Benefits

The University of Guelph provides a wide range of employee benefit programs to offer support to our employees and to enhance the working environment. The benefit programs provided can help you with healthcare and dental expenses for you and your family; provide income replacement should you become disabled and unable to work; provide you with counselling services; and offer financial assistance to your family in the event of your death. The information provided here is to help keep you well informed and enable you to take full advantage of the benefit programs available to you. The information describes the principal features of the group benefit plans but does not replace the formal benefit agreements and policies in place.

Employee Benefit Rates [1]

Who is an Eligible Child Dependent? [2]

How to enroll or modify my benefits in GAW [3]

- Effective January 1, 2024 all University of Guelph Extended Health Coverage Plans now include *SunLife's Gender Affirmation Core + Enhanced coverage* [4]. Additional information on annual and lifetime maximums can be attained by contacting SunLife directly at 1-800-361-6212.

Please click on the links below and in the menu on the right to explore the exceptional benefit programs available to you.

Group Benefit Plans

CUPE Local 1334 [5]
UGFA Unit 1 [6]
UGFA Unit 2 [7]
Ontario Nurses Association (ONA) Local 15 [8]
OPSEU Local 231 [9]
OSSTF/TARA [10]
Professional and Managerial [11]
Unifor Local 2003 [12]
USW Local 4120 [13]
USW Local 4120 Unit A [14]
UGFSEA (Units 1&2) [15]
Grant & Trust Professional [16]
All Other Eligible Employees [17]

This site has been designed to acquaint you with the general features of the University of Guelph's benefit plans. Although every attempt has been made to summarize these programs accurately, the summary information provided on this site does not create any contractual or other legal rights. Your rights to any of the benefits described in this site shall at all times be governed by the provisions of the official plan documentation, as amended from time to time. To the extent of any inconsistency between the summary information provided in this site and the official plan documentation, the latter shall prevail.

File attachments: Employee Benefit Rates 2026.pdf [1]

Source URL:https://www.uoguelph.ca/hr/staff-faculty/benefits

Links
[1] https://www.uoguelph.ca/hr/system/files/Employee%20Benefit%20Rates%202026_0.pdf [2] https://www.uoguelph.ca/hr/system/files/Dependent%20Definition.pdf [3] https://uoguelphca.sharepoint.com/sites/GryphonsAtWorkKnowledgeSite/SitePages/Adding-a-Dependent-in-GAW-and-Switching-to-Family-Coverage.aspx [4] https://www.uoguelph.ca/hr/system/files/Gender%20affirmation%20%28PM%20FAQ%29_.pdf [5] https://www.uoguelph.ca/hr/canadian-union-public-employees-cupe-1334-benefits [6] https://www.uoguelph.ca/hr/ugfa-unit-1-benefits [7] https://www.uoguelph.ca/hr/ugfa-unit-2-benefits [8] https://www.uoguelph.ca/hr/ontario-nurses-association-ona-benefits [9] https://www.uoguelph.ca/hr/opseu-benefits [10] https://www.uoguelph.ca/hr/osstftara-benefits [11] https://www.uoguelph.ca/hr/professional-and-managerial-pm-benefits [12] https://www.uoguelph.ca/hr/unifor [13] https://www.uoguelph.ca/hr/united-steel-workers-usw-benefits [14] https://www.uoguelph.ca/hr/united-steelworkers-union-usw-local-4120-unit [15] https://www.uoguelph.ca/hr/ugfsea-units-12-benefits [16] https://www.uoguelph.ca/hr/grant-trust-professional-gtp-benefits [17] https://www.uoguelph.ca/hr/all-other-eligible-employees-benefits