Employee Groups & Agreements

- CUPE Local 1334
- CUPE Local 3913 (Units 1 & 2)
- Faculty Association
- Grant & Trust Funded
- ONA Local 15
- OPSEU Local 231
- OSSTF/TARA
- PSA
- Unifor Local 2003E
- USW Local 4120
- USW/TESL Local 4120
- USW Local 4120 Unit A
- 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, 2028
- CUPE 1334 Wage Grid 2025-2028 [3]
- CUPE 1334 Taxable Wellness Spending Account (TWSA) [4]

Canadian Union of Public Employees - CUPE Local 3913 Units 1 & 2

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

Relevant documents are available through the Faculty and Academic Staff Relations [5].

Faculty Association

The Faculty Association [6] 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 Faculty and Academic Staff Relations [5].

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 [7]
- GTP Salary Grid [8]
- Grant & Trust Funded Administrative & Technical (GTAT) Staff Handbook [9]
- GTAT Wage Grid 2025-2028 [10]

Ontario Nurses Association (ONA) Local 15

ONA [11] 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.

- ONA Collective Agreement [12] Expired April 30, 2026
- ONA Wage Grid 2023-2026 [13]

Ontario Public Service Employees Union - OPSEU Local 231

Formerly the University of Guelph Police Association (UPA)
OPSEU [14] 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 [15] Expires April 30, 2027
- OPSEU Salary Grid 2024-2027 [16]
- OPSEU Flexible Spending Credits [17]

Ontario Secondary School Teachers’ Federation

Technical/Administrative, Research/Agricultural (OSSTF/TARA [18])

- OSSTF/TARA Collective Agreement [19] Expires April 30, 2027
- OSSTF Wage Grid 2024-2027 [20]
- OSSTF/TARA Flexible Spending Credits [21]

Professional Staff Association (PSA) - Professional/Managerial Employees

The PSA [22] is the representative for all regular full-time, contractually limited, and part-time professional/managerial staff.

On August 11, 2026, members of the PSA and the University of Guelph ratified a renewal agreement. The 2026-2029 PSA Memorandum of Settlement [23] can be accessed by logging in with University of Guelph credentials.

- PSA Compact [24] Expired April 30, 2026
- P&M Salary Grid 2026-2029 [8]
- P&M Flexible Spending Credits [25]

Unifor Local 2003E

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

Unifor [26] 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 [27] Expires April 30, 2027
- Unifor Wage Grid 2024-2027 [28]
- Unifor Flexible Spending Credits [29]

United Steelworkers Union - USW Local 4120

The University recognizes the United Steelworkers (USW) [30] 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 [31] Expires April 30, 2028
- USW Local 4120 Wage Grid 2025-2028 [32]
- USW Taxable Wellness Spending Account (TWSA) [33]

United Steelworkers Union - USW/TESL Local 4120

The University recognizes the USW [30] 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 Local 4120 Collective Agreement [34] Expires April 30, 2028
- USW/TESL Local 4120 Wage Grid 2025-2028 [35]
- USW Taxable Wellness Spending Account (TWSA) [33]

United Steelworkers Union - USW Local 4120 Unit A

The University recognizes the USW [30] as the sole and exclusive bargaining agent for all persons employed as Postdoctoral Scholars in the City of Guelph and the Town of Ridgetown, including those located off campus at research stations in the Province of Ontario.

Relevant documents are available through the Faculty and Academic Staff Relations [5].

University of Guelph Food Service Employees Association (UGFSEA) - Unit 1

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

- UGFSEA - Unit 1 Collective Agreement [36] Expires April 30, 2027
- UGFSEA - Unit 1 Wage Grid 2024-2027 [37]
- UGFSEA - Unit 1 Flexible Spending Credits [38]

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 2 Collective Agreement [39] Expires July 31, 2027
- UGFSEA - Unit 2 Wage Grid 2024-2027 [40]

