

IN THE MATTER OF AN ARBITRATION BEFORE ARBITRATOR PARMAR

BETWEEN:

THE UNIVERSITY OF TORONTO FACULTY ASSOCIATION (UTFA)

Association

and

GOVERNING COUNCIL OF THE UNIVERSITY OF TORONTO

Employer

**ARBITRATION BRIEF OF THE ASSOCIATION
PRESENTED ON MAY 23, 2026**

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ASSOCIATION'S PROPOSALS - QUICK GUIDE

#	PROPOSAL	INCLUDES, BUT IS NOT LIMITED TO:
	SALARY:	
1	ATB SALARY FLOORS PTR	<p>a) Increase of 4.9%, effective July 1, 2026, including 1% fixed dollar increase to base salary to be distributed equally among members, prorated to the percentage of appointment</p> <p>b) Modernize Salary Floors</p> <p>c) Incremental restoration of PTR funding (2% of total wages)</p>
	BENEFITS:	
2	HEALTH BENEFITS IMPROVEMENTS FOR ACTIVE AND RETIRED MEMBERS	<ul style="list-style-type: none"> ● Vision (increase eyeglasses or contact lenses, laser eye surgery, and associated services to \$1,000 and eye exams to \$125) ● Mental Health (\$10,000) ● Paramedical (add Kinesiologist) ● Prescription Drugs (remove dispensing fees; add compounded medication when medically necessary) ● Hearing aids (\$4,000 per ear) ● Dependents (add students studying part-time due to disability)
3	CHILD CARE BENEFITS	<ul style="list-style-type: none"> ● Increase total available funds to \$2 million ● Increase eligible age to under 12

INTRODUCTION

This arbitration concerns salary and benefits, pursuant to Article 6 of the Memorandum of Agreement (“MoA”) between the Governing Council of the University of Toronto (the “Administration” or “University Administration”) and the University of Toronto Faculty Association (“UTFA” or the “Association”).¹ Article 6 permits the parties to submit outstanding disputes on salary, benefits, and workload to adjudication before a Dispute Resolution Panel if the parties are otherwise unable to reach a voluntary agreement.

In the current round of negotiations, the parties agreed to submit all outstanding disputes to a sole arbitrator for final determination on salary and benefits for a term beginning on July 1, 2026, and ending on June 30, 2027.

THE PARTIES

The Association represents all active and retired faculty members and professional librarians at the University of Toronto. This includes approximately 3,379 faculty members, 168 librarians, and 2,213 retirees across the three University of Toronto campuses (St. George, University of Toronto Mississauga, and University of Toronto Scarborough).

The University of Toronto is Canada’s premier university, whose status rests on a deserved reputation built by the excellence of its faculty and librarians. The standing of UTFA’s faculty members and librarians is unmatched across the country in terms of their sheer excellence and superior quality of their work. The University of Toronto consistently ranks as the leading university in Canada and among the top universities in the world.² It is Canada’s largest university, offering over 700 undergraduate programs and over 200 graduate programs, with a total enrolment

¹ *Memorandum of Agreement between the Governing Council of the University of Toronto and the University of Toronto Faculty Association* at Article 5 [“MoA”]

² [U of T ranked first in Canada, among top 17 globally across all broad subject fields: QS](#) (March 30, 2026); [U of T ranked first in Canada, 21st globally in 2026 Times Higher Education World University Rankings](#) (October 14, 2025)

of nearly 100,000 students. In the words of University of Toronto President Melanie Woodin:

These results reflect something we're especially proud of at the University of Toronto – our world-leading scholarship across an incredibly wide range of disciplines. [...] This breadth of excellence is testament to the outstanding talent and dedication of our faculty, students and librarians across the humanities, social sciences, sciences and professions.³

THE PRINCIPLES GOVERNING THIS ROUND OF BARGAINING

As with any interest arbitration proceeding, the overarching principle is replication: “This is to say that in fashioning an award, interest arbitrators seek to replicate the outcome that these parties would most likely have reached had they been able to do so in free collective bargaining.”⁴ Replication is enshrined in the MoA at Article 6(16), which directs the Dispute Resolution Panel to issue a report that reflects “the agreement the parties would have reached if they had been able to agree”.

Over the course of decades of interest arbitration and voluntary settlements, two core principles have emerged that inform replication between these parties:

- Comparability: Faculty and librarians at the University of Toronto are compared to other faculty associations. Among these associations, they are the “top of the market”; and
- Economic factors: Real wages keep pace with or exceed inflation.

Arbitrator Gedalof affirmed these principles in his review of the parties’ bargaining history in 2023. He reaffirmed them in two subsequent awards in 2025 and January 2026.⁵

³ *Ibid*

⁴ *Gedalof 2025, supra*, at para [19](#)

⁵ *Governing Council of The University of Toronto v University of Toronto Faculty Association*, [2025 CanLII 65826](#) [“*Gedalof 2025*”]; *Governing Council of the University of Toronto v University of Toronto Faculty Association*, [2026 CanLII 1385](#) [“*Gedalof 2026*”]

These principles reflect the status of the University of Toronto as the pre-eminent institution nationally, and a leading university globally. They also reflect the fact that the University is located in a city with amongst the highest costs of living in Canada and around the world, which requires that the value of faculty members and librarians' wages be maintained as that cost rises.

