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Negotiations & Agreements

Ongoing Negotiations

Please see below for key updates on ongoing negotiations. To see more of what UTFA is currently up to, you can visit our News page. A diagram of UTFA's negotiating framework in the Memorandum of Agreement with the U of T administration can be found here.

December 17, 2025

2026 Bargaining Update and Survey

Dear UTFA colleagues,

As the academic term and calendar year draw to a close, we are writing with an update on bargaining and an invitation to complete a brief bargaining survey on your priorities for the upcoming round. (The survey will remain open until January 9th, 2026.)

On November 28, 2025, UTFA presented the senior Administration with our notice to bargain salary, benefits, and workload for the period July 1, 2026, to June 30, 2027.

UTFA’s approach to bargaining for this round will be to insist that the Administration adhere to the expedited process outlined in Article 6 of the Memorandum of Agreement (MOA), with either a bilateral agreement or a final and binding arbitrator’s decision on all bargaining items **no later than June 30, 2026.**

We have acted in good faith throughout the last several rounds of bargaining to ensure a speedy delivery of outcomes to UTFA members. Too often, the Administration has not reciprocated. In the latest example,

UTFA asked the Administration to agree to allow Arbitrator Gedalof to issue a “bottom line” decision on salary increases for the July 1, 2025 to June 30, 2026, period (with reasons to follow) so that UTFA members could be paid their salary increases in a timely fashion and so that UTFA could begin the next round of bargaining in an informed way. *The Administration refused.*

As we detailed in our September 24 bargaining update, UTFA recently became aware of the Administration’s practice of withholding retroactive payments for faculty members and librarians who are no longer employed or are deceased. We are challenging this, and the unfair practice of withholding ATB increases from UTFA members in their first year of hire. Even when retroactivity is paid, our salary improvements have not historically included interest. Lastly, benefit improvements are seldom retroactive. It is clear that the Administration benefits from any delays in bargaining, and they disproportionately and negatively impact UTFA members.

As a result, UTFA has no choice but to enforce the timely resolution of bargaining under the MOA to ensure salary increases and benefit improvements for current and future UTFA members are implemented at the earliest opportunity.

With the first bargaining dates on the horizon in January, what matters most is the voices of all UTFA members. As UTFA’s leadership, we need our members’ assistance to assemble UTFA’s core bargaining priorities. To that end, we have included **a link to a member bargaining survey** that will inform the UTFA bargaining team's proposals for improving the terms and conditions of your work in 2026.

Important reminder: the member bargaining survey will be open for completion from December 17, 2025, to January 9, 2026.

Your input will be critical in shaping the upcoming round of bargaining. We hope you can complete the member bargaining survey at the earliest opportunity. We understand this is a busy time of year, and we will be sending out a second (reminder) email to complete the survey prior to the January 9, 2026, deadline.

If you have any questions, please do not hesitate to reach out.

Finally, we wish you and all UTFA members a restful holiday season and a happy New Year!

Sincerely,

Terezia Zorić
UTFA President and Co-chief Negotiator

Jun Nogami
UTFA Vice-President, Salary, Benefits, Pensions and Workload and Co-chief Negotiator

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November 18, 2025

Arbitration Newsflash: Your UTFA Negotiating Team fights for inflationary catch-up while the senior Administration proposes cuts to your real wages

Summary

Today, your UTFA Negotiating Team was engaged in arbitration advocating for a 4% across-the-board (ATB) salary increase for faculty members and librarians, retroactive to July 1, 2025. Our proposed increase is justified by current and recent inflation rates and helps compensate for the erosion of our salaries since 2020. In contrast, the University Administration is seeking cuts to UTFA members' real salaries via an ATB proposal of 1.5%. This figure does nothing to catch up on past inflation shortfalls, and even falls below the current rate of inflation, which would deepen rather than reverse the erosion of our real wages. Despite the University of Toronto's financial statements clearly showing otherwise (for citations, see our longer description, below) and publicly declaring a "strong financial position," the Administration nonetheless claims it cannot afford to pay us more. Nevertheless, for 2024-2025, the senior Administration found sufficient funds to grant members of the President's Leadership Team an average of 11.49% in annual salary increases. UTFA's Team maintains that UTFA members are recognized internationally for their excellence, and compensation for UofT faculty members and librarians must reflect the reality that their work is world-class. *For more details, read on.*

The Full Story

Arbitration Newsflash: Your UTFA Negotiating Team fights for inflationary catch-up while the senior Administration proposes cuts to your real wages

Dear Colleagues,

Today, your UTFA Negotiation Team has presented its arguments before Arbitrator Eli Gedalof to determine your salary increases retroactive to July 1, 2025.

UTFA's position is clear: our members are entitled to full inflationary salary catch-up and to protect our top-of-market position. The University of Toronto is the highest-ranked Canadian university and one of the top-ranked public universities in the world. UTFA members, the faculty and librarians who work to maintain these standards of excellence, deserve to be compensated in keeping with their world-class status. We are seeking an increase of **4%**, retroactive to July 1, 2025. We have proposed that this amount be split into two portions: 3% across-the-board for all members and 1% of the salary mass to be distributed evenly among members (while pro-rated to their percentage of appointment). This distribution of ATB will provide additional support for some of our lowest-paid faculty and librarians.

