

IN THE MATTER OF FACILITATED NEGOTIATIONS WITH FACILITATOR KAPLAN
REGARDING THE POLICIES FOR LIBRARIANS (THE "PFL") AND MATTERS
RELATED THERETO

MEMORANDUM OF SETTLEMENT

BETWEEN:

THE GOVERNING COUNCIL OF THE UNIVERSITY OF TORONTO
(THE "UNIVERSITY ADMINISTRATION")

-AND-

THE UNIVERSITY OF TORONTO FACULTY ASSOCIATION
(THE "ASSOCIATION" or "UTFA")

(Collectively, the "Parties")

WHEREAS the Parties engaged in facilitated negotiations with the assistance of William Kaplan as facilitator regarding amendments to the Policies for Librarians (PFL) and matters related thereto;

AND WHEREAS the Parties reached a tentative agreement regarding amendments to the PFL and matters related thereto subject to ratification by UTFA Council and the Governing Council of the University of Toronto;

NOW THEREFORE the Parties agree as follows:

1. The University Administration and the Association agree to recommend that their appropriate decision-making body(ies) approve/ratify the following in accordance with their respective governing rules and procedures:
 - (a) The amended Policies for Librarians (the "PFL") (Schedule A);
 - (b) The amendments to Article 4 of the Memorandum of Agreement between the University and the Association (the "MOA") (Schedule B);
 - (c) The Letter of Understanding on Secondments (the "Secondments LOU") (Schedule C);
 - (d) The Letter of Understanding regarding Scholars Portal CLTA Librarians including Scholars Portal Recurring-Term Appointment Librarians (SPRTALS) (the "Scholars Portal CLTA LOU") (Schedule D); and
 - (e) The Letter of Understanding regarding Research or Study Leave for SPRTALS (the "RSL SPRTAL LOU") (Schedule E).

Together referred to as "the Agreement". The Agreement will enter into force on January 1, 2024 following the exchange of letters that each Party has completed the procedures required to give effect to this Memorandum of Settlement.

2. UTFA agrees to bring forward the Agreement for ratification/approval at UTFA Council by no later than November 23, 2023, and to advise the University Administration of the results of that process in writing within two business days. The University Administration agrees to bring forward the Agreement for ratification in Governing Council Cycle 2 concluding on December 18, 2023 and to advise UTFA of the results of that process in writing within two business days.
3. If approved by the University Administration and the Association's decision-making body(ies), the University Administration agrees that it will publicly post the documents referred to in paragraphs 1(a)-(e) on the Governing Council and University's HR websites. If approved by the Governing Council on December 18, 2023, the University Administration agrees that these documents will be posted by December 21, 2023, and the University Administration will advise the Association, in writing, when these documents have been posted on its websites, including providing the links to the documents. The previous version of the PFL will remain publicly posted on these websites until January 1, 2029. If any conflict is found between the posted version of the documents and the official documents (Schedules A-E), the terms of the official documents shall prevail.
4. As soon as reasonably practicable following the execution of this Memorandum of Settlement by both parties, and prior to the approval by UTFA Council and the Governing Council of the University of Toronto, the Acting Vice-Provost, Faculty & Academic Life Randy Boyagoda and UTFA President Terezia Zorić, and UTFA Policies for Librarians Chief Negotiator, Kathleen Scheaffer, will discuss and endeavour to agree on the text and timing of a public announcement by the Parties regarding agreement in principle reached. This will facilitate the smooth implementation of all new terms for January 1, 2024 in the event of ratification by UTFA Council and the Governing Council of the University of Toronto.
5. Following approval by the University Administration's and the Association's decision-making body(ies), Acting Vice-Provost, Faculty & Academic Life Randy Boyagoda and UTFA President Terezia Zorić, and UTFA Policies for Librarians Chief Negotiator, Kathleen Scheaffer, will discuss and endeavour to agree on the text and timing of a public announcement by the Parties regarding the amendments to the PFL and MOA, and the Secondments LOU, Scholars Portal CLTA LOU, and RSL SPRTAL LOU by December 11, 2023. If the Agreement is approved by Governing Council on December 18, 2023, such announcement will occur no later than December 21, 2023. This public announcement will be jointly signed by the University Administration and the Association.
6. This Memorandum of Settlement is made without prejudice or precedent to the rights of the University Administration or the Association in any other matter.
7. This Memorandum of Settlement may be executed in any number of counterparts with the same effect as if all parties had signed the same document. All counterparts, including facsimile or email PDF signatures, shall be construed together, and shall

constitute one and the same agreement.

DATED at Toronto this 27th day of October, 2023.

FOR THE UNIVERSITY

FOR THE ASSOCIATION

Randy Boyagoda, Acting VPFAL
Larry Alford, University Chief Librarian

Kathleen Scheaffer, Strategic Initiatives Librarian
Harriet Sonne de Torrens
Dan D'Agostino
Whitney Kemble
Ken MacDonald
Michael Attridge
Ariel Katz
Terezia Zorić






