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

Ongoing Negotiations

November 3, 2026

You're Invited! Virtual UTFA Bargaining Town Halls

Dear UTFA Colleagues,

You are warmly invited to join our interactive Bargaining Town Halls on November 12 and November 16, 2026, via Zoom.

UTFA's Chief Negotiators want to hear more from you! We will update you on our bargaining survey results, seek feedback on your priorities for bargaining (e.g., ATB and PTR, workload, AI, AWAs, and more), outline the timeline for the upcoming bargaining round, and discuss our goal of securing another agreement by June 20, 2027.

- November 12, 2026, 7:00–8:30 p.m. [register here]
- November 16, 2026, 2:30 - 4:00 p.m. [register here]

Please use your University of Toronto email account to register.

Please write to us with any questions you may have ahead of time, either as part of the registration process or by emailing faculty@utfa.org.

Sincerely,

Jun Nogami
UTFA President and Co-chief Negotiator

Terezia Zorić
UTFA Past-President and Vice-President, Salary, Benefits, Pensions and Workload and Co-chief Negotiator

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June 22, 2026

Arbitration Newsflash: Salary Increases and Benefits Improvements for July 1, 2026

Dear Colleagues,

This morning, Arbitrator Parmar issued an award resolving all outstanding salary and benefits disputes between UTFA and the University of Toronto Administration for the one-year term of July 1, 2026, to June 30, 2027.

Arbitrator Parmar ordered a **3% increase** to base salary, salary floors; PTR increments and breakpoints; and per course/overload stipends, effective July 1, 2026.

Due to UTFA's insistence that the parties expedite the bargaining process, and unlike prior years, there will be no delay in getting you your salary increases. This salary increase will be reflected in your pay **beginning with July's first pay period**.

In reaching this award, Arbitrator Parmar reaffirmed the core principles that increases to salary at the University of Toronto must keep pace with and exceed inflation and must keep salaries at the University of Toronto at top of market. She awarded a salary increase that was higher than current rates of inflation at the time of the hearing and matched across-the-board increases at UBC for the same period:

I find that this increase is appropriate because it serves the dual purpose of accounting for "prior year" inflation, which is historically a particularly significant consideration for these parties in arriving at ATB increases, and keeping the University at "top of market".

Arbitrator Parmar soundly rejected the Administration's proposal for a salary increase of **1.5%**. As UTFA argued, this proposal fell far below current levels of inflation and would have represented a significant salary cut for UTFA members in terms of real wages.

Arbitrator Parmar also rejected the Administration's submissions that she should not consider salaries at comparators identified by UTFA, namely UBC. To the contrary, she stated that salaries at UBC are "particularly relevant". For context, UBC negotiated 3% increases for a four-year term, until 2029, which means that salary increases at the University of Toronto should not fall below 3% for any of the next three years.

With respect to your benefits, Arbitrator Parmar awarded three improvements:

- Child Care Benefit: to be increased to $1,250,000 per year (up from $1,000,000).

- Hearing aids: to be increased to $2,000 for one left hearing aid and $2,000 for one right hearing aid, up to $4,000 every 36 months (up from $1,000 per ear).

- Vision: to be increased to $775 every 24 months (up from $725).

The changes ordered by Arbitrator Parmar are **in addition** to the key improvements UTFA achieved in bargaining.

First, UTFA achieved a significant overhaul of salary floors for faculty and librarians.

Moving forward, **the salary floor for all faculty is $113,300** (including July 1, 2026 ATB). These floors will increase each year with the across-the-board increase. This means that no full-time faculty member, regardless of status or stream, will be paid less than $113,300. This brings salary floors up from as low as $64,922.

For librarians, the new floors (including July 1, 2026 ATB) will be the following;

Librarian I: $88,786 (up from $83,080)

Librarian II: $92,906 (up from $86,687)

Librarian III: $114,268 (up from $110,940)

Librarian IV: $134,635 (up from $130,714)

Second, UTFA negotiated several other improvements to your working conditions, including the removal of barriers to adjudicating workload issues and changes to the administration of the 5% Special Merit Pool for PTR.

Significantly, the compensation for the first Research & Study Leave following a successful review of continuing appointment will be increased to 90% (from 87.5%), effective July 1, 2026. This achieves equity for part-time faculty with their full-time colleagues.

