

September 2017

Dear colleague,

On behalf of the University of Toronto Faculty Association (UTFA), let me congratulate you on your appointment and welcome you to U of T.

UTFA is here to help you and to represent you on matters related to your academic appointment.

One of our most important responsibilities is bargaining on your behalf with the U of T Administration over the core provisions of your compensation package. They include: minimum salaries; annual across-the-board (ATB) salary increases; annual increases called “progress-through-the-ranks” (PTR); the health benefit plan; a professional expense reimbursement allowance (PERA), and our defined benefit pension plan.

Our collective bargaining process now also covers workload, an issue that was added by means of a 2010 revision to the scope of UTFA’s bargaining rights after a long reform campaign.

All of these provisions are set out in the *Memorandum of Agreement* (MoA) that governs the relationship between UTFA and the Governing Council of the University. A copy of the MoA is included in this kit, along with a document outlining new provisions that expand UTFA’s capacity to bargain in your behalf. This expanded capacity is the result of a significant joint initiative with the Administration called the Special Joint Advisory Committee (SJAC). The goals of the SJAC negotiations were to review and update the MoA, to re-imagine the appointments policy for the teaching stream, and to revise aspects of the tenure review. Details about the SJAC process and its achievements are summarized in a report included in this kit, and can also be found on the UTFA website (www.utfa.org).

UTFA routinely provides one-on-one advice on appointment-related matters, and runs workshops on the interim review, the continuing status review, and the tenure review. The grievance procedure, outlined in Article 7 of the MoA, is available as a means of resolving disputes on matters related to the academic appointment.

UTFA is governed by an elected President, an Executive, and a Council of representatives drawn from departments and faculties on all three campuses. Find out who your Council rep is and introduce yourself. If you don’t have a Council rep, find out why not and consider nominating someone to fill this important role.

Please contact faculty@utfa.org if you have questions or suggestions about the representation UTFa provides you. Several committees support the work of UTFa and advance the interests of faculty and librarians. Please consider joining one before too long! You are always welcome.

A list of our committees may be found at the following link:

<http://www.utfa.org/content/standing-committees>

Please look over the material in this kit, and visit our website at www.utfa.org. You can reach me personally at cynthia.messenger@utoronto.ca. General inquiries may be sent to faculty@utfa.org. We will direct your inquiry to the appropriate person.

With all best wishes for a productive and fulfilling year.

Sincerely,

A handwritten signature in black ink, appearing to read 'C. Messenger', with a stylized flourish at the end.

Cynthia Messenger
Associate Professor, Teaching Stream
President, UTFa