The University Administration disagrees. It has proposed a 1.5% increase, which falls short of inflation and, in real terms, represents a **pay cut** for UTFA members. While the Administration opposes real wage

growth for faculty and librarians, it has provided salary increases to members of the upper administration that far exceed inflation. For 2024, members of the President's Leadership Team received an average annual salary increase of **11.49%**, in contrast to UTFA's **2.5%** ATB awarded for 2024-2025. Since 2020, compounded UTFA ATB increases equal **16.9%**. During the same period, members of the President's Leadership Team, for example, saw increases of **37.93%**. (See p. 12 of **UTFA's Brief**.)

The Administration argues that it cannot afford to pay increases above 1.5% despite its **2023-2025 Financial Reports** indicating its "strong financial position", and a **2025 net income of $519 million and an increase in revenue of 5.1%**. It justifies its proposal with cherry-picked data points and misleading tables. It argues that increases to compensation for UTFA members would mean that resources may need to be "diverted" from other priorities, including supporting students.

This is a false choice. Fair compensation for faculty and librarians is not a diversion. Nor is there any basis to conclude that the Administration cannot afford a 4% increase. **To the contrary, the Administration has already budgeted a 4.1% increase to compensation this year.**

The 2021-2023 surge in inflation hit UTFA members hard; your Negotiating Team will continue to fight against the inflationary erosion of our salaries and to re-establish UofT faculty and librarians firmly at the top of the market. **We have had some measurable success.** Through the last two rounds of bargaining and interest arbitration, we achieved increases of 8% in 2022, 3.5% in 2023, and 2.5% in 2024.

We have already made some progress towards fair compensation today: the Administration initially sought to exclude ATB increases from pensionable earnings for retired UTFA members, reducing the lifetime pensionable earnings of recent retirees. UTFA's Team would not accept this outrageous exclusion; fortunately, the Administration succumbed to our position just before the commencement of today's hearing. The Administration is now properly treating the ATB that retired members earned the same way as it does active members, including ATB increases in pensionable earnings.

UTFA and the Administration presented arguments on the application of the 2023-2025 awarded ATB increases for recent hires and former employees in arbitration before Arbitrator Gedalof on November 6, 2025. Throughout today, UTFA and the Administration presented arguments on salary increases for 2025-2026. You can read the briefs submitted to Arbitrator Gedalof on the salary issues here:

- **UTFA's Brief, submitted November 12, 2025**
  - **UPDATED: UTFA's Brief, submitted November 12, 2025, Updated November 18, 2025**
- **The Administration's Brief, submitted November 12, 2025**
- **UTFA's Reply Brief, submitted November 17, 2025**
  - **UPDATED: UTFA's Reply Brief, submitted November 17, 2025, Updated November 18, 2025**
- **The Administration's Reply Brief, submitted November 17, 2025**

We have sought an expedited arbitration decision (with reasons to follow) and we await confirmation from the Administration and the Arbitrator. UTFA members have waited long enough.

We want to hear from you! Do you think that the senior Administration's proposal of a below-inflation increase of 1.5% is fair and appropriate? UTFA's Negotiating Team wants to hear from you – please

contact **faculty@utfa.org** to share your thoughts!

Sincerely,

Terezia Zorić
UTFA President and Co-chief Negotiator

Jun Nogami
UTFA Vice-President, Salary, Benefits, Pensions and Workload and Co-chief Negotiator

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November 17, 2025

UTFA and University of Toronto Administration Reply Briefs

UTFA Reply Brief re: Unresolved ATB Salary Increase for the period July 1, 2025 to June 30, 2026 pursuant to the Memorandum of Agreement dated February 20, 2025

University of Toronto Reply Brief re: Unresolved ATB Salary Increase for the period July 1, 2025 to June 30, 2026 pursuant to the Memorandum of Agreement dated February 20, 2025

University of Toronto Book of Documents re: Unresolved ATB Salary Increase for the period July 1, 2025 to June 30, 2026 pursuant to the Memorandum of Agreement dated February 20, 2025

November 12, 2025

UTFA and University of Toronto Administration Briefs

UTFA Brief re: Unresolved ATB Salary Increase for the period July 1, 2025 to June 30, 2026 pursuant to the Memorandum of Agreement dated February 20, 2025

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University of Toronto Book of Documents re: Unresolved ATB Salary Increase for the period July 1, 2025 to June 30, 2026 pursuant to the Memorandum of Agreement dated February 20, 2025

November 6, 2025

UTFA Reply Briefs

UTFA Reply Brief re: ATB Adjustment Implementation Issues

October 31, 2025

UTFA and University of Toronto Administration Arbitration Briefs

UTFA Arbitration Brief re: ATB Adjustment Implementation Issues

UofT Arbitration Brief: ATB Adjustment Implementation Issues

October 22, 2025

What's been happening in bargaining since the Award?

- For the final year of the 3-year Agreement, UTFA's Negotiating Team proposed a 4% Across the Board ("ATB") increase, structured as a 3% salary adjustment and a 1% fixed dollar increase, to be distributed equally among members. The Administration responded with only 1.5% ATB. Arbitrator Eli Gedalof will determine the applicable ATB adjustment through interest arbitration. UTFA has secured hearing dates in November 2025 - November 6 (evening) and November 18 (all day). A decision from Arbitrator Gedalof will follow.

