

## Employee Groups & Agreements

- [CUPE Local 1334](#)
- [CUPE Local 1334 Unit 1](#)
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- [ONA Local 15](#)
- [OPSEU Local 231](#)
- [OSSTF/TARA](#)
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- [USW Local 4120](#)
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- [UGFSEA \(Unit 1\)](#)
- [UGFSEA \(Unit 2\)](#)

### [Canadian Union of Public Employees - CUPE Local 1334](#)

[CUPE Local 1334](#) [1] is the sole and exclusive bargaining agent for all trades, services and maintenance employees of the University of Guelph, employed or normally performing a major part of their work at its campus at Guelph.

- [CUPE 1334 Collective Agreement](#) [2] Expires April 30, 2022
- [CUPE 1334 Wage Grid 2019-2022](#) [3]
- [CUPE 1334 Taxable Wellness Spending Account \(TWSA\)](#) [4]

### [Canadian Union of Public Employees - CUPE Local 1334 Unit 1](#)

[CUPE Local 1334](#) [1] Unit 1 is the sole and exclusive bargaining agent for all interims employed in the Library at the University of Guelph in the City of Guelph for not more than twenty-four (24) hours per week.

- [CUPE 1334 Unit 1 Collective Agreement](#) [5] Expires April 30, 2022
- [CUPE 1334 Unit 1 Wage Grid 2019-2022](#) [6]

### [Canadian Union of Public Employees - CUPE Local 3913 Units 1 & 2](#)

[CUPE 3913](#) [7] is the Union representing Teaching Assistants (Unit 1) and Sessional Lecturers (Unit 2) at the University of Guelph.

Relevant documents are available through the [Office of the Provost and Vice-President \(Academic\)](#) [8].

### [Faculty Association](#)

The [Faculty Association](#) [9] is the representative for all persons employed by the University of Guelph in the City of Guelph, at the Ridgetown campus in the Municipality of Chatham-Kent, at the Vineland Research Station in the Town of Lincoln, at the Simcoe Research Station in the Town of Simcoe, and at the University of Guelph-Humber campus in the City of Toronto as Faculty Members (including Librarians), holding probationary or tenured appointments on either a full-time or a part-time basis, together with those holding contractually limited appointments, and all persons employed as Veterinarians in the Animal Health Lab (A.H.L.) and the Veterinary Teaching Hospital (V.T.H.).

Relevant documents are available through the [Office of the Provost and Vice-President \(Academic\)](#) [8]

### [Grant & Trust Funded](#)

Grant and Trust funded (G&T) employees are those whose appointments are predominantly funded through monies external to the University. The University considers “predominantly funded” as an appointment of which fifty per cent (50%) or more of the monies originate from external grant or trust sources. Based on the duties, scope, accountability, and nature of the work performed, G&T funded staff are employed in both a professional and managerial (GTP) or support (administrative and technical) (GTAT) capacity.

- [Grant & Trust Funded Professional \(GTP\) Staff Handbook](#) [10]
- [GTP Salary Grid](#) [11]
- [Grant & Trust Funded Administrative & Technical \(GTAT\) Staff Handbook](#) [12]
- [GTAT Wage Grid 2020-2021](#) [13]

### [Ontario Nurses Association \(ONA\) Local 15](#)

[ONA](#) [14] is the sole and exclusive bargaining agent of all registered and graduate nurses of the University of Guelph employed in a nursing capacity at its Student Health Services Department at Guelph, save and except Director, Student Health Services and those above the rank of Director, Student Health Services.

On May 17, 2021, the University of Guelph and ONA Local 15 ratified a renewal agreement. The ONA Memorandum of Agreement is accessible for users through their University of Guelph [login](#) [15].

- [ONA Collective Agreement](#) [16] Expired April 30, 2020
- [ONA Wage Grid 2020-2023](#) [17]

### [Ontario Public Service Employees Union - OPSEU Local 231](#)

#### **Formerly the University of Guelph Police Association (UPA)**

[OPSEU](#) [18] Local 231 is the representative for all Special Constables employed by the University of Guelph at Guelph, save and except officers of the rank of Sergeant and above.

- [OPSEU Collective Agreement](#) [19] Expired April 30, 2021
- [OPSEU Salary Grid 2018-2021](#) [20]
- [OPSEU Flexible Spending Credits](#) [21]

### [Ontario Secondary School Teachers' Federation](#)

Technical/Administrative, Research/Agricultural ([OSSTF](#) [22]/TARA)

- [OSSTF/TARA Collective Agreement](#) [23] Expired April 30, 2021
- [OSSTF Wage Grid 2021](#) [24]
- [OSSTF/TARA Flexible Spending Credits](#) [25]

### [Professional Staff Association \(PSA\) - Professional/Managerial Employees](#)

The [PSA](#) [26] is the representative for all regular full-time, contractually limited, and part-time professional/managerial staff.

