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## **2011-2014 Mediated Settlement**

[Memorandum of Settlement between UofT and UTFA - June 3, 2012](#)  
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## **2009-10 & 2010-11 Arbitration Award (with Comments)**

[Workload Policy Extension to March 30, 2012 \(Feb 17, 2012\)](#)  
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[Final Teplitsky Award 2009-10-11 w Sched A and B \(workload\) \(Feb 9, 2011\)](#)  
[UTFA Bargaining Report #8 - Discussion of Arbitration Award & Related Issues \(Nov 9, 2010\)](#)  
[UTFA Memo re Nov-2010 and Jan-2011 UofT Payroll Statements](#)  
[SB&P Arbitration Award for 2009-10 and 2010-11 \(Oct 12, 2010\)](#)  
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## **2009-10 Negotiations**

### **Public Sector Compensation Issue, July, 2010**

[Minister of Finance Remarks \(July 20, 2010\)](#)  
[Overheads re Public Sector Compensation \(July 20, 2010\)](#)  
[Ontario Ministry Letter re some concerns \(July 23, 2010\)](#)  
[UTFA Bargaining Report #7: Wage Freeze Statements \(July 26, 2010\)](#)

## **Mediated Agreement, March, 2010**

[Memorandum  
Letter](#)

## **Bargaining Reports for UTFA Members**

[Bargaining Report #6, Agreement - re Workload, GRP & UTAC, Arbitration Next \(March 29, 2010\)](#)  
[Bargaining Report #5, Negotiations End, Mediation Starts & Collegiality \(December 2, 2009\)](#)  
[Bargaining Report #4, Prof Doug Lorimer on Workload \(November 17, 2009\)](#)  
[Bargaining Report #3 \(August 5, 2009\)](#)  
[Bargaining Report #2 \(March 11, 2009\)](#)  
[Bargaining Report #1 \(January 13, 2009\)](#)

## **Briefs Submitted by UTFA & the Administration**

[UTFA - Arbitration Brief \(April 19, 2010\)](#)  
[Administration - Arbitration Brief \(April 19, 2010\)](#)

[UTFA - Reply Brief to Administration's Arbitration Brief \(April 23, 2010\)](#)  
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[UTFA - Supplemental Brief \(May 13, 2010\)](#)

## **2007-08 and 2008-09 Settlement Agreements**

[Signed Memorandum of Settlement](#)  
[Memorandum of Agreement regarding Information Issues](#)  
[Summary of 2007-08-09 SB&P Settlement](#)

## **2005-06 and 2006-07**

## **Responses from Administration and UTFA Members following the Winkler Award**

[April 7 letter to faculty and librarians from the Administration](#)  
[May 19 covering memo from UTFA President to faculty and librarians](#)  
[April 24/25 motion ratified by UTFA and RALUT](#)  
[April 12 letter from Professor Emeritus Germaine Warkentin to President David Naylor](#)  
[April 18 letter from Professor Emeritus Ed Barbeau to Provost Goel and Vice-President Hildyard](#)  
[April 20 letter from Professor James Pesando & Professor Emeritus Thomas Wilson to Provost Goel](#)  
[April 7 letter from Professor Alasdair Urquhart to Provost Goel](#)

## **The Winkler Award and the Arbitration Submissions**

April 5, 2006 announcement. On March 28th, the three-person Dispute Resolution Panel, chaired by Regional Senior Justice Warren K. Winkler, issued its report with the terms of a two-year arbitrated award for the academic years 2005-6 and 2006-7. Our Memorandum of Agreement requires that UTFA and the Administration agree on the timing and manner of the release of this information in the ten days following the report's issuance.

We jointly agreed that it would be released on the morning of April 5th. When can you expect these increases in your pay? The Vice-President of HR, in her April 5 memo to PDAD&C, writes: "We are hoping that the 2005 ATB, as well as the increased PTR for 2005, will be included in the May payroll. As soon as those increases have been determined, we will be able to initiate the processing of the July 1, 2006 PTR and ATB payments. Further information on the timetable for implementation of the PTR and ATB awards, as well as the PERA increase, will be forthcoming shortly."

The following pdf files provide the details on the Winkler Award and the overall Settlement.

1. [The main Winkler Award document](#) (pdf file , 65KB, 17 pages)
2. [Partial Dissent](#) (by the Administration Nominee) (pdf file, 18KB, 1 page)
3. [UTFA Nominee Response](#) (pdf file, 26KB, 2 pages)
4. [Additional Monetary Items, agreed in Mediation, prior to the Winkler Award](#) (pdf file, 32KB, 1 page)
5. [Additional Non-Monetary Items, still to be Negotiated](#) (pdf file, 345KB, 5 pages)
6. [Report of the UTFA Vice President for Salaries, Benefits and Pension](#) (pdf file, 41KB, 4 pages)
7. [April 5, 2006 Memo from Administration to PDAD&C](#) (pdf file, 14KB, 2 pages)

January 14, 2006 update. The decision on our salary, benefits, and pensions settlement for 2005-06 rests in the hands of the three member Dispute Resolution Panel. We await the decision.