- UTFA proposed special adjustments to salary floors for Librarian Rank I and II, which would increase them to $90,000 and $100,000, respectively. The Administration declined this proposal.

- In recognition that child care benefits are a key priority for members, and based on the results of our Child Care Survey, UTFA's Team advanced Child Care Benefit Plan amendments that would have raised the eligible age of dependents to 12, reduced half-day child care to a minimum of 2 hours, and increased the total maximum funds from $1 Million to $3 Million.

- The Administration was unwilling to consider financial improvements to benefits in this round of bargaining. However, we have reached an agreement on a restructuring of the Child Care Benefit. Stay tuned for an official announcement coming soon.

Terezia Zorić
UTFA President & Co-Chief Negotiator

Jun Nogami
UTFA Vice-President, Salary, Benefits, Pensions & Workload & Co-Chief Negotiator

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October 15, 2025

Dear UTFA colleagues,

Our junior faculty colleagues took the initiative to organize the fair pay petition. At last week's well-attended and energetic Fair Pay Town Hall, UTFA members decided to extend the fair pay petition to the membership as a whole.

We're writing at the urging of junior colleagues to ask all UTFA members to show their solidarity by signing the petition for fair pay by Friday, October 31.

The Vice-Provost and Vice President have reiterated their refusal to apply retroactive Across the Board (ATB) salary increases to recently-hired colleagues, ignoring UTFA's legal and political arguments and the well-articulated concerns about fairness raised by our newer colleagues. The senior Administration also made no apologies for the issuing of misleading salary letters. Instead of addressing fair pay as a systemic issue, their initial response was to review individual salary letters for those with concerns. When UTFA pushed back on the unacceptable response, the Administration acquiesced and will now send a communication to all departments to correct the errors in the letters, but not to address the underlying issue of withholding retroactive ATB.

In light of the Administration's refusal to provide the ATB increases to all members, it is more important than ever for UTFA members who wish to show solidarity to sign the petition in support of our newer faculty and librarian colleagues.

If you have questions about this, see our FAQ on the ATB implementation, as well as current salary, benefits, and workload bargaining.

Sincerely,

Terezia Zorić
UTFA President & Co-Chief Negotiator

Jun Nogami
UTFA Vice-President, Salary, Benefits, Pensions & Workload & Co-Chief Negotiator

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September 24, 2025

Dear Colleagues,

We hope that your term is off to a good start.

This Friday, September 26, most UTFA members will receive the salary adjustments arising from Arbitrator Gedalof's award dated July 3, 2025. The implementation will include the July 1, 2025, PTR/Merit increases and the awarded retroactive pay increases for July 1, 2023 and July 1, 2024. (Please see below to learn more about which members are being denied these salary increases by the University Administration.) See here for our Executive summary of the award, the substance of which falls well short of ensuring that our current salary, benefits, and workload reflect the unparalleled value that UTFA members bring to our University.

You may have received, or are about to receive, your Salary Information Letter from your unit. As a result of our advocacy, UTFA and the Administration finalized a Q&A and an Annotated Pay Statement. These documents are intended to support faculty members and librarians with their understanding of the retroactive salary increases. As a matter of fairness, UTFA requested that the Administration distribute these documents to all UTFA members. Regrettably, and at the last minute, the Administration revised its position and advised UTFA that the documents would be shared with members only if the Deans' Offices elected to do so. This contravenes the parties' good-faith agreement. In light of the reversal of the Administration's position, UTFA is sharing those documents with you so that you can access all the relevant information.

UTFA is disputing two of the Administration's interpretations of Arbitrator Gedalof's award that is leading them to withhold salary increases from some of our members and former members. First, while there are no caveats or restrictions in the award, the Administration holds the view that new faculty and librarian hires who obtained a new appointment during the term of the agreement (July 1, 2023 to June 30, 2025) will not receive an ATB and PTR adjustment during the first year of their employment. These members have received offer letters that contain some variation of the following statement:

This is a firm salary offer and will not be affected by any salary increase effective July 1, 20XX that may occur as a result of negotiations between the University and the University of Toronto Faculty Association (UTFA), unless your salary falls below the applicable minimum amount in which case your salary will be increased to that minimum.

The second issue is that the Administration intends to withhold retroactive compensation from any members no longer employed as of June 30, 2025, with the notable exception of retirees. This means that any members who resigned, came to the end of a limited-term contract, were terminated, or passed away during the Award period would not receive retroactive adjustments for the period they were actively employed at UofT.

We disagree with these interpretations of Gedalof's award and are bringing these issues forward to Arbitrator Gedalof. Both issues engage fundamental questions of fairness for faculty and librarians. UTFA's position in bargaining and at arbitration has been that the ATB increase applies to ***all*** matters of compensation, without any exclusions. Arbitrator Gedalof's decision did not limit the scope of the ATB increase. Junior faculty, in particular, are expressing great concern about the career impacts of the Administration's position.

If you have any questions or concerns about your salary adjustment, please contact the Business Officer or Financial Manager in your academic unit. If they cannot provide you with a satisfactory response, please contact UTFA at advice@utfa.org with your questions or concerns.

