

**WITHOUT PREJUDICE – University Administration’s Response on March 5, 2024 at 1:00 pm to Association’s Central Retirees’ streamlined & expanded access to Computer Programs provided to the Administration on January 26, 2024 at 1:30 p.m**

We are writing further to UTFA’s proposal dated January 26, 2024 to provide retired faculty members and librarians with access to “all Microsoft and other computer programs...”.

We have carefully considered this matter, and notwithstanding that it remains our position that Microsoft Office is a tool of work and not a retiree benefit, we have prepared the following counter-proposal. This counter-proposal is made in the context of salary, benefit and workload negotiations for the period of July 1, 2023 to June 30, 2024. It is made on a without prejudice basis, but is not confidential. Acceptance and implementation of this counter-proposal is conditional on reaching agreement on all outstanding salary, benefits and workload matters for the period of July 1, 2023 to June 30, 2024.

The University Administration’s Counter-Proposal is as follows:

- (1) For the five-year period from July 1, 2024 to June 30, 2029, faculty members and librarians will be offered upon their retirement, full reimbursement by the University for the one-time purchase of a personal Microsoft Office perpetual package for one computer (currently valued at approximately \$170.00), subject to submitting a receipt for this purchase and completing any reimbursement forms to be provided by the University within six months of the commencement of their retirement.

For clarity, this entitlement will be offered to all faculty members and librarians upon their retirement from the University, regardless of whether they will continue to be actively engaged in activities at the University following their retirement.

- (2) The University agrees to provide support for the transition from an existing University of Toronto Microsoft Office 365 license to a personal Microsoft Office license as part of faculty member and librarian offboarding.
- (3) The arrangements set out in paragraph 1, above, may be renewed or extended beyond June 30, 2029 by the mutual agreement of the Parties.
- (4) Existing retired faculty members and librarians who have access to University of Toronto Microsoft Office 365 by virtue of being actively engaged in teaching, supervision of graduate students, research activity associated with the University and/or engaged in a special project for the University as determined by the academic unit, may elect to:
  - a. continue with their current arrangements for the remainder of the period of active engagement for which they were granted this entitlement before transitioning to a personal license and seeking reimbursement in accordance with paragraph 1; or
  - b. choose at any time prior to the end of the period of active engagement to purchase a personal license and seek reimbursement in accordance with paragraph 1, above.

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Access to the University Microsoft Office 365 license will also continue until the end of the period of active engagement.

Nothing in this proposal will preclude the University from providing retirees actively engaged in University activities with additional software necessary for the performance of their duties and responsibilities.