Comparability: Top of the Market

Interest arbitrators across sectors place significant weight on comparability in the replication exercise. As is often quoted, "comparability puts the flesh on the bones of replication, providing the surest guide to what the parties would likely have done, in all of the circumstances, had the collective agreement been fully and freely bargained."⁶

Given its place at the very top of the academic sector, the University of Toronto has no true within-sector comparators. However, for the purposes of interest arbitration, reference is often made to the other members of the U15:

- Dalhousie University
- McGill University
- McMaster University
- Queen's University
- University of Alberta
- University of British Columbia
- University of Calgary
- University of Manitoba
- University of Ottawa
- University of Saskatchewan
- University of Toronto
- University of Waterloo
- University of Western Ontario
- Université de Montréal

⁶ *Bridgpoint Hospital v Canadian Union of Public Employees, Local 79*, [2011 CanLII 76737](#) (Goodfellow)

- Université Laval

U15 refers to the “association of fifteen leading research universities across Canada,” composed of the above universities.⁷

Arbitrator Gedalof confirmed the relevance of the U15 comparator in both his 2023 and 2025 decisions:

Nonetheless, as I found in my *2023 Award*, citing Justice Winkler, I continue to find that “settlements amongst universities in Ontario and nationally ‘whose aims and objectives with respect to the combination of education and research most closely resemble those of the University’ (i.e. the U15) warrant particular consideration” (para. 25).⁸

As Arbitrator Gedalof reiterated in both 2025 and 2026, other bargaining units at the University of Toronto are not comparators for UTFA: “Salaries for faculty are not primarily driven by internal comparators.”⁹

As against these comparators, UTFA is reputationally and in real terms **top of market**. Indeed, the top of market principle has guided negotiation and interest arbitration between these parties since at least the early 1980s. In his 1982 award, Arbitrator Burkett reasoned that top of market status is a result of:

...the important role played by a pre-eminent university such as the University of Toronto, and the contribution made by its faculty in furthering objectives of the institution and serving the needs of society.¹⁰

The top of market principle has been consistently reaffirmed in arbitral awards between the parties. In 2006, Chief Justice Winkler used the “top of the market” principle as the “starting point” of his analysis of the parties’ proposals.¹¹ In 2010,

⁷ U15, [About Us](#)

⁸ Gedalof 2025, *supra*, at para [23](#)

⁹ Gedalof 2026, *supra*, at para [91](#); Gedalof 2025, *supra*, at para [72](#)

¹⁰ *University of Toronto v University of Toronto Faculty Association*, dated [June 3, 1982](#) [“Burkett Award”] [emphasis added]

¹¹ *University of Toronto (Governing Council) and University of Toronto Faculty Assn. (Re)*, [2006 CanLII 93321 \(ON LA\)](#) at para [20](#)

Arbitrator Teplitzky explicitly held “that UTFA’s members should be ‘at the top of the market’. They clearly are.”¹²

UTFA’s position at the top of market is further justified by the high cost of living in Toronto, where residents “spend more of their income on housing than residents of nearly every other city in the world”.¹³ Of all cities within the U15, housing costs are only comparable in Vancouver.¹⁴ In some recent years home prices in Toronto have exceeded those in Vancouver,¹⁵ even while [UBC’s Faculty Housing Program](#) remains more robust and financially supportive of UBCFA members than any housing-related benefits available to UTFA members. As such, without higher salaries, members at the University of Toronto have less purchasing power than their colleagues in other U15 cities, such as Winnipeg or Edmonton, where housing costs are significantly lower.¹⁶

Economic Factors: Inflation is Key

Annual across-the-board (“ATB”) increases for faculty members and librarians have kept pace with inflation over the past 20 years. In most years, the increases exceeded inflation, in other years, the increases fell below, but overall, inflation and wages trended upwards together.¹⁷

With respect to the pace of inflation, Arbitrator Gedalof’s reasons further affirm the key principle that, where inflation exceeds the ATB in any given year, future years must close the gap. In his 2025 award, Arbitrator Gedalof acknowledged that a gap persists between inflation stemming from the COVID-era inflationary surge and ATB increases for faculty members and librarians.¹⁸ Despite this acknowledgment, he did not provide for significant inflationary catch up, but indicated that this gap will

¹² *Governing Council of the University of Toronto and UTFA*, dated [October 5, 2010](#) [“Teplitzky Award”]

¹³ *Oxford Economics*, *Global Cities Index (2025)* at p. 38

¹⁴ *Rentals.ca*, *Rent Report (April 2026)*; *Canadian Centre for Policy Alternatives*, *Making Rent: The CCPA’s rental wage update 2024 (September 4, 2025)*

¹⁵ *RBC*, “Which is Canada’s most expensive market? The answer just changed” ([February 4, 2022](#))

¹⁶ *Rentals.ca*, *Rent Report (April 2026)*; *Canadian Centre for Policy Alternatives*, *Making Rent: The CCPA’s rental wage update 2024 (September 4, 2025)*

¹⁷ *University of Toronto v University of Toronto Faculty Association*, [2023 CanLII 85410](#) [“Gedalof 2023”]

¹⁸ *Gedalof 2025*, *supra*, at para [75](#)

be closed given the bargaining history between the parties.¹⁹ In his 2026 award, Arbitrator Gedalof awarded an ATB increase that exceeded inflation and reduced the existing inflationary gap but still did not close the gap entirely.²⁰ These core principles, however, support an understanding that the existing inflationary gap must be closed.

¹⁹ *Ibid*

²⁰ *Gedalof 2026, supra*, at para [100](#)

SUMMARY OF THE PREVIOUS ROUND OF BARGAINING

The last round of negotiations covered the period from July 1, 2023, to June 30, 2026. Negotiations were resolved through two interest arbitration awards issued by Arbitrator Gedalof.

The first award, issued July 3, 2025, dealt with benefits, workload, and wages for July 1, 2023, and July 1, 2024.²¹ Arbitrator Gedalof ordered the following across-the-board ("ATB") increases:

- July 1, 2023: 3.5%
- July 1, 2024: 2.5%

He also made non-substantive changes to workload and ordered the following incremental changes to benefits:

Effective September 1, 2025, increase maximum earnings covered under the LTD plan to \$200,000.

Effective July 1, 2025-Increase PERA [Professional Expense Reimbursement Allowance] as follows:

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

²¹ *Gedalof 2025*, [supra](#)

The second award, issued January 12, 2026, dealt with salary for July 1, 2025.²² Arbitrator Gedalof ordered the following ATB increase:

- July 1, 2025: 2.5%

He also rejected the Administration's argument that retroactive payments were not owed to members whose employment had ended for reasons other than retirement.²³

THE ASSOCIATION'S PROPOSALS IN THE CURRENT ROUND

The Association is committed to timely resolution of this round of bargaining to ensure its members receive the increases they need, when they need them, rather than retroactively. As such, the Association has identified a small number of core priorities required to maintain its top of market status and respond to critical gaps that have emerged with respect to inflation, the pay and benefits offered by other universities, and the financial realities facing UTFA members.