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/2025-2028%20CUPE%201334%20Collective%20Agreement%20%28AODA%29.pdf [3] https://www.uoguelph.ca/hr/system/files/2025-2027%20CUPE%201334%20Wage%20Grid%20%28AODA%29.pdf [4] https://www.uoguelph.ca/hr/staff-faculty/benefits/canadian-union-public-employees-cupe-1334-benefits/cupe-1334-flexible [5] http://www.uoguelph.ca/vpacademic/facultyrelations/agreements.php [6] http://www.ugfa.ca/ [7] https://www.uoguelph.ca/hr/system/files/2022.01.11%20-%20GTP%20Handbook%20-%20Final%20%28AODA%29.pdf [8] https://www.uoguelph.ca/hr/system/files/2026-2029%20P%26M%20Salary%20Grid.pdf [9] https://www.uoguelph.ca/hr/system/files/2022.01.11%20-%20GTAT%20Handbook%20-%20Final%20%28AODA%29.pdf [10] https://www.uoguelph.ca/hr/system/files/2025-2028%20GTAT%20Wage%20Grid.pdf [11] http://www.ona.org/ [12] https://www.uoguelph.ca/hr/system/files/2023-2026%20ONA%20CBA.pdf [13] https://www.uoguelph.ca/hr/system/files/2023-2026%20ONA%20Wage%20Grid.pdf [14] https://www.opseu.org/ [15] https://www.uoguelph.ca/hr/system/files/2024-2027%20OPSEU%20Collective%20Agreement.pdf [16] https://www.uoguelph.ca/hr/system/files/2024-2027%20OPSEU%20Wage%20Grid.pdf [17] https://www.uoguelph.ca/hr/staff-faculty/benefits/opseu-benefits/opseu-flexible-spending-credits [18] http://www.d35-guelphtara.osstf.ca/ [19] https://www.uoguelph.ca/hr/system/files/2024-2027%20-%20OSSTF%20Collective%20Agreement%20%28AODA%29.pdf [20] https://www.uoguelph.ca/hr/system/files/2024-2027%20OSSTF%20Wage%20Grid_0.pdf [21] https://www.uoguelph.ca/hr/staff-faculty/benefits/osstftara-benefits/osstftara-flexible-spending-credits [22] https://www.uoguelph.ca/psa/ [23] https://www.uoguelph.ca/hr/user/login?destination=2026-2029-psa-memorandum-settlement [24] https://www.uoguelph.ca/hr/system/files/2023-2026%20PSA%20Compact%20%28AODA%29.pdf [25] https://www.uoguelph.ca/hr/staff-faculty/benefits/professional-and-managerial-pm-benefits/pm-flexible-spending-credits [26] http://www.unifor.org/en [27] https://www.uoguelph.ca/hr/system/files/2024-2027%20Unifor%20Collective%20Agreement.pdf [28] https://www.uoguelph.ca/hr/system/files/2024-2027%20Unifor%20Wage%20Grid.pdf [29] https://www.uoguelph.ca/hr/staff-faculty/benefits/unifor/unifor-flexible-spending-credits [30] https://uswlocals.org/usw-local-4120 [31] https://www.uoguelph.ca/hr/system/files/2025-2028%20-%20USW%204120%20Collective%20Agreement%20%28AODA%29.pdf [32] https://www.uoguelph.ca/hr/system/files/2025-2028%20USW%204120%20Wage%20Grid%20%28AODA%29_0.pdf [33] https://www.uoguelph.ca/hr/staff-faculty/benefits/united-steel-workers-usw-benefits/usw-flexible-spending-credits [34] https://www.uoguelph.ca/hr/system/files/2025-2028%20USW%20TESL%20Collective%20Agreement.pdf [35] https://www.uoguelph.ca/hr/system/files/2025-2028%20USW-TESL%20Wage%20Grid%20%28AODA%29.pdf [36] https://www.uoguelph.ca/hr/system/files/2024-2027%20UGFSEA%20Unit%201%20CBA_1.pdf [37] https://www.uoguelph.ca/hr/system/files/2024-2027%20UGFSEA%20Unit%201%20Wage%20Grid_0.pdf [38] https://www.uoguelph.ca/hr/staff-faculty/benefits/ugfsea-units-12-benefits/ugfsea-unit-1-flexible-spending-credits [39] https://www.uoguelph.ca/hr/system/files/2024-2027%20UGFSEA%20Unit%202%20CBA_0.pdf [40] https://www.uoguelph.ca/hr/system/files/2024-2027%20UGFSEA%20Unit%202%20Wage%20Grid.pdf