCH North	Saturday September 26 Eat Dirt and Indigenous Environmental Student Society: Bio Blitz! 12–2 PM J.C Taylor Centre (Arboretum) FIGS: Cook Night 4–9 PM 10C 4 th Floor Nourish Kitchen Roots and Renewal Festival 12–4:30 PM Ignatius Farm
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DIS - ORIENTATION WEEK 2026 SCHEDULE



Sunday September 27 OPIRG Guelph: Learning to Co-Resist 12 Noon – 2 PM 10C Shared Space, 4 th Floor Resistance and Resilience Guelph: How to Buy a Country Film Screening 6–8 PM Arboretum Centre	Monday September 28 WARS U of G: World Affairs Jeopardy 9–11 AM Branion Plaza Justice 4 Workers: Defeating Capitalism 6:30–8 PM UC 430 KAIROS: Hungry for Answers – Advise our Candidates! 7–9 PM	Tuesday September 29 Guelph Campus Co-Op: Understanding and Participating in the Co-Op Movement! 1–5 PM open house 4pm talk 17 College Ave. W Sound of the Drum: Make Some Noise for Social Justice! 6:30–8 PM Branion Plaza	Thursday October 1 CUPE 3913: Wellness Workout 1–2:30 PM UC 430 Cultural and Diversity Services: Navigating Predominately White Institutions 5–7 PM Art Gallery of Guelph
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What's going on: Announcements

OCT. 8: INTERNATIONAL STUDENT MIXER

CUPE 3913

gsa Graduate Students' Association
University of Guelph

INTERNATIONAL

Student Mixer

October 8, 2026
3:00-5:00 PM | Lookout (5th floor UC)

Join CUPE 3913, the Graduate Students' Association, and campus partners for good food and great company. Connect with fellow graduate students and keep building your University of Guelph community.

RSVP here

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What's going on: Announcements

OCT. 17: MORE THAN ART CHARITY EVENT

Our friends at Resistance & Resilience Guelph are supporting Royal City Mission's More than Art Charity Event to help build local food resilience in Guelph. Tickets can be purchased at <https://www.royalcitymission.ca/morethanart.html>



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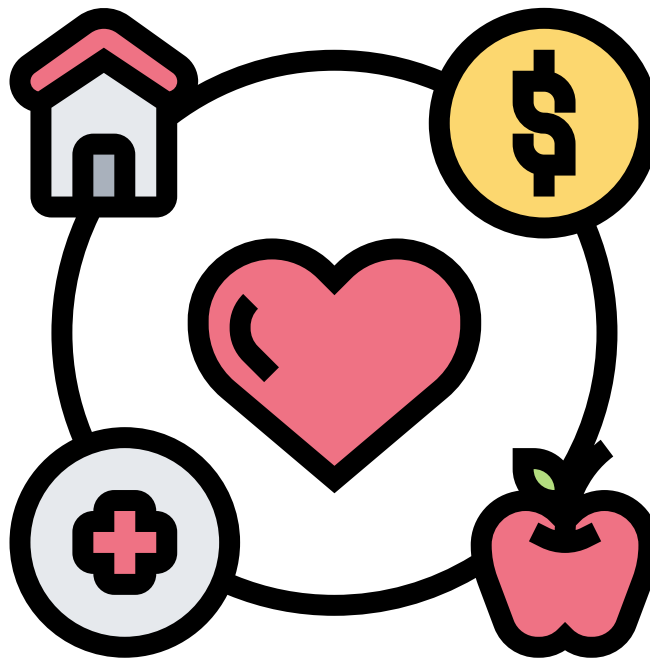
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What's going on: Reminders