Salary

The wage proposals tabled by UTFA in this round should be uncontroversial. The proposals have been constructed based on the findings and approach of the prior three Gedalof awards and the bargaining history of the parties.

With respect to the proposed ATB increase, the Association's proposal seeks to restore its top of market position by catching up with the University of British Columbia ("UBC") and with established measures of economic inflation.

With respect to salary floors, the Association's proposal seeks to modernize the archaic salary floors of faculty members and librarians.

²² *Gedalof 2026*, [supra](#)

²³ *Ibid* at para [28](#)

With respect to Progress Through the Ranks (“PTR”), the Association’s proposal seeks to restore the PTR fund to a level consistent with the established purpose of PTR. That purpose is not to protect spending power (which is the function of annual ATB increases), but rather to ensure that achievement, promotion, and career progression are properly recognized through annual merit-based wage increases that more closely reflect the market value of the labour of UTFA faculty members and librarians. The Association’s proposal is also a central part of UTFA’s proposal to restore top of market status: erosion of the PTR fund prevents UTFA from maintaining top of market status.

Benefits

UTFA’s proposals for this round also seek meaningful and needed improvements to benefits. The proposal has two components. First, the Association seeks incremental improvements to health benefits to modernize the plan, restore top of market status, and regain losses due to inflation. Second, the Association seeks improvements to the Child Care Benefit since the total amount of funds available for the Child Care Benefit has not increased since 2008. In this time, inflation has skyrocketed, the membership has grown, and more children have become eligible for the benefit. This means that the amount actually received by members, per child, has gone down substantially.

CONCLUSION

UTFA’s salary and benefit proposals are well-substantiated by both comparability and economic factors. They are proposals by UTFA members—who are the University—for the benefit of the University. The primary aim and intent of UTFA’s proposals is, as always, to protect the University of Toronto’s status as one of the top academic institutions in the world. Replication demands that UTFA’s focused and measured list of proposals for this one-year term be awarded in their entirety.

PROPOSAL #1 – SALARY

1. ACROSS-THE-BOARD INCREASE

DATE	ATB
July 1, 2026	4.9%

- An ATB increase on all components of salary at large, which is fair and reasonable in light of the unparalleled professional expectations faced by UofT faculty and librarians (i.e. top of market), their worldwide recognized excellence, trends in recent settlements in higher education, and broader economic considerations, e.g. inflationary catch-up.
- A distribution of the ATB that includes a 1% fixed dollar increase to base salary to be distributed equally among members, prorated to the percentage of appointment
- An increase to minimum overload course stipend rates by the ATB percentage increase(s), or the current CUPE Sessional Lecturer III rates,²⁴ whichever is greater.

ATB increases applied to all current, former, and retired members for their time employed, effective as of their date of hire, including members in the first year of hire, including:

- Base Salary
- Salary Floors
- Progress Through the Ranks (“PTR”) Breakpoints
- Amount in PTR fund per Full-Time Equivalent (“FTE”) below Breakpoint
- Amount in PTR fund per FTE above Breakpoint
- Overload Stipends
- Stipends for UTFA Academic Admin roles (ex. Chairs, Associate Chairs, Librarian Administrators, etc.)

²⁴ CUPE Local 3902, [Unit 3 Wages](#)

2. SPECIAL ADJUSTMENTS TO SALARY FLOORS FOR LIBRARIAN RANKS AND FACULTY MEMBERS

Librarian Salary Minimums

Rank	July 1, 2025	July 1, 2026 (prior to July 1, 2026 ATB)
Librarian I	\$83,080	\$90,000
Librarian II	\$86,687	\$100,000
Librarian III	\$110,940	\$110,939.85
Librarian IV	\$130,714	\$130,714.15

Faculty Member Salary Minimum

Rank	July 1, 2025	July 1, 2026 (prior to July 1, 2026 ATB)
Professor	\$127,233	\$135,000
Associate Professor	\$94,772	
Assistant Professor	\$77,235	
Assistant Professor Conditional	\$64,922	
Assistant/Associate/Full Professor, Teaching Stream	\$104,721	

ATB increases must first be applied to salary floors. Any members whose salaries fall below the adjusted salary floor must be increased to the salary floor. The ATB increase would then be applied to the member's base salary starting at the salary floor. For clarity, ATB increases may only be applied to salaries at or above the adjusted salary floor.

3. SPECIAL ADJUSTMENT TO PTR

Increase funding into the PTR pool to 2.0% of total wages.

EMPLOYER POSITION

ATB Salary Increase: The Administration proposes an increase to the base salaries of 1.5% effective July 1, 2026 for all faculty members and librarians who are actively employed on the date the arbitration award is received from the Arbitrator (if it is received after July 1).

Consistent with Arbitrator Eli Gedalof's award of January 12, 2026, this 1.5% ATB increase to base salaries would be presumptively inapplicable to faculty members and librarians with firm salary offers commencing employment on or after July 1, 2026.

Minimum Per Course/Overload Stipend: The Administration proposes to increase the minimum per course/overload stipend by 1.5% per cent effective July 1, 2026.

ASSOCIATION RATIONALE

The Association's salary proposal has three components.

First, the Association proposes a 4.9% ATB increase on July 1, 2026. This increase is necessary to catch up to inflation and to **restore** top of market status. In particular, faculty members and librarians' salaries at the University of Toronto **must catch up** and exceed those at UBC, which is now top of market for salary in several respects.

Second, the Association seeks to modernize faculty and librarian salaries by adjusting the salary floors to better align with true salaries.