UTFA believes in achieving improvements to our working conditions through collaboration and collegiality whenever possible. The Administration’s approach in this round, unfortunately, was sharply adversarial.

As noted in our prior message, the senior Administration took positions in arbitration that were both offensive and counterfactual. In particular, it devalued the contributions of all faculty to the academic mission of the University, while it sought to pit groups of members against one another. It also manipulated and withheld data in a way that made it extremely difficult to engage in any rational comparison between salaries at the University of Toronto and other universities.

As always, we welcome your feedback (via faculty@utfa.org).

Sincerely,

Terezia Zorić
UTFA President

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

June 3, 2026

Arbitration Hearing Update: Administration Pursues Its Offensive Real Wage Cut and Reduced Benefits

Dear UTFA Colleagues,

We write to provide further salary and benefits arbitration updates, following those of May 22 and May 25, 2026.

Specifically, we want to share the additional legal submissions we prepared and filed on our members' behalf last week in response to the Administration's faulty data, disclosed to us only on the eve of the arbitration hearing. We also want to draw your attention to some of the most disrespectful claims being advanced by the Administration as it seeks to depress UTFA members' salaries.

Recall that at the arbitration hearing on Saturday, May 23, 2026, we advocated for a meaningful 4.9% salary increase and reinvestment in PTR, effective July 1, 2026, as well as a series of necessary improvements to our Health Plan and the Child Care Benefit. These proposals are critical to ensuring salaries catch up with the COVID-era inflationary surge and current rising inflation, as well as to maintaining UTFA members' top-of-market position.

The Administration disagreed, instead advocating for a 1.5% across-the-board (ATB) salary increase that would leave UTFA members well short of catching up to inflation and would result in our salaries falling behind those at comparator institutions.

Critical to both parties' positions was the extent to which UTFA members' salaries are falling behind those of other U15 institutions. In recent years, the University of British Columbia has pulled ahead. UTFA's position was unequivocal: a significant adjustment is necessary to restore our top-of-market status.

Throughout the arbitration process, however, the Administration maintained that average faculty salaries at the University of Toronto are the highest in Canada (even though its own data showed that UofT salaries have fallen behind UBC and Queen's in several professorial ranks). To make this claim, it relied on the University and College Academic Staff System ("UCASS"), which normally reports data provided by each institution in Canada. Of note, the UofT often lags years behind other universities in its submissions to UCASS, which is currently the case; this makes up-to-date institutional comparisons and analyses more difficult, if not impossible.

UTFA disputed the Administration's claim that UofT faculty are already the highest paid and criticized its overreliance on UCASS, which excludes librarians and part-time faculty. We argued that the UCASS data does not represent the full range of UTFA's membership and, in particular, it excludes UTFA's lowest-paid (and most precarious) members. We also had concerns about the data the Administration provided to UCASS and demanded to see the source documents in order to appropriately respond to the Administration's position.

It was not until UTFA sought a Production Order from the Arbitrator to compel the Administration to comply with its production obligations that the Administration disclosed its 2024 submission to UCASS to us, mere hours before the hearing.

At that point we saw that the situation was worse than we thought.

We noticed a **critical** issue: the Administration had mislabeled **all** Teaching Stream faculty. Instead of giving these faculty the codes that corresponded to their rank, they gave Teaching Stream faculty the code that corresponded to the rank "below assistant professor", which "includes lecturers, instructors, and other teaching staff".

When we asked the Administration to confirm that they had coded Teaching Stream faculty in this way, their response was shocking: Teaching Stream faculty "do not hold appointments at the rank of Professor, Associate Professor or Assistant Professor". This directly contradicts a signed agreement on professorial ranks for Teaching Stream professors that recognize accomplishments across the scholarly career.

As we argued in our sur-reply:

Coding teaching stream faculty as ranks below assistant professor is plainly wrong and, frankly, insulting. It is profoundly disrespectful to teaching stream faculty, who are not lesser faculty and are in no way ranked below Assistant Professor. It is also a violation of the parties' 2014 agreement. Teaching stream or tenure stream, at the University of Toronto, a professor is a professor. There is no basis for this misclassification in the UCASS survey.

