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Published on *University of Toronto Faculty Association* (<https://www.utfa.org>)

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Dear Colleagues,

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2026 Bargaining Update

- 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 is insisting that the Admin adhere to an expedited process outlined in Article 6 of

the [Memorandum of Agreement](#).

- UTFA's goal is either a bilateral agreement or a final and binding decision by an arbitrator on all bargaining items by no later than June 30, 2026, so members will receive timely ATB and PTR adjustments.
- In developing our bargaining mandate, UTFA's Negotiating Team heard directly from members about their priorities through individual discussions, the January Bargaining Town Hall, and the bargaining survey.
- UTFA's Negotiating Team has had five bilateral (direct, "face-to-face") bargaining sessions with the Administration this academic year alone. Our last scheduled bargaining session will be March 30, 2026.
- It appears that the parties will not be able to reach an agreement on their own and will be proceeding to Mediation and perhaps Interest Arbitration; they are now discussing who should serve as the Interest Arbitrator.

Departmental Visits

Your Co-chief Negotiators, President Terezia Zorić and Vice-President (and President-elect) Jun Nogami, would like to meet with you to address any questions you have about bargaining or other UTFA initiatives. [Contact us](#) if your department has an upcoming meeting or if you would like help arranging a meeting with your constituency.

UPP Divestment Motion Update

- [As we have previously communicated](#), on December 9th, UTFA Leadership met with that of the UPP, and the message from the UPP leaders was clear: they saw UTFA's motion as informational rather than directive, and were confused as to why "the members [thought] the motion would have an impact".
- UTFA leadership then met with campus unions that share similar concerns and updated them on our discussions with the UPP.
- UTFA held a follow-up meeting with senior UPP leadership, where pre-submitted topics and a framework for future engagement were discussed. UPP representatives also apologized for their earlier comment about the motion's impact and acknowledged that it was inappropriate. Highlights of the meeting included:

- The UPP team focused on *ways to engage equitably* with UTFA and other stakeholders, whereas UTFA's leadership pressed for engagement with the substance of UTFA's motion.
 - It became clear that UPP leadership does not see a direct line between a member motion and changes to their fiduciary obligations.
 - However, in a positive step, UPP has shifted more of its investments from pooled funds to segregated funds, making it easier to avoid certain areas of investment.
 - The meeting emphasized the need for greater transparency and the UTFA team pushed UPP Leadership for meaningful joint governance and responsiveness to the need for ethical investing.
- UTFA's work is not done; motion organizers and UTFA Leadership met earlier this month and further updates will come as this work, including engagement with other stakeholders, continues.

UTFA's Organizational and Operational Review - "Help Shape UTFA's Future" Survey

- Thank you to all our members who completed the CAUT survey.
- The response rate was approximately 30%.
- A progress report on our efforts to review and strengthen UTFA's governance will be provided at the AGM.

Important upcoming dates: UTFA's AGM & Post-AGM Social and Spring Workshops

- [UTFA's AGM is approaching! Save the Date of April 23rd from 2:00 pm to 4:00 pm!](#) This event will be hybrid, with virtual details to come and the in-person meeting occurring at the Ontario Institute for Studies in Education (OISE) Auditorium. The AGM will be followed by a member social at the Faculty Club Patio, from 4:00 p.m. to 6:00 p.m. More details to follow!
- Upcoming Spring Workshops
 - Tenure Stream Promotion Workshop, May 4, 1:30 - 3:30 p.m. - [Register Now!](#)

- Promotion/Continuing Status Review Workshop for Teaching Stream Faculty, May 28, 1:30 - 3:30 p.m. - [Register Now!](#)
- Information Session for Faculty with Part-Time & CLTA Appointments, June 5, 1:30 - 3:30 p.m. - [Register Now!](#)

Source URL (modified on Mar 18 2026):<https://www.utfa.org/content/march-17-2026-council-update>