Third, the Association seeks to increase the PTR pool to 2% of total wages, consistent with the history of the PTR pool as a percentage of total wages that is

redistributed to UTFA members for the purpose of compensating career progress, promotion, and merit.

As noted above, given its place at the very top of the academic sector, the University of Toronto has no true within-sector comparators. As the sector leader, University of Toronto faculty members and librarians can never be held “hostage to the bargains of [their] colleagues at other institutions”.²⁵ In terms of both excellence and output, University of Toronto faculty members and librarians are comparable to none. While the collective agreements and outcomes of negotiations at other academic institutions provide context and are evidence of sector norms, UTFA must stand alone in its efforts to maintain its sector superiority, in all respects.

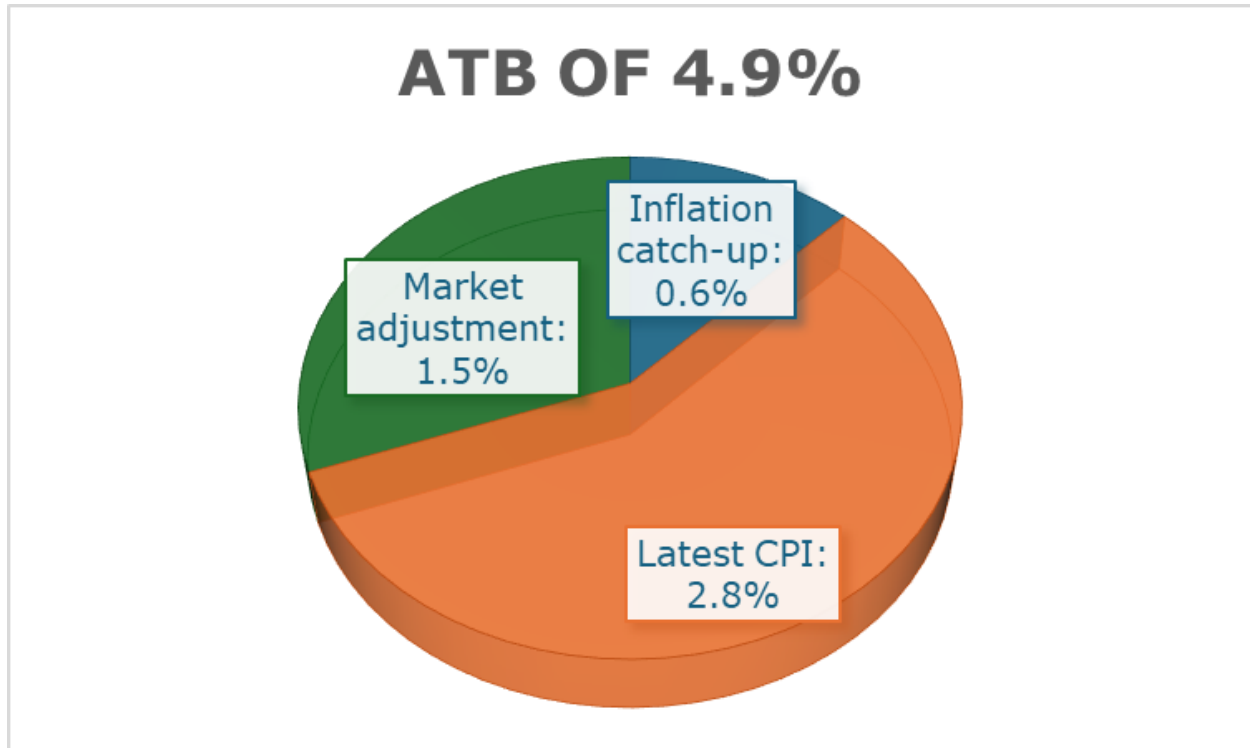
UTFA makes reference, throughout the Brief, to within-sector groups and comparators for context and to highlight shortfalls, but always with the understanding that these groups are, collectively, a tail that can never wag the dog.

With this caveat in mind, the Association’s proposed salary package is well-supported by the evidence and the principles of replication, informed by comparability and economic factors. The proposals should be awarded in their entirety.

²⁵ *Governing Council of the University of Toronto and UTFA*, dated [October 5, 2010](#) [“Teplitsky Award”] at p 11

ATB FOR JULY 1, 2026: 4.9%

An ATB increase of 4.9% in 2026 is necessary to restore top of market status and keep pace with inflation:



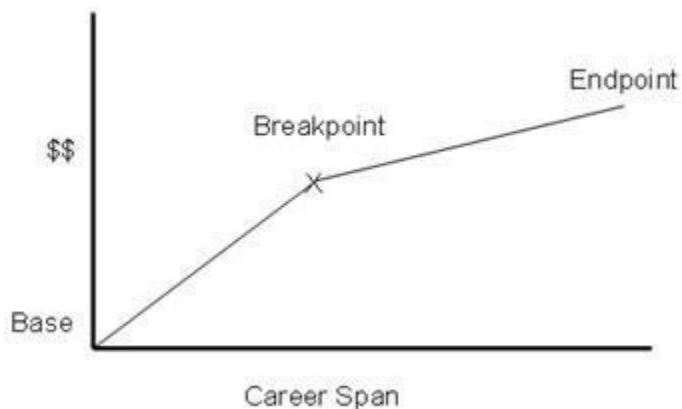
The wages of faculty members and librarians at the University of Toronto can have several components, all of which contribute to total salary, including:

- Base Salary
- Salary Floors
- Progress Through the Ranks (“PTR”) Breakpoints
- Amount in PTR fund per Full-Time Equivalent (“FTE”) below Breakpoint
- Amount in PTR fund per FTE above Breakpoint
- Overload Stipends
- Stipends for UTFA Academic Admin roles (ex. Chairs, Associate Chairs, Librarian Administrators, etc.)

Base Salary is a faculty member or librarian’s guaranteed annual salary. A faculty member or librarian’s Base Salary may match one of the **Salary Floors** listed in the Academic Administrative Procedures Manual (“AAPM”);²⁶ however, Base Salary can be any amount that does not fall below the minimum Salary Floor.