Not only is mislabelling Teaching Stream faculty insulting, but it also skews the average salaries substantially: removing these members inflated the Administration's calculation of UTFA's average salaries by over **$12,000**. The Administration therefore presented the Arbitrator with a significantly higher version of UTFA's average salaries to argue that we remain top of market.

In its response to our submissions, the Administration did not correct its error. Instead, it doubled down, arguing that "faculty members with appointments in the teaching stream cannot and do not hold the ranks of Professor, Associate Professor or Assistant Professor."

In drawing this clear distinction between the professorial titles in the Tenure and the Teaching Stream, the Administration makes it clear that it does not value the work of our Teaching Stream members who contribute greatly to the academic mission of the University.

Contrary to the Administration's rhetoric, UTFA's proposal of a 4.9% ATB increase ensures that UTFA faculty and librarian salaries will keep pace with inflation and will be top of market. The Administration's 1.5% ATB proposal reflects a real wage cut. In addition, the Administration's selective data inflates the UTFA average salary to create the illusion that our salaries are effectively top of market. Clearly, they are

not!

You can read our sur-reply and their response to the sur-reply here:

- UTFA's Sur-Reply, submitted May 27, 2026
- The Administration's Response to UTFA's Sur-Reply, submitted May 29, 2026

As we stated in our Arbitration Newsflash, we have jointly sought an expedited decision from Arbitrator Parmar. We anticipate receiving a decision before the end of June, so that your new salaries and benefits can take effect on July 1, 2026.

As always, we welcome your feedback (via faculty@utfa.org).

Sincerely,

Terezia Zorić
UTFA President

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

May 25, 2026

Arbitration Hearing Update: Administration Pursues Its Offensive Real Wage Cut and Reduced Benefits

UTFA Pushes for Fair Increases to Salary and Benefits; Administration Pursues Its Offensive Real Wage Cut and Reduced Benefits

We write further to Friday's Arbitration Newsflash to give you an update on the Arbitration hearing held on Saturday, May 23, 2026.

At the hearing, UTFA's position was clear: UTFA members' salary and benefits **must** keep up with and exceed inflation, **must** be top of market, and **must** keep pace with members' growing and evolving needs.

We asked Arbitrator Jasbir Parmar to award an across-the-board (ATB) increase of **4.9%**, which would ensure that we catch up to inflationary losses, keep pace with current inflation, and remain truly top of the Canadian university market. We also asked for necessary updates to PTR, health benefits, and the Child Care Benefit, all of which have had their value eroded in recent years. Throughout our submissions,

we asked the Arbitrator to pay particular attention to the realities of those UTFA members who are most precarious and who are the lowest paid, including part-time faculty, librarians, and CLTAs.

The Administration's position was also clear: UTFA members should take a **significant pay cut**. It maintained its insulting position that your ATB increase should be **1.5%**, which is less than current inflation, less than other faculty associations have received, would do nothing to catch up for past inflation, and which would guarantee that University of Toronto faculty and librarians would no longer be compensated at the top of the market.

One of the Administration's core messages appeared to be that, since tenured Full Professors at the University of Toronto constitute the single largest rank cohort within the UTFA membership, this group should set the priorities for UTFA bargaining. It also stated explicitly that UTFA is asking for benefits improvements for no better reason than that 'UTFA wants what it wants'! It claimed that our mental health, hearing, vision, childcare and other benefits proposals came without any demonstrated need, disregarding the mental health crisis in which we are living, the inadequate level of hearing aid coverage that our members require to do their work, and the erosion of the value of the Child Care Benefit (which has stagnated at the same level for 20 years), among many other things. Perhaps most outrageously, the Administration continued to push for reductions to our benefits, even though UTFA does **not** agree to concessions and will **never** do so.

It argued, without evidence, that UTFA members would never strike to secure better wages and working conditions for our lowest-paid and most precarious peers, and therefore that the Arbitrator should refuse the **cost-neutral** proposal to distribute 1% of the ATB increase as a fixed flat amount, so that the lower half of our members would receive a slightly higher percentage increase. It should be noted that the parties have agreed to similar distributions of the ATB on many occasions in prior agreements.