- [PSA Compact](#) [27] Expires April 30, 2023

## Employee Groups & Agreements

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- [P&M Salary Grid 2020 - 2023](#) [11]
- [P&M Flexible Spending Credits](#) [28]
- [Exempt Group Flexible Spending Credits](#) [29]

### [Unifor Local 2003](#)

#### **Formerly the Communications, Energy and Paperworkers Union (C.E.P.) Local 2003**

[Unifor](#) [30] is the sole and exclusive bargaining agent for all Operating Engineers and persons primarily engaged as their helpers in the Central Utilities Plant of the University of Guelph, save and except Assistant Chief Engineer and those above the rank of Assistant Chief Engineer.

- [Unifor Collective Agreement](#) [31] Expired April 30, 2021
- [Unifor Wage Grid 2018-2021](#) [32]
- [Unifor Flexible Spending Credits](#) [33]

### [United Steelworkers Union - USW Local 4120](#)

The University recognizes the United Steelworkers ([USW](#)) [34] as the sole and exclusive bargaining agent for all employees of the respondent employed or normally performing a major part of their work at its campus at Guelph. More specifically, the USW, represents employees engaged in administrative and technical roles across the University.

- [USW Local 4120 Collective Agreement](#) [35] Expires October 31, 2021
- [USW Wage Grid 2020-2021](#) [36]
- [USW Taxable Wellness Spending Account \(TWSA\)](#) [37]

### [United Steelworkers Union - USW/TESL Local 4120](#)

The University recognizes the [USW](#) [34] as the sole and exclusive bargaining agent for all employees employed as an English as a Second Language Instructor in the Open Learning and Educational Support department at the University of Guelph in the City of Guelph.

- [USW/TESL Appendix A](#) [38] Expires October 31, 2021
- [USW/TESL Wage Grid 2020-2021](#) [39]
- [USW Taxable Wellness Spending Account \(TWSA\)](#) [37]

### [University of Guelph Food Service Employees Association \(UGFSEA\) - Unit 1](#)

The UGFSEA - Unit 1 is the representative for all regular full-time employees and temporary full-time employees of the University's Hospitality Services Department employed in a "Food Service" capacity, employed at its campus in Guelph, Ontario.

### [University of Guelph Food Service Employees Association \(UGFSEA\) - Unit 2](#)

The UGFSEA - Unit 2 is the representative for all part-time employees of the University's Hospitality Services Department employed in a "Food Service and/or Retail" capacity, employed at its campus in Guelph, Ontario.

- [UGFSEA - Unit 1 Collective Agreement](#) [40] Expired April 30, 2021
- [UGFSEA - Unit 1 Wage Grid 2018-2021](#) [41]
- [UGFSEA - Unit 1 Flexible Spending Credits](#) [42]
- [UGFSEA - Unit 2 Collective Agreement](#) [43] Expires July 31, 2021
- [UGFSEA - Unit 2 Wage Grid 2018-2021](#) [44]