PTR is merit pay, as well as the only source of promotional increase for faculty members and librarians, who do not receive any increase upon promotion to a higher rank. It was established in 1972 as a mechanism to produce salary progress, leading to an inflation-adjusted career end salary of 2.5-2.7 times a member’s starting salary (assuming approximately 35 years of service). The scheme was designed to produce swifter progress for members in their earlier years, and the Administration’s AAPM continues to recognize “the need for accelerated salary progress in the early years of a career.”²⁷ However, with the erosion of PTR funding, discussed below, this design principle has been significantly undermined.

The PTR scheme is based on three reference points: a base, a breakpoint, and an endpoint:



The base represents the starting salary for librarians, tenure stream, and teaching stream faculty. The endpoint represents a member’s salary at retirement. The breakpoint is a point along this path that a faculty member or librarian’s Base Salary will either fall above or below (listed in the AAPM).²⁸ Because average PTR is higher below the breakpoint, the slope of salary increases is greater between the

²⁶ AAPM, “[Academic Salary Administration](#): Salary Ranges”

²⁷ *Ibid*

²⁸ AAPM, “[Academic Salary Administration](#): Salary Ranges”

base and the breakpoint than it is between the breakpoint and the endpoint, allowing for greater salary progression and recognition of accomplishments due to merit and promotion in the earlier stages of a member's career.

The money allocated to PTR is divided into three funds: tenure stream, teaching stream, and librarians. These funds are then subdivided into two pools: salaries above the breakpoint and salaries below the breakpoint, for a total of six pools. Variable PTR increases are then provided to members following an evaluation of each member relative to the performance of colleagues in the same pool. There is also a highly discretionary merit pool, with funds drawn from the other pools. As outlined above, the PTR Funds below and above the breakpoint are used to upwardly adjust Base Salary when PTR is awarded. Besides the performance evaluation, the amount by which a faculty member or librarian's Base Salary will increase (when PTR is awarded) is affected by whether the individual's Base Salary falls above or below the Breakpoint and their annual accomplishments relative to other colleagues in their pool.

The **Overload Stipend** is the per-course overload rate. It is the minimum rate to be paid to faculty with full-time appointments with a course overload and retired members.²⁹

Compensation "at-large" refers to remuneration that is part of a faculty member or librarian's salary package that does not fit into any other wage category. These include (but are not limited to) stipends that are not attributable to any teaching overload.

Stipends for UTFA Academic Admin roles refers to stipendiary payments, not included in a member's base salary, that are made to UTFA members for their service in academic administrative roles. They include, but are not limited to Chair, Associate Chair, or Librarian Unit Head.

²⁹ AAPM, "[Academic Salary Administration](#): Overload Stipend Rate"

UNIVERSITY OF TORONTO FACULTY AND LIBRARIANS MUST BE RESTORED TO “TOP OF MARKET”

In his January 2026 award, Arbitrator Gedalof found that salaries at UBC were “especially relevant at this time”.³⁰ He considered data provided by the Administration that showed that the gap between average salary for faculty and librarians at the University of Toronto and those at UBC had rapidly shrunk. Indeed, he found that UBC was poised to overtake the University of Toronto.³¹ Specifically, this data showed that, in 2022, average salaries at UBC trailed the University of Toronto by **\$17,525.00**. However, by 2023, that gap shrunk to **\$375.00**.³²

Based on the data before him, Arbitrator Gedalof found UBC was likely now top of market:

However, in 2024, salaries at UBC increased by 3% while salaries at University of Toronto increased by 2.5%. It appears, therefore, that at least by the limited measure I have been provided in this proceeding, salaries at the University of Toronto are no longer top of market. It also appears unlikely that the 1.5% increase proposed by the University will be sufficient to restore and maintain the University of Toronto at the top of market.³³

UTFA argued that the UBCFA was likely to reach an agreement that mirrored the four-year agreement between the BC General Employees’ Union (“BCGEU”) and the Government of British Columbia, reached in Fall 2025.³⁴ In that agreement, the parties agreed to 3% ATB for the years 2025, 2026, 2027, and 2028, as well as targeted adjustments to several job categories.³⁵

While recognizing the need to maintain the University of Toronto’s top of market status, Arbitrator Gedalof disagreed with the Association’s submissions that he should anticipate that the UBCFA was likely to settle at 3% ATB for 2025, following BCGEU. He was “not prepared to make that assumption based on the prior round of

³⁰ *Gedalof 2026, supra*, at para [95](#)

³¹ *Gedalof 2026, supra*, at para [79](#)

³² *Gedalof 2026, supra*, at para [95](#)

³³ *Gedalof 2026, supra*, at para [96](#)

³⁴ *Gedalof 2026, supra*, at para [97](#)

³⁵ [20th BCGEU Main Agreement Memorandum of Settlement](#) at pp. 43-45

bargaining. Future increases to faculty salaries at UBC can be assessed in conjunction future wage increases at the University of Toronto."³⁶

These increases can now be assessed: on May 14, 2026, UBCFA announced a tentative agreement for 2025-2029, subject to ratification, which is currently underway.³⁷ The agreement includes the anticipated 3% general wage increases:

A General Salary Increase of 3% of the

- a) 2024/2025 salaries of continuing members of the bargaining unit, effective on July 1, 2025;
- b) 2025/2026 salaries of continuing members of the bargaining unit, effective on July 1, 2026;
- c) 2026/2027 salaries of continuing members of the bargaining unit, effective on July 1, 2027;
- d) 2027/2028 salaries of continuing members of the bargaining unit, effective on July 1, 2028.

The agreement also includes further targeted adjustments of 1-2% (up to a total increase of 5%) to the lowest-paid members of the bargaining unit:

Members holding a tenure/tenure-track appointment at the rank of Acting Assistant Professor of Teaching, Assistant Professor of Teaching, Associate Professor of Teaching and Professor of Teaching will receive a salary adjustment of:

- a. 1% of their June 30, 2025 salary effective on July 1, 2025; and
- b. 1% of their June 30, 2026 salary effective on July 1, 2026; and
- c. 1% of their June 30, 2027 salary effective on July 1, 2027; and
- d. 1% of their June 30, 2028 salary effective on July 1, 2028.