While the Administration has historically asked arbitrators to look at the other U15 institutions, this year, when its data showed University of British Columbia and Queen's salaries are higher for certain professorial ranks, it pivoted, arguing that it is now not appropriate to compare our salaries with those at UBC, and remaining silent on those at Queen's. Throughout its submissions, the Administration relied on a cherry-picked, skewed, and selective segment of a proprietary dataset. The information, indefensively, provided **no data** on part-time faculty, CLTAs, or librarians, as if these members do not matter to the Administration. Even this manipulated data, however, showed that we have fallen behind UBC and Queen's in several professorial ranks.

We are preparing additional written submissions to address the Administration's faulty data, which it disclosed only at the 11th hour, after we had written to the Arbitrator and alerted our membership. After those submissions, we will await Arbitrator Parmar's decision, which should be released before the end of June.

Please stay tuned for updates!

Sincerely,

Terezia Zorić
UTFA President

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

May 22, 2026

Arbitration Newsflash: UTFA fights for you while the Administration demands salary cuts and benefits concessions

Arbitration Newsflash: Your UTFA Negotiating Team fights for fair wage increases and updated benefits; the senior Administration proposes cuts to your real wages and seeks to pit members against each other

Executive Summary

Your UTFA Negotiating Team will be at arbitration tomorrow, advocating for a meaningful 4.9% salary increase and reinvestments in PTR, effective July 1, 2026. Our current compensation levels are not keeping pace with the University of Toronto's standing as a leading global institution capable of recruiting and retaining world-class faculty and librarians. Our proposals seek to catch up with the COVID-era inflationary surge, rising inflation rates, and to maintain our top-of-market position. UTFA also proposes a series of necessary improvements to the Health Plan and the Child Care Benefit to meet the evolving needs of our members.

In sharp contrast to UTFA's proposals, the senior Administration's offensive proposals seek cuts to UTFA members' real salaries via an ATB proposal of 1.5%, no reinvestment in PTR, and concessions on health benefits that would pit one group of UTFA members against another. Their 1.5% ATB proposal does nothing to catch up on past inflation shortfalls, falls below the current inflation rate, trails comparable settlements at peer institutions, and would result in a real wage reduction for our members. The Administration is therefore proposing a significant pay cut that would leave UTFA members further behind as the cost of living surges! To our great disappointment, as of the time of writing (less than 24 hours before tomorrow's hearing), the Administration ***has refused to provide underlying salary source data*** upon which it relies heavily to justify its proposal. After our repeated requests were rebuffed, UTFA is seeking an urgent Production Order from Arbitrator Parmar.

For more details, read on.

The Full Story

Dear Colleagues,

Tomorrow, your UTFA Negotiation Team will present its arguments to Arbitrator Jasbir Parmar to determine your salary increases for July 1, 2026, as well as other crucial changes to your compensation, including PTR and benefits.

The difference between our position and that of the Administration is stark. Your UTFA Team believes you are entitled to salary increases that keep pace with inflation, PTR that rewards achievement and career progress, and benefits that meet members' evolving needs. We believe members are entitled to

compensation sufficient to restore and maintain our top-of-market position. The University of Toronto is the highest-ranked Canadian university and amongst the top-ranked public universities in the world. UTFA members, the faculty and librarians who work to maintain these standards of excellence, must be compensated in keeping with their world-class contributions and status.

The Administration disagrees. It seeks a salary increase that falls short of inflation and represents a **significant real-wage pay cut** for UTFA members. It opposes any reasonable increases to PTR or benefits.

On **salary**, UTFA seeks a **4.9%** across-the-board ("ATB") increase, justified on three bases:

1. UTFA has not yet caught up with the COVID-era inflationary surge. We made gains in arbitration in 2023, 2025, and earlier in 2026, but we have not closed the gap.
2. UTFA salaries must be top-of-market. In recent years, the University of British Columbia has pulled ahead. We need adjustments to restore our top-of-market status.
3. Inflation is rising again—the most recent CPI is **2.8%**.

We have proposed that the 4.9% increase be split into two portions: 3.9% across-the-board for all members and 1% of the salary mass, distributed evenly among members (pro-rated to their percentage of appointment). This distribution of ATB will provide additional salary for some of our lowest-paid faculty and librarians.