**Source URL:** <https://www.uoguelph.ca/hr/hr-services-staff-relations/employee-groups-agreements>

### Links

- [1] <http://1334.cupe.ca/>
- [2] <https://www.uoguelph.ca/hr/system/files/2019-2022%20CUPE%201334%20CA%20%28AODA%29.pdf>
- [3] [https://www.uoguelph.ca/hr/system/files/2019-2022%20CUPE%20Wage%20Grid%20with%20UPP%20Adjustment\\_0.pdf](https://www.uoguelph.ca/hr/system/files/2019-2022%20CUPE%20Wage%20Grid%20with%20UPP%20Adjustment_0.pdf)
- [4] <https://www.uoguelph.ca/hr/staff-faculty/benefits/canadian-union-public-employees-cupe-1334-benefits/cupe-1334-flexible>
- [5] <https://www.uoguelph.ca/hr/system/files/2019-2022%20CUPE%201334.01%20CBA.pdf>
- [6] [https://www.uoguelph.ca/hr/system/files/2019-2022%20CUPE%201334%20Unit%201%20Wage%20Grid%20with%20UPP%20Adjustment\\_0.pdf](https://www.uoguelph.ca/hr/system/files/2019-2022%20CUPE%201334%20Unit%201%20Wage%20Grid%20with%20UPP%20Adjustment_0.pdf)
- [7] <https://cupe3913.on.ca/about-us/>
- [8] <http://www.uoguelph.ca/vpacademic/facultyrelations/agreements.php>
- [9] <http://www.ugfa.ca/>
- [10] <https://www.uoguelph.ca/hr/system/files/2019.07.01%20-%20GTP%20Handbook%20-%20Final%20%28AODA%29.pdf>
- [11] <https://www.uoguelph.ca/hr/system/files/2020-2023%20P%26M%20Salary%20Grid.pdf>
- [12] [https://www.uoguelph.ca/hr/system/files/2019.07.01%20-%20GTAT%20Handbook%20-%20Final%20%28AODA%29\\_1.pdf](https://www.uoguelph.ca/hr/system/files/2019.07.01%20-%20GTAT%20Handbook%20-%20Final%20%28AODA%29_1.pdf)
- [13] <https://www.uoguelph.ca/hr/system/files/2020-2021%20GTAT%20Wage%20Grid%20with%20UPP%20Adjustment.pdf>
- [14] <http://www.ona.org/>
- [15] <https://www.uoguelph.ca/hr/user/login?destination=ona-memorandum-agreement>
- [16] <https://www.uoguelph.ca/hr/system/files/2017-2020%20ONA%20Collective%20Agreement%20-%20AODA.pdf>
- [17] [https://www.uoguelph.ca/hr/system/files/2020-2023%20ONA%20Wage%20Grid%20with%20UPP%20Adjustment\\_1.pdf](https://www.uoguelph.ca/hr/system/files/2020-2023%20ONA%20Wage%20Grid%20with%20UPP%20Adjustment_1.pdf)
- [18] <https://www.opseu.org/>
- [19] <https://www.uoguelph.ca/hr/system/files/2018-2021%20-%20OPSEU%20Collective%20Agreement%20-%20Final%20%28AODA%29.pdf>
- [20] [https://www.uoguelph.ca/hr/system/files/2018-2021%20OPSEU%20Salary%20Grid%20with%20UPP%20Adjustment\\_0.pdf](https://www.uoguelph.ca/hr/system/files/2018-2021%20OPSEU%20Salary%20Grid%20with%20UPP%20Adjustment_0.pdf)
- [21] <https://www.uoguelph.ca/hr/staff-faculty/benefits/opseu-benefits/opseu-flexible-spending-credits>
- [22] <http://www.osstf.on.ca/>
- [23] <https://www.uoguelph.ca/hr/system/files/2018-2021%20-%20OSSTF%20Collective%20Agreement%20%28AODA%29.pdf>
- [24] <https://www.uoguelph.ca/hr/system/files/2021%20OSSTF%20Wage%20Grid%20with%20UPP%20Adjustment.pdf>
- [25] <https://www.uoguelph.ca/hr/staff-faculty/benefits/osstfara-benefits/osstfara-flexible-spending-credits>
- [26] <https://www.uoguelph.ca/psa/>
- [27] [https://www.uoguelph.ca/hr/system/files/2020-2023%20PSA%20Compact\\_Updated%20March%201%20C%202021.pdf](https://www.uoguelph.ca/hr/system/files/2020-2023%20PSA%20Compact_Updated%20March%201%20C%202021.pdf)
- [28] <https://www.uoguelph.ca/hr/staff-faculty/benefits/professional-and-managerial-pm-benefits/pm-flexible-spending-credits>
- [29] <https://www.uoguelph.ca/hr/staff-faculty/benefits/exempt-group-benefits>
- [30] <http://www.unifor.org/en>
- [31] <https://www.uoguelph.ca/hr/system/files/2018-2021%20-%20Unifor%20Collective%20Agreement%20-%20Signed%20%28AODA%29.pdf>
- [32] [https://www.uoguelph.ca/hr/system/files/2018-2021%20Unifor%20Wage%20Grid%20with%20UPP%20Adjustment\\_0.pdf](https://www.uoguelph.ca/hr/system/files/2018-2021%20Unifor%20Wage%20Grid%20with%20UPP%20Adjustment_0.pdf)
- [33] <https://www.uoguelph.ca/hr/staff-faculty/benefits/unifor/unifor-flexible-spending-credits>
- [34] <https://uswlocals.org/usw-local-4120>
- [35] [https://www.uoguelph.ca/hr/system/files/2020-2021%20USW%20Collective%20Agreement\\_0.pdf](https://www.uoguelph.ca/hr/system/files/2020-2021%20USW%20Collective%20Agreement_0.pdf)
- [36] <https://www.uoguelph.ca/hr/system/files/2020-2021%20USW%204120%20Wage%20Grid%20with%20UPP%20Adjustment.pdf>
- [37] <https://www.uoguelph.ca/hr/staff-faculty/benefits/united-steel-workers-usw-benefits/usw-flexible-spending-credits>
- [38] [https://www.uoguelph.ca/hr/system/files/2020-2021%20-%20USW-TESEL%20Appendix%20A\\_0.pdf](https://www.uoguelph.ca/hr/system/files/2020-2021%20-%20USW-TESEL%20Appendix%20A_0.pdf)

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[39] <https://www.uoguelph.ca/hr/system/files/2020-2021%20USW-TESL%20Wage%20Grid%20with%20UPP%20Adjustment.pdf>

[40] <https://www.uoguelph.ca/hr/system/files/2018-2020%20UGFSEA%20Unit%201%20%28AODA%29.pdf>

[41] <https://www.uoguelph.ca/hr/system/files/2018-2021%20UGFSEA%20Unit%201%20Wage%20Grid%20with%20UPP%20Adjustment.pdf>

[42] <https://www.uoguelph.ca/hr/staff-faculty/benefits/ugfsea-units-12-benefits/ugfsea-unit-1-flexible-spending-credits>

[43] <https://www.uoguelph.ca/hr/system/files/2018-2021%20-%20UGFSEA%20Unit%202%20CA%20%28AODA%29.pdf>

[44] <https://www.uoguelph.ca/hr/system/files/2018-2021%20UGFSEA%20Unit%202%20Wage%20Grid%20with%20UPP%20Adjustment.pdf>