Members holding an appointment at the rank of Lecturer will receive a salary adjustment of:

- a. 1.5% of their June 30, 2025 salary effective on July 1, 2025; and
- b. 1.5% of their June 30, 2026 salary effective on July 1, 2026; and
- c. 1.5% of their June 30, 2027 salary effective on July 1, 2027; and
- d. 1.5% of their June 30, 2028 salary effective on July 1, 2028.

³⁶ *Gedalof 2026, supra*, at para [97](#)

³⁷ UBCFA Ratification Kit, posted [May 14, 2026](#)

Members holding an appointment at the rank of Sessional Lecturer will receive a salary adjustment of:

- a. 2% of their June 30, 2025 salary effective on July 1, 2025; and
- b. 2% of their June 30, 2026 salary effective on July 1, 2026; and
- c. 2% of their June 30, 2027 salary effective on July 1, 2027; and
- d. 2% of their June 30, 2028 salary effective on July 1, 2028.

This means that UTFA has already lost at least 0.5% compared to UBCFA in 2025 for all ranks and up to 2% more for other ranks. It will lose further ground if the next award does not meaningfully deal with catch up.

Indeed, even without applying the minimum 3% increase to UBCFA wages, the most recent available data shows that, in some ranks, salaries at UBC already far outstrip salaries at UofT:

	2024/2025 Average Salary³⁸				
	Full Professor		Associate Professor		Assistant Professor
	W/Admin Duties ³⁹	W/o Admin Duties	W/Admin Duties	W/o Admin Duties	
University of Toronto	\$261,081	\$259,410	\$224,773	\$199,630	\$160,908
University of British Columbia	\$285,050	\$260,425	\$219,675	\$219,675	\$158,825
Difference	-\$23,969	-\$1,015	\$5,098	-\$20,045	\$2,083

These significant differences in pay are incompatible with the agreed-upon principle that the University of Toronto should be top of market.

Further, the 2.5% increase in 2025 is lower than nearly all U15 increases:

University	2025 ATB	2026 ATB
McMaster University	5.5%+\$950	2%+\$975
University of Waterloo	3.5%	2.6%

³⁸ Data from Statistics Canada, "[Number and salaries of full-time teaching staff at Canadian universities](#)". Statistics Canada's data is based on the University and College Academic Staff System (FT-UCASS). The Administration did not submit responses to the survey for 2023/2024 and 2024/2025. UTFA has added the ATB increases in those years to provide an approximation of the average salary for those years.

³⁹The UCASS survey asks universities to code faculty differently if they have administrative duties.

University of Alberta	3%	3%
University of British Columbia	3%, plus targeted adjustments	3%, plus targeted adjustments
University of Calgary	3%	3%
Université de Montréal	3%	3% (or higher, if inflation is higher)
University of Saskatchewan	2.95%	2.75%
University of Manitoba	2.75%	3%
University of Ottawa	2.5%	N/A
University of Toronto	2.5%	N/A
Queen's University	2.25%	N/A
Western University	2%	N/A
Dalhousie University	N/A	N/A
Université Laval	N/A	N/A
McGill University	N/A	N/A

Notably, UTFA's increase of 2.5% in 2025 was less than the increases at several of its counterparts at universities that are in a deficit position, including:

- McMaster⁴⁰
- Waterloo⁴¹
- Calgary⁴²
- Montreal⁴³
- Manitoba⁴⁴
- Ottawa⁴⁵

In contrast to nearly all U15 Universities who received higher annual increases in 2025, UofT has planned a balanced budget for 2026-2027, as it "continues to be in a strong financial position, with a balanced budget of \$3.66 billion for 2026-27, prudent operating reserves, an excellent credit rating of Aa1, and the resources to

⁴⁰ McMaster, [Consolidated Budget 2025-2026](#)

⁴¹ Waterloo's Approved Operating Budget for 2026/2027 ([April 17, 2026](#))

⁴² CBC News, "University of Calgary faces \$34.7 million shortfall amid more international student cuts" ([November 6, 2025](#))

⁴³ CBC News, "Quebec universities face \$200M shortfall amid international student drop" ([May 8, 2025](#))

⁴⁴ uManitoba, [2025-2026 Annual Budget – All Funds](#)

⁴⁵ uOttawa, [2025-2026 Budget](#)

invest in the most pressing institutional priorities and capitalize on strategic opportunities".⁴⁶

The University of Toronto's strong financial position is not an accident. Its success can be attributed to the work that faculty and librarians do every day. The financial position of the University simply cannot be divorced from the productivity and reputational strength of UTFAs' members. These members recruit the best graduate students, the best international students, the best talent, win the most grants, et cetera. They deserve to be compensated fairly for it.

⁴⁶ Budget Report [2026-2027](#) at p. 3

UTFA MEMBERS HAVE STILL NOT CAUGHT UP TO COVID-ERA INFLATIONARY SURGE

Inflation is a strong predictor of ATB increases between these parties. While ATB increases do not necessarily move in “lock step” with inflation,⁴⁷ non-inflationary factors are used sparingly to justify modest deviations from ATB increases that otherwise track and generally exceed inflation. This results in a holistic and cumulative approach to inflation that ensures that faculty member and librarian salaries are protected from spending power erosion over time.