In contrast, the Administration asks the Arbitrator to impose a 1.5% increase. This proposal is insulting. An increase of 1.5% is lower than the inflation rate, lower than the rates agreed to by any relevant comparators, and lower than the increases the Administration has negotiated with any other bargaining unit at the University of Toronto. In terms of real wages, **the Administration is proposing a significant pay cut.**

There is no basis for the Administration's pay cut. While it argues in arbitration that it cannot afford the reasonable increases proposed by UTFA, its **own budget** boasts of its "strong financial position" and its "resources to invest in the most pressing institutional priorities and capitalize on strategic opportunities".

Moreover, despite our repeated requests for the Administration's underlying source salary data, which it relies on to justify its proposal, the Administration has, as of the time of writing (less than 24 hours before the arbitration hearing), *refused to provide it to UTFA*. The Administration's response is unacceptable. As Arbitrator Jesin stated in a recent **decision**: "Interest arbitration should not be a treasure-hunt. When one party presents information to the Board, it must be prepared to validate it by providing identifying information, up to and including the source documents." The Administration's refusal to provide the requested source documents denies UTFA the ability to respond appropriately to the assertions in the Administration's brief. The Administration's obstruction has resulted in UTFA seeking a Production Order from the Arbitrator to compel the Administration to comply with its production obligations and ensure we have the information necessary to meaningfully respond to the Administration's arguments.

On **PTR**, UTFA proposes to reverse the trend of eroding PTR funds by pegging PTR to 2% of the salary base each year. This would ensure that PTR funding is more consistent and predictable, and that it

recognizes achievement, promotion, and career progression through annual merit-based wage increases available to all UTFA members. In contrast, the Administration seeks to maintain the status quo, preserving disproportionate discretion over the level of PTR funding, which it has consistently allowed to erode as a percentage of salary, and relatedly, opaque salary anomaly increases available only to a tiny minority of our members.

On **benefits**, UTFA proposes a series of necessary adjustments to our Health Plan, as well as the Child Care Benefit. With respect to the **Health Plan**, UTFA proposes the following improvements:

- Mental Health: increase to $10,000 per year
- Vision: increase eyeglasses or contact lenses, laser eye surgery, and associated services to $1,000 every 24 months and eye exams to $125 per year
- Paramedical: add Kinesiologist to the list of eligible practitioners
- Prescription Drugs: remove dispensing fees; add compounded medication when medically necessary
- Hearing aids: increase to $4,000 per ear
- Dependents: add students studying part-time due to disability

These are critical improvements to the Health Plan, which has not been updated since 2022. The increase to the mental health benefit is particularly urgent, given the mental health crisis faced by members and their families.

With respect to the **Child Care Benefit**, UTFA proposes to increase the available funds from $1 million to $2 million. The reason is simple: the Benefit was established in 2008. At the time, the amount was $1 million. Now, in 2026, the amount is still $1 million. The number cannot be frozen in perpetuity, notwithstanding inflation, increases to the cost of childcare, the growth in the membership, or changes in eligibility. UTFA also proposes to change the eligible age to 11, recognizing that 10- and 11-year-olds still require care.

The Administration's approach to benefits is unacceptable. It opposes all UTFA's proposals. Instead, it proposes a series of harsh concessions. Specifically, the Administration has proposed to a) cap emergency travel benefits to 60 days, except in the case of members on research/study leave, and b) cap the per-person-per-annum private duty registered nursing services to $10,000. It proposes that, if both changes are implemented, the Child Care Benefit be increased from $1 million to $1.2 million.

The Administration's proposals are untenable and entirely insensitive to your needs.

Capping emergency travel benefits would harm both active members and retirees who have always relied on the plan's flexibility. The travel benefit is a core feature of the plan, and maintaining it is essential to keeping travel benefits at a top-of-market level.

Moreover, for current members, it is insufficient to extend travel benefits beyond 60 days only where an UTFA member is on research and study leave. Many members do not teach from May to August, well over 60 days and, per Article 8 of the **Memorandum of Agreement** with the Administration, summer teaching is *voluntary*. Faculty members and librarians engage in research and study travel during this time, without the need for leave. This is part of their work. It would be extremely harmful to cut off those members' benefits, leaving them either uninsured abroad or paying out of pocket for private insurance.

Similarly, there is no basis to cap the private duty nursing benefit, which provides essential care to

members and their dependents most in need.