Sincerely,

Jun Nogami
UTFA Vice-President, Salary, Benefits, Pensions & Workload

Terezia Zorić
UTFA President

July 3, 2025

Dear colleagues,

Earlier this morning, Arbitrator Gedalof issued his award, resolving all outstanding disputes between UTFA and the University of Toronto Administration ("the Administration") with respect to salary, benefits, and workload for the period July 1, 2023, to June 30, 2026 (with the exception of Across-the-Board (ATB) salary adjustments for the period July 1, 2025, to June 30, 2026 which will be negotiated this fall).

According to Vice-President, Salary, Benefits, Pension and Workload and Co-Lead Negotiator, Jun Nogami, "We are pleased that the salary award is at least in the range of current trends in the sector. However, the substance of the award falls well short of ensuring that our current salary, benefits, and workload reflect the unparalleled value that UTFA members bring to our University. The total lack of advancement on workload matters and childcare benefits is particularly disappointing. Also, this award did not provide any benefit improvements for our retired members. Our work continues!"

Arbitrator Gedalof's award is in addition to the major breakthroughs UTFA achieved in bargaining earlier without the need for arbitration.

Below is a high level summary of the contents of the award. UTFA will provide a further critical analysis of the award in the coming weeks.

SALARY

Arbitrator Gedalof awarded salary adjustments as follows:

- Effective July 1, 2023: **3.5%**
- Effective July 1, 2024: **2.5%**

The Arbitrator confirmed that ATB increases would apply to base salaries, salary floors, overload stipends, PTR increments and breakpoints.

The retroactive pay increases noted above are expected to appear in your September pay run.

The Arbitrator acknowledged that UTFA members are entitled to full inflationary wage catch-up but declined to fully close the remaining gap.

In UTFA's view, Arbitrator Gedalof's assurances regarding catch-up are at odds with his awarded outcomes and UTFA will continue to fight to have the inflationary wage gap closed. UTFA is currently in

negotiations with the Administration for wage increases for the period of July 1, 2025, to June 30, 2026.

UTFA will provide a further update on the status of these negotiations by the end of October 2025.

BENEFITS

The Arbitrator made two modest improvements to existing benefits: LTD coverage and PERA.

Long-Term Disability Coverage

As a result of the award, **maximum earnings covered under the LTD plan have been increased to $200,000** (effective September 1, 2025).

PERA

Effective July 1, 2025, the following increases to PERA are in effect:

Pre-tenure faculty, pre-promotion teaching stream, full-time continuing pre-permanent status librarians

- Full-Time - ~~$2,000~~ **$2,350**
- Part-Time (>=50%) - ~~$1,600~~ **$1,885**
- Part-Time (20% to 49%) - ~~$1,000~~ **$1,175**

Tenured faculty, continuing teaching stream, all other librarians, contract-limited term assignment (CLTAs), limited-term lecturers

- Full-Time - ~~$1,700~~ **$2,000**
- Part-Time (>=50%) - ~~$1,360~~ **$1,600**
- Part-Time (20% to 49%) - ~~$850~~ **$1,000**

WORKLOAD

The Arbitrator dismissed UTFA's workload proposals.

The award demonstrates that a disconnect persists between the views of labour arbitrators and the needs and expectations of UTFA members. The current system continues to fail our members in terms of workload, and the pace of change is unnecessarily slow.

Terezia Zorić
UTFA President & Co-Lead Negotiator

Jun Nogami
UTFA Vice-President, Salary, Benefits, Pensions & Workload & Co-Lead Negotiator

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Please see below for key updates on ongoing negotiations.

March 19, 2025

- UTFA Interest Arbitration Brief
- U of T Interest Arbitration Brief and U of T Book of Documents
- UTFA Reply Brief
- U of T Reply Brief and U of T Book of Documents

February 27, 2025

Major Breakthroughs in Bargaining!

Via mediation, UTFA's Negotiating Team reached an historic agreement with the senior Administration to make significant improvements to Article 7, the grievance and arbitration process, of the Memorandum of Agreement (MoA). The parties also negotiated a Sexual Violence Policy Letter of Agreement (LoA). Both agreements were ratified by Council at our January 30th, 2025 meeting!

Salary, Benefits, and Workload issues that remain unresolved will be determined by Arbitrator Eli Gedalof. Our first Arbitration date is scheduled for Sunday, March 16, 2025 (to be followed by two additional spring dates). *We anticipate receiving Arbitrator Gedalof's award prior to the end of this academic year, i.e. by June 30th.*

Grievance process:

There are a number of excellent substantive and procedural changes, but the short version is that the archaic, uncollegial, and unbalanced process for resolving grievances and accessing third party arbitration has been significantly improved. Workplace grievances can now be heard much faster, and if not they are not resolved, by a professional arbitrator who has significant powers under the *Ontario Labour Relations Act.* This is a huge improvement over the current system and - once ratified by the Governing Council - will be enshrined within the Memorandum of Agreement. The details of the changes can be found here.

Workplace investigations and sexual violence policy:

UTFA has been seeking to address concerns with the process of workplace investigations conducted under the sexual violence policy for almost 8 years (since 2017 - details here). In response to a Fall 2024 Association grievance that identified major, serious, concerns in the Administration's conducting of workplace investigations, the parties reached an agreement to enter into a fact-finding and facilitation process with the aim of improving members rights in relation to the Policy on Sexual Violence and Sexual Harassment and developing a protocol to ensure that members are protected by reasonable, appropriate, and procedurally fair workplace investigations. This is a significant step in the right direction

for creating a safe and fair workplace for all members. The details can be found here.