RATES OF INFLATION (CPI)⁴⁸ AND ATBS SINCE WINKLER 2006 AWARD

Year	CPI	UTFA ATB	Difference
2006	2.3%	3.25%	1.0%
2007	2.2%	3.00%	0.8%
2008	3.4%	3.00%	-0.4%
2009	-0.9%	2.25%	3.2%
2010	1.8%	2.25%	0.5%
2011	2.7%	1.70%	-1.0%
2012	1.3%	2.00%	0.7%
2013	1.3%	2.25%	1.0%
2014	2.1%	1.90%	-0.2%
2015	1.3%	1.90%	0.6%
2016	1.3%	1.75%	0.5%
2017	1.2%	1.75%	0.6%
2018	3.0%	1.90%	-1.1%
2019	2.0%	2.00%	0.0%

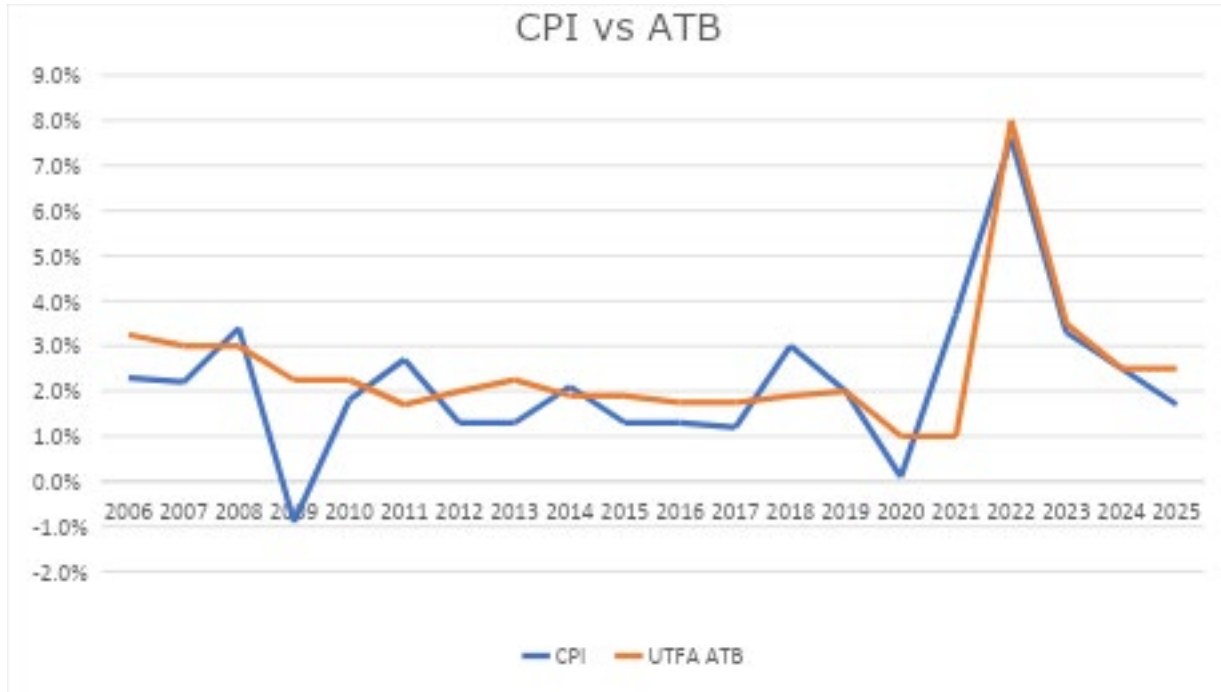
⁴⁷ *Gedalof 2025, supra*, at para 73

⁴⁸ Bank of Canada, [Consumer price index](#)

Year	CPI	UTFA ATB	Difference
2020	0.1%	1.00%	0.9%
2021	3.7%	1.00%	-2.7%
2022	7.6%	8.00%	0.4%
2023	3.3%	3.50%	0.2%
2024	2.5%	2.50%	0.0%
2025	1.7%	2.5	0.8%

Periods of deviation from inflation between the parties have been short and subject to swift correction, in either direction. On the whole, ATBs have generally slightly exceeded inflation. However, there has been a relevant shift in the pattern over the past 20 years. ATBs from 2006 to the start of the pandemic gradually came to exceed inflation by over 7%, whereas ATBs since the start of the pandemic have failed to keep pace with inflation.

In particular, since 2010, the differences have been minimal, except where disrupted by the inflationary surge:



The “prior year” or retrospective approach to calculating inflation (or loss of spending power) best replicates how the parties have historically bargained.⁴⁹ Thus, an under-correction of wages in prior years is properly addressed by future increases. Arbitrator Gedalof explicitly acknowledged this principle in his 2023 award, which fell short of fully addressing the true depreciation of wages over the period in question:

Based on the prior-year inflationary assessment, this award goes a significant way toward restoring wages against inflation. It is true, given the retroactive term being decided here, that we know that inflation has continued to rise above recent norms, and that further erosion of wages has occurred. But the practice for these parties has been to consider the prior year’s inflation, and that erosion can be addressed by future increases, if appropriate at that time, as these parties have typically done.⁵⁰

The parties experienced a sharp break in the correspondence between the ATB and the CPI in 2021-2022. During that term, inflation surged to 8.1%, eventually landing at 7.6% in July 2022. At the same time, Bill 124 limited salary increases to

⁴⁹ *Gedalof 2023, supra*, at para [89](#)

⁵⁰ *Ibid* at para [108](#)

1%. Since the end of both Bill 124 and the COVID-era inflationary surge, the parties have entered a phase of graduated correction.

As the first stage, in his 2023 Award, Arbitrator Gedalof recognized the impact of “extraordinary inflation” during the term at issue. He awarded a 7% increase, for a total award of 8%, stating that the award would go a “significant way toward restoring wages against inflation”.⁵¹ He noted, however, that further erosion of wages continued to occur, which could be addressed by future increases.⁵²

As the second stage, in his 2025 Award, Arbitrator Gedalof awarded increases that “slightly exceed inflation” but that did not provide for “significant inflationary catch up”.⁵³ While he rejected any argument that current ATB increases should be augmented to account for lost earnings in prior years, he emphasized that the question of inflationary catchup for the period of extraordinary inflation remains open: “This is not to say that the gap will not be closed. The bargaining history between these parties suggests otherwise.”⁵⁴

At the third stage, in his January 2026 Award, Arbitrator Gedalof again found it “appropriate to award an ATB increase that exceeds prior year inflation”. However, he did not find it “appropriate to close the gap entirely” in that award. While he determined that an increase of 3-3.13% would be “required to close the gap entirely”, he concluded that such an award would not adequately factor the comparator data before him, which, as previously noted, did not include the assumed 3% for UBC in 2025.

