



UNIVERSITY OF TORONTO
faculty ASSOCIATION

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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](#).

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 Aug 10 2021): <https://www.utfa.org/content/ongoing-negotiations>