



UNIVERSITY OF TORONTO
faculty ASSOCIATION

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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](#).

October 2, 2023

[Executive Summary - September 6, 2023 Interest Arbitration Award](#)

September 7, 2023

[UTFA and U of T Interest Arbitration Award](#)

[Schedule 1](#)

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.

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.

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.

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 Feb 6 2024):https://www.utfa.org/content/negotiations-agreements?utm_medium=sendy