Our thanks should go to the President, the Vice-President, Grievances, the Legal & Advice Team, UTFA administrative staff, and ultimately the UTFA Negotiating Team for achieving these historic gains.

January 20, 2025

Your UTFA Negotiating Team continues to be engaged in formal, generally productive, mediation with the senior Administration, seeking to reach a new deal on salary, benefits, workload, and some policy issues for faculty and librarians. *Our last agreement expired on June 30, 2023.*

- Well over a year ago, UTFA's Team tabled, and Council approved, a slate of detailed proposals consistent with members' priorities and its bargaining mandate. The Administration's engagement on these proposals varied from collegial cooperation to, in some cases, presumptive dismissal (for more detailed information on this please consider attending the Town Hall meetings).

- Along with an arbitration hearing commencing on Feb 10th, the parties have one more mediation date scheduled on Jan. 23rd. UTFA will continue to update you on our progress at mediation.

- We continue to have a high level of engagement between the parties regarding proposed changes to the grievance and arbitration process.

- We've reached an agreement on access to Microsoft Office 365 for Retirees in the form of a Letter of Understanding (LoU), which Council subsequently ratified. This is great news for our recently retired (and soon-to-be-retired) members!

Meet your UTFA Negotiators at our upcoming interactive Bargaining Update Town Hall meetings (via Zoom) - one for active (not-yet-retired) faculty members and librarians January 20th and one for retirees on January 21st. See here for more details.

January 20, 2025

Detailed Bargaining Update - Expanded Presentation from Town Halls

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January 9, 2025

You’re Invited! UTFA Bargaining Update - Town Hall on January 20th

Dear UTFA Colleagues,

You’re warmly invited to attend our interactive Bargaining Update - Town Hall.

UTFA’s Chief Negotiators and Team members will provide you with an update on the formal mediation and bi-lateral negotiations outside of the negotiations process. Topics will include salary increases (across-the-board, PTR, stipends, etc.), benefits priorities, housing, workload, retiree access to Microsoft Office 365, the grievance and arbitration process, and Vice-Deans’ exclusion from the Association.

Questions may be sent in advance when you register, or be raised, time permitting, at the Town Hall.

Date and time:
Monday, January 20th from 4 to 5:30 p.m. Via Zoom
RSVP and Register here.

Sincerely,

Terezia Zorić, UTFA President & Co-Chief Negotiator

Ariel Katz, UTFA Vice-President, Salary, Benefits, Pensions and Workload & Co-Chief Negotiator

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January 9, 2025

You’re Invited! UTFA Bargaining Update - Retiree Town Hall on January 21st

Dear Retired Colleagues,

You’re warmly invited to attend our interactive Bargaining Update - Retiree Town Hall.

UTFA’s negotiators will provide you with a Bargaining update, including on the agreement we have reached with the senior Administration regarding retirees' access to Microsoft Office 365.

Questions may be sent in advance when you register, or be raised, time permitting, at the Town Hall.

Date and time:
Tuesday, January 21, 2025, 1:30 – 3:00 p.m. Via Zoom
RSVP and Register here.

Sincerely,

Terezia Zorić, UTFA President & Co-Chief Negotiator

Ariel Katz, UTFA Vice-President, Salary, Benefits, Pensions, and Workload & Co-Chief Negotiator

Raymond Kwong, UTFA, Chair, Retired Members Committee and retiree representative on UTFA's Negotiating Team

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October 3, 2024

Nearly sixteen months after bargaining commenced, UTFA's Salary, Benefits, and Workload Negotiating Team began formal mediation with the senior Administration, seeking to reach a new deal for faculty and librarians. *Our last agreement expired on June 30, 2023.*

- UTFA's Team has tabled a slate of detailed proposals on compensation, benefits, workload, member rights, and bargaining and dispute resolution consistent with members' priorities and its bargaining mandate. The Administration has only superficially (if at all) engaged with many substantial matters of concern to the membership. For an overview of the status of UTFA's proposals and the Administration's levels of engagement with them, see here.
- We expect to go to binding arbitration to deal with unresolved issues in the New Year.

August 9, 2024

Important UTFA updates from August 9, 2024

April 19, 2024

Update on the Current Round of Bargaining for Salary, Benefits and Workload from the Report of the VP, SBPW in the AGM newsletter

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February 6, 2024

Update on the Current Round of Bargaining Salary, Benefits, Workload, and Other Matters:

1. Update on the Current Round of Bargaining Salary, Benefits, Workload, and Other Matters

2. Ensuring Your Retroactive Salary Adjustments are Accurate and Transparent

3. Meet Your Chief Negotiators During Winter Campus Visits and Ongoing Bargaining Town Halls

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November 1, 2023

Fall Council Update from UTFA (on Bargaining)

1. Arbitration Award and Town Hall Meetings

Great news–if you haven't heard already! UTFA's Negotiating Team was successful in achieving a 7% Across-The-Board (ATB) pay increase. This increase is in addition to the 3% ATB increases already achieved during the three years of the 2020-2023 Agreement with the Administration, resulting in a cumulative total of 10% ATB. The 7% ATB increase is retroactive to July 1, 2022. **This is the highest pay increase in the Canadian University sector.** Progress through the ranks (PTR) increments and breakpoints will also be increased by an additional 7% retroactive to July 1, 2023. *A more detailed written analysis of the award and contrasting UTFA and Administration positions can be found here.*

The Administration confirmed that our colleagues will receive their retroactive payments in the November 28, 2023 pay run.