The public Dispute Resolution Panel Hearings (as prescribed in Article 6 of the Memorandum) took place on December 12 & 13, 2005 at the Intercontinental Hotel in Toronto before the three-member Dispute Resolution Panel, comprising of Justice Warren K. Winkler (Chair), Jeffrey Sack (for UTFA), and Larry Bertuzzi (for the Administration).

UTFA's lawyer, Larry Steinberg, presented our case to the panel on the first day. The Administration's lawyer, Chris Riggs, followed the next morning with his presentation and then UTFA concluded with a final rebuttal late in the day.

A number of lengthy documents were placed in evidence by both sides. The four main volumes (there were 10 in all, 5 from each side) are reproduced in full here. Only the table of contents of the other six are posted here (to scan them would consume much space).

## UTFA's Initial Brief

### Main Brief (UTFA document 1 of 5)

[Full text of UTFA's Initial Brief](#)

(470 kb, 142 pages) or via the following table of contents to specific topics

#### [Part A - Introduction](#)

- [The Legal Framework for this Arbitration](#)
- [The University of Toronto: A Leader in Teaching and Research](#)
- [Faculty Members and Librarians: Rank Structure](#)
- [The Salary Structure](#)
- [Article 6 and the History of Bargaining: 1977 & 2005](#)

## [Part B -- UTFA Proposals](#)

- [Term](#)
- [Compensation](#)

Salary & ATB (Across-the-Board Increase)

Salary Scale

Per-Course Payments

Pensions

- [Benefits](#)
- [Salary and Benefit Related Issues](#)
- [Memorandum Issues](#)
- [General](#)

## [Part C -- Appendices](#)

(index only)

- [UTFA book of Documents, Vol I](#) (index only, UTFA document 2 of 5)
- [UTFA book of Documents, Vol II](#) (index only, UTFA document 3 of 5)
- [UTFA book of Documents, Vol III](#) (index only, UTFA document 4 of 5)

### ADMINISTRATION'S INITIAL BRIEF

- [Administration Brief](#) (540 kb, 96 pages, Administration document 1 of 5)
- [Administration Book of Exhibits](#) (index only, Administration document 2 of 5)
- [Administration Case Book](#) (index only, Administration document 3 of 5)

### UTFA'S REPLY BRIEF

- [UTFA'S Reply Brief](#) (167 kb, 42 pages, UTFA document 5 of 5)

### ADMINISTRATION'S REPLY BRIEF

- [Administration Reply Brief](#) (169 kb, 44 pages, Administration document 4 of 5)
- [Administration Reply Exhibit Book](#) (index only, Administration document 5 of 5)

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## [Sept 27, 2005 - UTFA Newsletter - Update on Salary, Benefit and Pension Negotiations \(four page pdf file\)](#)

This past spring, after successfully negotiating an end to mandatory retirement, the UTFA and Administration negotiating teams met for four days with mediator Kevin Burkett in an effort to reach an agreement on salary, benefit and pension issues. Unfortunately, these deliberations reached an impasse with the result that we are proceeding to arbitration under the terms of the Memorandum of Agreement. Mr. Justice Warren K. Winkler has agreed to serve as chair of the Arbitration Panel. Mr. Jeffrey Sack will serve as UTFA's appointee to the panel. The Administration has appointed Mr. Lawrence Bertuzzi as their representative on the panel.

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Erratum:

There is an error at the bottom of Page 3 of the Sept 27 newsletter. The section on librarians' salaries incorrectly refers to new minimum salaries for Librarian 1 and Librarian 2.

In fact, the new minimum salary figures (quoted on page 3 of the Newsletter) are for Librarian 3 and Librarian 4.

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[June 30, 2005 - email to all UTFA members from UTFA president regarding Bulletin's rejection of UTFA text \(four page pdf file\)](#)

"When the Bulletin approached me for comment, I prepared a brief 340 word statement with the approval of my colleagues – somewhat shorter than the Administration's position as articulated in the Bulletin article (and on the UofT website) – covering the issues in dispute. Imagine my surprise..."

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[June 23, 2005 - UTFA comments in response to request by UofT Bulletin \(one page pdf file\)](#)

The UofT web posting [of June 14, 2005](#) makes specific reference to the across-the-board salary issue and the pension augmentation issue. In response to the Bulletin's request for comments, UTFA submitted the above 340 words of text on June 23. It very briefly addressed both issues. The Bulletin (in the June 27, 2005 issue) decided not to publish it because it was "too long". UTFA did not agree to its being "excerpted".

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[May 29, 2005 - UTFA exit position at the end of Mediation \(5-page pdf file\)](#)

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[May 29, 2005 - Administration exit position at the end of Mediation \(4-page pdf file\)](#)

In the early morning hours of Wednesday, August 8, 2007, the University of Toronto Faculty Association and the University Administration reached a mediated agreement on salary, benefit and pension issues for the 2007-08 and 2008-09 academic years. Mr. Martin Teplitsky was the mediator, (Click the above link to view the entire document in pdf format.)

## **1996-1999 (3 year): The Gold Mediation Agreement (SRA introduced)**

1. [Signed Memorandum of Settlement](#)
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