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

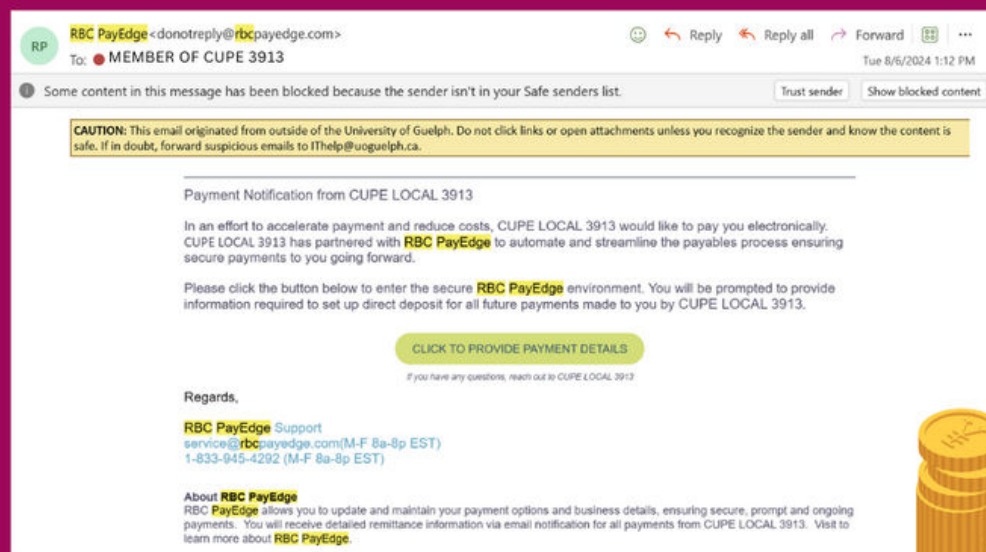
RBC PAYEDGE

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.**

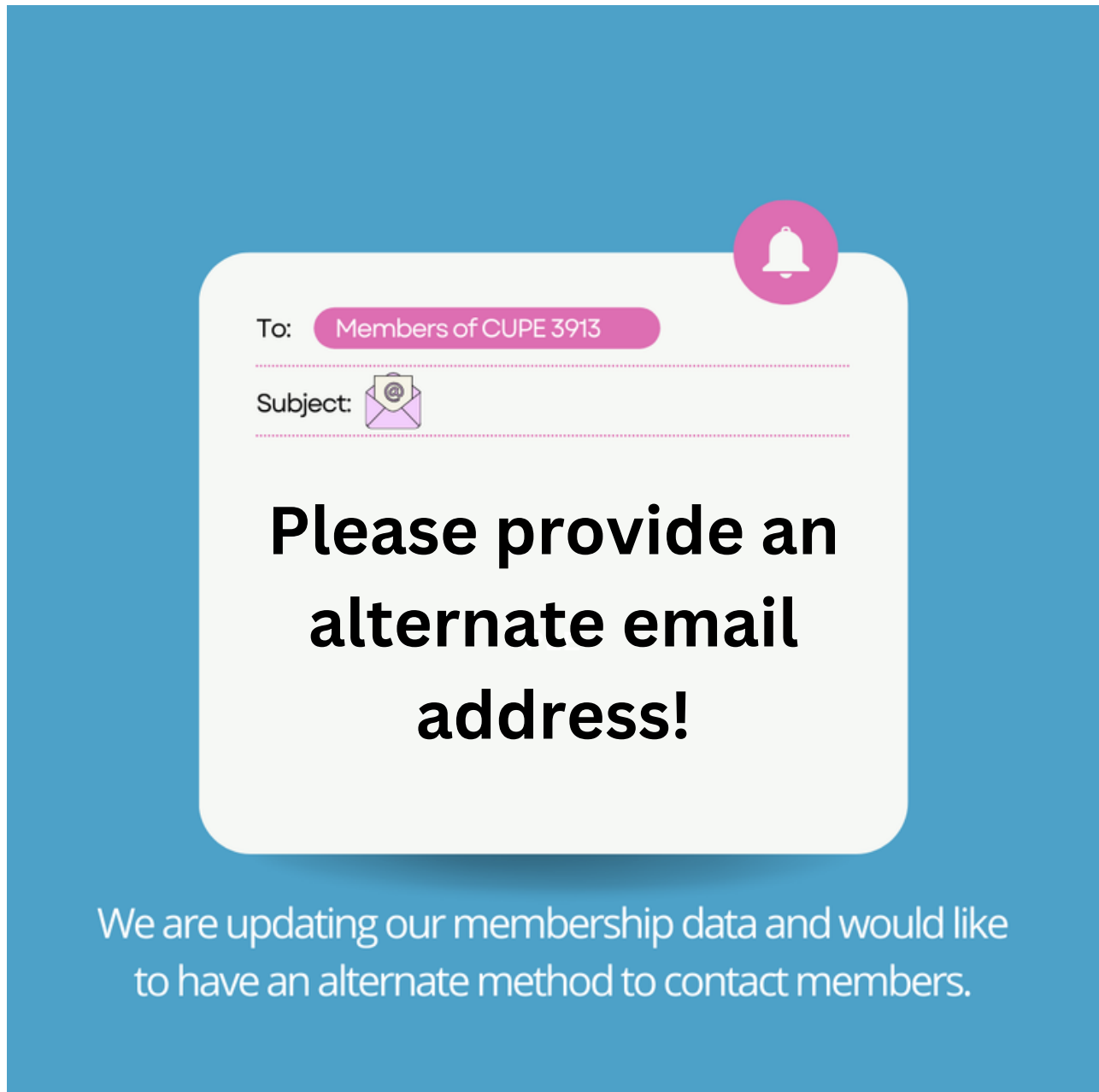
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What's going on: Reminders

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 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

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Scott Duchesne

Vice-President Internal
Amanda Wuth

Vice-President External
Evren Altinkas

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Michael Yu

Unit 2 Steward
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