We are holding Town Hall meetings to discuss what we achieved in the recently concluded round of bargaining, what we were unable to achieve because of the limitations of our Memorandum of Agreement with the Administration, and your priorities for the current round (that will begin July 1, 2023). The first two virtual Town Halls were extremely well-attended and made space for enthusiastic discussion of a better future for UTFA. In the coming weeks, we will begin to schedule a series of hybrid and in-person department/constituency/membership meetings.

2. Membership Survey Initial Results

More than 1,100 members completed our August-September 2023 Bargaining Survey! Negotiating improvements in salary (ATB and PTR), workload, job security, housing supports, and other benefits remain huge priorities for our colleagues—as does protecting equal access to health benefits for active members and retirees. Hear more about what members are saying at upcoming constituency and departmental visits. Join those visits with your colleagues to learn more about your individual issues and interests and to discuss collective solutions in bargaining. Dates TBD soon.

3. Update on Bargaining and Information Request

UTFA submitted a disclosure request to the Administration, seeking information that is required to negotiate on your behalf on a range of issues from compensation to workload protections and is routinely provided as part of collective bargaining in certified associations. The Administration agreed to provide this information in our Memorandum (see Article 11), yet is not forthcoming or responsive to our requests. To pursue this necessary information, your bargaining team gave the Administration notice that if they did not meet the request by October 20, 2023, we would ask Arbitrator Eli Gedalof to issue an order. The Administration provided some information by the deadline, but was still only partially responsive. We have asked Arbitrator Gedalof to issue an order to compel the Administration to comply

with our request.

October 2, 2023

More info on our award, good news, and Town Hall invitation

October 2, 2023

Executive Summary - September 6, 2023 Interest Arbitration Award

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September 20, 2023

7% raise implementation date: Nov. 28th!

September 7, 2023

Breaking News: Additional 7% salary increase awarded

September 7, 2023

UTFA and U of T Interest Arbitration Award

Schedule 1

August 21, 2023

Late Summer Update from UTFA

June 29, 2023

How should your Negotiating Team communicate with you?

June 19, 2023

Update on Bargaining/Arbitration

June 19, 2023

Final Bill 124 Briefs

UTFA Bill 124 Main Brief and Book of Documents - April 24 2023

University of Toronto Administration Brief May 8 2023

University of Toronto Arbitration Brief Book of Documents - May 8 2023

UTFA Bill 124 Reply Brief - May 18 2023

UTFA Bill 124 Reply Book of Documents - May 18 2023

May 26, 2023

Joint Announcement: Policies for Librarians Agreement in Principle

Read the full update

February 28, 2023

Important Updates, Events, and Deadlines

Read the full update

December 9, 2022

Important Update: Bill 124 and UTFA-Administration Bargaining

Read the full update

September 30, 2022

Some key unresolved bargaining issues and the parties' positions

Issue	Administration Position	UTFA Position
Reining in excessive teaching workloads.	If faculty teach four courses and have 12 hours of in-class time per week, that is only 30% of a 40-hour work week, which leaves 70% of their time free for other aspects of their workload, including scholarship and service. Therefore, Teaching Stream faculty already have reasonable time (as stated in policy) for scholarship, including during teaching-intensive semesters.	This is a gross underestimate of the amount of time required to provide high quality teaching–including time-consuming course preparation and administration, email correspondence, grading, office hours, student accommodations, etc. This underestimation by the Administration is particularly problematic for the Teaching Stream, where teaching loads are higher than that of their Tenure Stream colleagues. Where teaching loads are excessive, there is not reasonable time to engage in scholarship.
The need for clear and reasonable workload distributions and assignments.	While the Tenure Stream is normally evaluated on a 40/40/20 basis (40% research, 40% teaching, 20% service) distribution of effort (DOE) during PTR, this DOE has no relevance to the faculty member's actual distribution of workload. A similar principle holds for the Teaching Stream.	Faculty and Librarians have 3 principal components to their workload. Each component is deserving of a clear, transparent, reasonable, and equitable amount of dedicated time in one's workload assignment. It is only fair that one gets evaluated in a way that corresponds to one's actual workload and that colleagues can be assured that "comparable work [is] weighed in the same manner". It is also entirely reasonable that faculty members know the balance of responsibilities between teaching, scholarship and service that is expected of them, to allow them to appropriately plan their work.

Librarian Research Days	Librarians should not be granted a greater number of Research and Professional Development Days because not all Librarians use all the days already allowed.	The number of days currently granted to UTFA Librarians without special permission is 14, and this is fewer than the number granted at many peer institutions in Ontario.
Need for a minimum level of teaching assistant (TA) support.	There is no need to have a minimum level of (TA) support guaranteed across the university; the allocation of TA hours should be determined only at the unit level.	There should be a minimum level of guaranteed TA support across the University that depends on several factors including class size.