Most troubling is that the Administration has proposed to increase the Child Care Benefit only *on the condition* that these cuts are awarded. This pitting of our members against each other—parents of young children against retirees and those in need of private duty nursing. We must reject this attempt to put our needs in competition. ***UTFA will not entertain concession bargaining!***

UTFA and the Administration have presented their written arguments to Arbitrator Parmar. You can read the briefs here:

- **UTFA's Brief, submitted May 19, 2026**
- **UTFA's Reply Brief, submitted May 22, 2026**
- **The Administration's Brief, submitted May 19, 2026**
- **The Administration's Reply Brief, submitted May 22, 2026**

UTFA may submit a further reply brief (i.e. Sur reply) following resolution of the data disclosure issue, if appropriate.

We have jointly sought an expedited decision from Arbitrator Parmar. We anticipate receiving a decision before the end of June, so that your new salaries and benefits can take effect on July 1, 2026.

Sincerely,

Terezia Zorić
UTFA President

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

May 12, 2026

Bargaining Update: Mediation tomorrow evening!

Dear Colleagues,

We are writing to provide you with a bargaining update.

As we communicated in our **March 17 Council update**, your UTFA Negotiating Team insisted that the Administration adhere to the expedited process outlined in Article 6 of the Memorandum of Agreement. UTFA's objective is to secure either a negotiated agreement or a final and binding arbitration award on all bargaining items no later than June 30, 2026, so that members receive timely Across-the-Board (ATB) and Progress Through the Ranks (PTR) salary adjustments.

In response to UTFA's push to expedite negotiations, the Administration agreed to participate in mediation tomorrow evening, May 13. If necessary, binding arbitration is scheduled for Saturday, May 23.

Note that in bilateral negotiations, the Administration proposed sub-inflationary ATB increases that would effectively constitute real pay cuts for UTFA members.

Please also note that the Administration has advised that if the parties reach an agreement, or if the Arbitrator issues an award by June 15, the July 1, 2026 salary adjustments (ATB and PTR) will be processed in the July 2026 payroll.

We will continue to keep you updated as mediation progresses and if we move to arbitration.

Sincerely,

Terezia Zorić
UTFA President

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

March 17, 2026

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.

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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January 12, 2026

Breaking News: Arbitration Award on Your Salary Increases and ATB Salary Implementation

Dear Colleagues,

This morning, Arbitrator Gedalof issued an **award** resolving all outstanding disputes between UTFA and the University of Toronto Administration with respect to the Across-the-Board (ATB) salary adjustment for July 1, 2025 to June 30, 2026. He also resolved all outstanding disputes with respect to the retroactive salary increases previously awarded for July 1, 2023, to June 30, 2025.

Arbitrator Gedalof has once more reinforced that our members should be awarded increases that keep salaries at the highest levels in the country. According to Vice-President, Salary, Benefits, Pension and Workload and Co-Lead Negotiator, Jun Nogami, "We are disappointed that while Arbitrator Gedalof acknowledged the need for full inflationary catch-up as per arguments advanced by UTFA, he declined to close the gap between our wage increases and the long-term effects of inflation. It should also be kept in mind that the benefits improvements he awarded in July 2025 were wholly inadequate since they should have represented improvements that were cumulative over the entire three-year period. While UTFA persuaded the Arbitrator to uphold the rights of former employees to be retroactively compensated for salary increases during their period of employment, he declined to extend the same protection to recent hires, who are often among our lowest-paid and most precarious members. The work continues as we re-enter bargaining later this month."

Details of the 2025-2026 Salary Award
Arbitrator Gedalof awarded a **2.5% salary adjustment** effective July 1, 2025.

The Arbitrator confirmed that ATB increases would apply to base salaries, salary floors, overload stipends, PTR increments, and breakpoints. He declined jurisdiction to consider UTFA's proposals to increase the salary floors of Librarian I and II positions in this award.

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 refusal to catch wages up with inflation is inconsistent with previously awarded outcomes, which support wage increases at or above inflation in the prior year. UTFA proposed a 4.0% wage increase structured as 3.0% ATB and 1.0% as a fixed dollar increase to base salary to be distributed equally among members, prorated to the percentage of appointment. In contrast, the Administration proposed an increase of only 1.5%, which would have left members woefully short of inflation and below top of market in the sector.