September 29, 2022

U of T Interest Arbitration Reply Brief

Read the full update

September 29, 2022

UTFA Interest Arbitration Reply Brief

Read the full update

September 16, 2022

Across the Board (ATB) and Per Course Stipend Increase—Joint UTFA and U of T Administration Announcement

In January 2022, we announced that with the assistance of Mediator Kevin Burkett, the University of Toronto and the University of Toronto Faculty Association (UTFA) had reached partial agreement via Minutes of Settlement (MOS) with respect to salary, benefits, and workload for the period July 1, 2020 to June 30, 2023. The MOS included the referral of outstanding issues with respect to salary, benefits, and workload for the period July 1, 2022, to June 30, 2023 to interest arbitration.

Read the full update

September 15, 2022

Interim Award Regarding July 1, 2022 to June 30, 2023 salary increases

Read the full update

August 19, 2022 (Posted on September 29, 2022)

U of T Interest Arbitration Brief

Read the full update

August 19, 2022 (Posted on September 29, 2022)

UTFA Interest Arbitration Brief

Read the full update

August 10, 2022

Joint UTFA and Administration Communication on Improvements to the Dependent Scholarship Program

The University of Toronto Faculty Association (UTFA) and the University Administration are pleased to announce that they have reached agreement on an improvement to the Dependent Scholarship Program as part of benefits improvements for the year July 1, 2022, to June 30, 2023, for both active members and retirees.

Read the full update

February 28, 2022

COVID LOU Extension—New Town Hall; Health & Safety Update

We write to provide you with three important updates:

A. You are invited to a new Town Hall;
B. The COVID LOU has been extended in some significant areas, including PTR; and,

C. The Administration has recently indicated that it intends to continue to require certain key health and safety measures for at least the remainder of this term.

Read the full update

February 7, 2022

Invitation to UTFA Town Halls on the 2020–2023 SBPW Agreement

As we previously wrote, on January 25, 2022, the UTFA Negotiating Team for Salary, Benefits, Pensions, and Workload (SBPW) and the University Administration **reached an agreement** regarding the three-year period July 1, 2020 to June 30, 2023.

Please join us for an UTFA Town Hall to learn about the agreement and what it means for you. There will be an opportunity to have your questions answered. We encourage you to attend the session that corresponds to your campus; however, you are welcome to attend any session that fits your schedule.

Read the full update

February 4, 2022

You're Invited: UTFA Town Hall for Retirees on the Three-Year Agreement

On January 25, 2022, the UTFA Negotiating Team for Salary, Benefits, Pensions, and Workload (SBPW) and the University Administration reached an agreement regarding the three-year period July 1, 2020 to June 30, 2023.

Please join us for a Town Hall to learn about the agreement, what it means for Retirees, and to have your questions answered.

Read the full update

February 2, 2022

UTFA Reaches Three-Year Agreement with Administration

On January 25, 2022, the UTFA Negotiating Team for Salary, Benefits, Pensions, and Workload (SBPW) and the University Administration reached an agreement regarding the three-year period July 1, 2020 to June 30, 2023. This agreement has now been ratified by UTFA Council and the U of T Administration.

Under the terms of the deal, salary and benefits improvements for the first two years, ending June 30, 2022, have been settled. Terms for the third year, ending June 30, 2023, are subject to arbitration.

Bargaining in this round was constrained by Bill 124 (the *Protecting a Sustainable Public Sector for Future Generations Act, 2019)* which restricts salary increases to 1% per year during the three-year period covered by this agreement. Furthermore, the legislation puts a limit of 1% per year on increases to total compensation which also limits benefits improvements.

Read the full update

January 28, 2022

Updates on Bargaining, the COVID LOU, and Health and Safety

Below are three brief updates: on salaries, benefits, and workload bargaining; the COVID LOU; and Health and Safety. Several important meetings on each of these items are scheduled in the coming days and we will write you more detailed communiqués by the end of next week.

Salary, Benefits, Pension, and Workload Bargaining Update

We are pleased to announce that UTFA has reached a tentative Memorandum of Settlement with the University Administration on Salary, Benefits, Pensions, and Workload matters. This agreement is subject to ratification both by UTFA Council and by the University Administration. As per UTFA's governance structure, the tentative agreement will be presented for ratification to UTFA Council at a special meeting on Wednesday, February 2, 2022. We anticipate that the Administration will also confirm their ratification next week. If ratified by both parties, the full agreement accompanied by a summary will immediately be made available to the whole UTFA membership.

Read the full update

September 1, 2021

UTFA Information session on the COVID LOU and Updates from Central Health and Safety Committee

Read the full update

August 28, 2021

UTFA All Members' Meeting on the COVID Letter of

Understanding (LOU) & Health and Safety Tuesday, August 31, 2021, 5:00-7:00 pm

Please join us to learn more about how the recently-negotiated COVID LOU between UTFA and the Administration affects you, including:

- Your right not to be required to teach hybrid or dual-delivery courses;
- How the special PTR process works;
- Workload relief provisions;
- Your right to choose not to use Student Course Evaluations in some circumstances;
- Which of your expenses qualify under the special COVID Expense Reimbursement Fund (the "CERF"); and,
- Detailed accommodation guidelines, including whom to contact, for those facing medical circumstances, childcare responsibilities, or eldercare responsibilities.

Read the full update

August 13, 2021

UTFA Council Ratifies COVID LOU (Agreement Reached with Administration)

On Monday, UTFA Council unanimously ratified a special COVID Letter of Understanding (the "COVID LOU") the UTFA bargaining team had negotiated with the Administration.

As we explained in our last bargaining update, UTFA had been seeking to reach agreement on the most pressing COVID issues with the U of T Administration since the spring of 2020 and we had been negotiating the LOU since January 2021. *Issues that are not COVID-specific, and that are part of regular salary, benefits, and workload negotiations—including annual across-the-board salary increases, benefit enhancements, and Workload Policy (WLPP) improvements—remain unresolved (See Appendix B of the LOU)*. Our last Memorandum of Settlement expired on June 30, 2020, and is subject to ongoing negotiations.

Read the full update

July 30, 2021

Bargaining Update: Still seeking agreement with the Administration on 'urgent' issues

We are writing to update you on salary, benefits, and workload negotiations. UTFA's bargaining team has been working on your behalf since the spring of 2020. Last week we spent four full days in mediation with Kevin Burkett, a highly respected mediator-arbitrator, who sought to assist the UofT Administration and

UTFA in reaching an agreement on a range of pressing issues that would mitigate some of the impacts of COVID-19 on our working lives.

Read the full update

June 9, 2021

UTFA Bargaining Update and Move to Mediation

We are writing to update you on our efforts to negotiate salary, benefits, pensions, and workload (SBPW) improvements on your behalf. As we previously reported, UTFA entered into the current round of SBPW negotiations with the U of T Administration in the Fall of 2019. Our proposals arose from a series of surveys and constituency-based consultations with faculty and librarians

Read the full update

February 4, 2021

Working together, we took action and we won

Thank you. Three weeks ago, following protracted negotiations and an unsuccessful arbitration, we found ourselves facing an Administration that continued to withhold our July 1, 2020 PTR increases—despite the extraordinary efforts UTFA members have been making during the pandemic.

Read the full update

January 15, 2021

Key win on PTR

Good news! Yesterday we wrote to you about the ongoing decision by U of T's Senior Administration to withhold your July 1, 2020 PTR (Progress Through the Ranks) increase. The response from our membership was immediate and overwhelmingly supportive of UTFA's position as expressed in our PTR petition.

Last night, following UTFA's email and petition, we received an offer from the Administration that remained silent on two key features of how PTR will be calculated. Earlier today we wrote to the Administration for clarification and just received a response confirming that 2019-2020 PTR breakpoints and increments will be calculated using breakpoints and increments increased by 2% from those used in the June 30, 2019 PTR exercise.

Read the full update

January 14, 2021

Where is your July 1, 2020 PTR?

This is an update on UTFA's efforts to challenge the Administration's withholding of your 2019-2020 PTR (Progress Through the Ranks). As we previously communicated, UTFA recently took the Administration to arbitration to challenge their decision to withhold last year's PTR increase. Unfortunately, the arbitrator ruled that although "there is substantial evidence that PTR has previously been regularly and routinely implemented prior to the conclusion of Article 6 [of our Memorandum] negotiations" the Administration is not *required* to provide faculty and librarians at U of T with PTR on July 1st on an annual basis. Rather, PTR must be negotiated in every round of bargaining.

Read the full update

January 14, 2021

Petition: U of T faculty and librarians deserve better

We, the undersigned members of the University of Toronto Faculty Association (UTFA), call on the University of Toronto Senior Administration to:

1. Materially acknowledge the vital contributions UTFA faculty and librarians made in 2019-2020, under extraordinary circumstances, to our students, our scholarly and professional communities, and the broader missions of the University of Toronto as a whole;

Full Petition

November 25, 2020

Update on July 1, 2020 PTR and Update on Current Round of SBPW Negotiations

Update on July 1, 2020 PTR:

UTFA is continuing to receive a large and increasing number of inquiries from faculty members and librarians who are concerned about the status of the PTR payment that members expected to receive on July 1, 2020. This PTR increase was earned during the 2019-2020 academic year and reflects the outcome of ***last year's*** (June 30, 2020) PTR process.

Update on Current Round of SBPW Negotiations

Prior to the current round of SBPW negotiations, UTFA's team consulted at length with our faculty and

librarian members, and tabled proposals with the U of T Administration that reflected the issues that were identified as being of the greatest importance.

Read the full update

November 3, 2020

Part-time policy update

The revised **Part-time Policy negotiated between UTFA and the Administration was passed by Governing Council** on October 29th. Some highlights of the new policy include:

1. Effective October 29th, the titles of part-time Teaching Stream faculty with the title of 'Lecturer' have changed to 'Assistant Professor, Teaching Stream' and the titles of part-time Teaching Stream faculty with the title of 'Senior Lecturer' have changed to 'Associate Professor, Teaching Stream'. Titles for part-time faculty with tenure stream titles (Assistant/Associate/Professor) will remain unchanged.

Read the full update

September 4, 2020

UTFA Librarians: Principles for Consultation – Annual Activity Report and Performance Assessment Policies/Procedures

We are very pleased to share with you the ***Principles for Consultation – Annual Activity Report and Performance Assessment Policies/Procedures*** agreed to on June 3, 2020 and approved by UTFA Council on June 10, 2020.

Read the full update

Source URL (modified on Dec 17 2025):https://www.utfa.org/content/negotiations-agreements