UTFA advanced analysis that its proposed 4.0% ATB increase would have caught members up with the cumulative effects of inflation; salary increases for faculty and librarians under the prior award left

members' salaries a compounded 1.4% lower than inflation. Despite the Administration failing to advance any argument or evidence that it would be unable to pay for such an increase, Arbitrator Gedalof still declined to "close the gap" on inflation in this round. He accepted the logic of UTFA's arguments but did not seize the opportunity to act on their principles. By awarding only 2.5% ATB, Arbitrator Gedalof failed to protect members' wages against the compounding consequences of inflation.

2023-2026 Eligibility for Salary Increases

Arbitrator Gedalof clarified the implementation of ATB increases resulting from his July 3, 2025 award on Salary, Benefits, and Workload for the period of July 1, 2023 to June 30, 2025. His determination on eligibility also applies to the 2.5% salary increase awarded effective July 1, 2025.

Former Employees

UTFA secured a ***win*** for members who worked during the term of the ATB increases but who left the University prior to the **July 3, 2025 award of Arbitrator Gedalof**. Whether these members left their employment by way of resignation, termination, or because they passed away during the relevant period, they (or their estates) are entitled to retroactive compensation for any increase awarded for the period of time they worked.

The Administration has been excluding these members from ATB increases without lawful justification. *UTFA will continue to advocate for transparent implementation of today's award and reach out to former members to ensure all those owed compensation are paid appropriately.*

Recent Hires

Despite a **petition** signed by 748 UTFA members (and counting), the Administration refused to back down from its position that recent hires should be excluded from ATB increases awarded in their year of hire based on language in their Letter of Offer. Regrettably, Arbitrator Gedalof accepted the Administration's position on this issue.

Despite UTFA's arguments in support of recent hires receiving ATB increases, Arbitrator Gedalof determined that the Administration has the right to negotiate starting salaries directly with new hires so long as the resulting salary is above the minimum salary floors negotiated by UTFA and the Administration. He states that ATB increases should be implemented consistent with the terms of the hiring letters issued by the Administration, meaning retroactive increases made effective during the first year of employment will not be applied to starting salaries.

UTFA maintains that the Administration should never be authorized to negotiate terms with individual members that would deprive them of a benefit negotiated by the Association. UTFA is dissatisfied with Arbitrator Gedalof's endorsement of a hiring practice that excludes recent hires from negotiated and awarded salary increases that should apply to all members.

You can read the briefs submitted to Arbitrator Gedalof on the salary issues here:

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

Your UTFA Negotiating Team will continue to fight for the rights of all our members and to fully close the inflationary wage gap. On January 23, 2026, we will begin bargaining with the Administration for salary,

benefits, and workload improvements for the period July 1, 2026, to June 30, 2027. We will update you on our progress.

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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January 12, 2026

Arbitration Award on Year 3 Salary Increases and 2023-2026 Salary Implementation for Former Members, Recent Hires

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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

UTFA 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

University of Toronto 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 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

Bargaining Update: Major Breakthroughs and Increased Membership Engagement!

Major Breakthroughs. Following 5.5 days of 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!

Membership Engagement. UTFA's Bargaining Update Town Halls for active members and retirees on January 20th and 21st were well attended, lively, and interactive. Our detailed bargaining update and Q&A were also very well received. On January 23rd, the UTFA Negotiating Team sought, through a "flash" survey, additional feedback and guidance from our members regarding 5 principles for prioritizing health benefits improvements. This significant membership engagement and support not only shapes and informs our proposals, it strengthens our positions as well.

Upcoming Arbitration. Salary, Benefits, and Workload issues that remain unresolved will be determined by Arbitrator Eli Gedalof. We are now preparing UTFA's brief for our first arbitration date, scheduled for Sunday, March 16, 2025 (likely to be followed by an additional hearing date TBA). *We anticipate receiving Arbitrator Gedalof's award before the end of this academic year, i.e. by June 30th.*

Grievance and arbitration process:
There are several 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 they are not resolved may be adjudicated by a professional arbitrator who has significant powers under the *Ontario Labour Relations Act.* This is a huge improvement over the current system. Once Governing Council ratifies it, the agreed-upon language will be enshrined in 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. The aim is to improve members' rights within the Policy on Sexual Violence and Sexual Harassment and to develop 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 Nov 6 2026):https://www.utfa.org/content/ongoing-negotiations