Since the most recent inflationary surge, the parties have fallen out of step with inflation, even accounting for the adjustments in the 2023 and 2025 Awards.

One final step is required to close the gap between wages at UofT and the COVID-era inflationary surge.

⁵¹ *Ibid* at para [118](#)

⁵² *Ibid* at paras [117-118](#)

⁵³ *Gedalof 2025, supra*, at para [75](#)

⁵⁴ *Ibid*

As UTFA explained in the prior round:

Since the most recent inflationary surge, the parties have fallen out of step, even with the adjustments in the 2023 and 2025 Awards.

Year	CPI	ATB
2020	0.1%	1.00%
2021	3.7%	1.00%
2022	7.6%	8.00%
2023	3.3%	3.50%
2024	2.5%	2.50%
Compounded total	18.2%	16.8%

The shortfall in this five-year period is, therefore, **1.4%**.

Inflation for the 12 months ending July 2025 was **1.7%**. To achieve immediate parity with the CPI for the prior year, the annual increase would need to be **3.1%**.⁵⁵

The ATB award, however, was for only 2.5%, leaving a remaining shortfall of **0.6%**.

This current round, to deal with inflation alone, **must therefore** include wage increases that are **at least 0.6% above the current rate of inflation**. This increase of CPI+0.6% is necessary in order to restore the eroded value of wages, and **above that** to restore the pre-pandemic relationship between ATB and inflation for the parties.

⁵⁵ UTFA [Brief on ATB Y3](#) at pp. 10-11

INFLATION IS SURGING AGAIN

The resolution of the current round must also account for surging inflation. It is insufficient in this round to only consider inflationary catch up for the period until 2025 given significant recent increases. Between February and April 2026, inflation rose from **1.8%** to **2.8%**. This increase is only the beginning.

In its April 2026 *Monetary Policy Report*, the Bank of Canada noted that the “war in the Middle East could stoke inflation further” and predicted that “[i]nflation is expected to rise further in April.” The increase largely reflects an unprecedented surge in gas prices due to the conflict in the Middle East:

Higher prices for gasoline were the primary driver of the year-over-year acceleration in the CPI, as consumers paid 5.9% more for gasoline in March than they did in the same month the previous year. Prices surged **21.2% on a monthly basis**, the largest price increase for gasoline on record, due to the supply shock resulting from the conflict in the Middle East.⁵⁶

As predicted, inflation continued to rise in April 2026:

Higher energy prices, most notably gasoline prices, drove the acceleration in the headline CPI. The removal of the consumer carbon levy in April 2025, which resulted in monthly declines for gasoline and natural gas, has now fallen out of the 12-month movement, putting upward pressure on the all-items CPI.⁵⁷

The increase to the CPI is largely driven by soaring gas prices, with a year over increase of **28.6%** in April 2026.⁵⁸

⁵⁶ Statistics Canada, Consumer Price Index, [March 2026](#) [emphasis added]

⁵⁷ Consumer Price Index, [April 2026](#)

⁵⁸ Consumer Price Index, [April 2026](#)

REAL WAGE STAGNATION

Wages in an economy do not merely track inflation over time. Wages typically grow faster than inflation (i.e. real wage growth), reflecting the greater productivity of workers. Simply put, higher productivity should, in the medium and long run, lead to higher wages, even after adjusting for inflation.⁵⁹

This growth is not theoretical. The relationship between productivity and real wage growth increases has generally held in Canada and in every other OECD economy in the world for several decades.⁶⁰

Because the ATBs since the pandemic have fallen below inflation, faculty member and librarian cohorts have experienced virtually no real wage growth (as distinct from PTR which represents individual merit, career progress, and promotion).⁶¹ This means that UTFA members lag behind other workers across Canada and Ontario.

UTFA wage increases lag behind more recent trends, in both the public and private sector:

- In 2024 and 2025, in collective bargaining across Ontario, workers received mean rate increases of 4.1% and 3.7% respectively.⁶² In both years, UTFA received increases of 2.5%.
- In July 2024, year-over-year wages had increased nationally by 5.2%.⁶³ In July 2025, they had increased by 3.3%.⁶⁴ Again, across the same period, UTFA's wage increases were limited to 2.5% per year.
- In the most recently available data, average hourly wages among all employees across the country—including non-unionized employees—increased in April by **4.5%** on a year-over-year basis.⁶⁵

⁵⁹ Sharpe, A, Arsenault, JF, & Harrison, P (2008). "The Relationship Between Labour Productivity and Real Wage Growth in Canada and OECD Countries", Centre for the Study of Living Standards, [CSLS Research Report No. 2008-8](#), Part III at pp 14-21.

⁶⁰ *Ibid*, Chart 7 at p. 36.

⁶¹ Salaries at the University of Toronto do not increase naturally with promotion. As per the AAPM, "PTR is the only source of promotional increases for faculty members and librarians, and is based on the assumption that each individual's rate of promotion through the ranks is a function of that individual's cumulative MERIT over time."

⁶² Collective Bargaining Ontario, [Wage Trends](#) (accessed on May 2, 2026)

⁶³ Labour Force Survey, [July 2024](#)

⁶⁴ Labour Force Survey, [July 2025](#)

⁶⁵ Labour Force Survey, [April 2026](#)

These year-over-year increases illustrate normative wage trends across the economy, with which the University of Toronto is plainly out of step. It would be anomalous for faculty and librarians at Canada's leading university not to receive wage increases in line with these amounts. UTFA's proposal, therefore, is justified not only on the basis of inflationary catch up but on the demonstrated need for real wage growth, in line with that achieved elsewhere in the labour market.

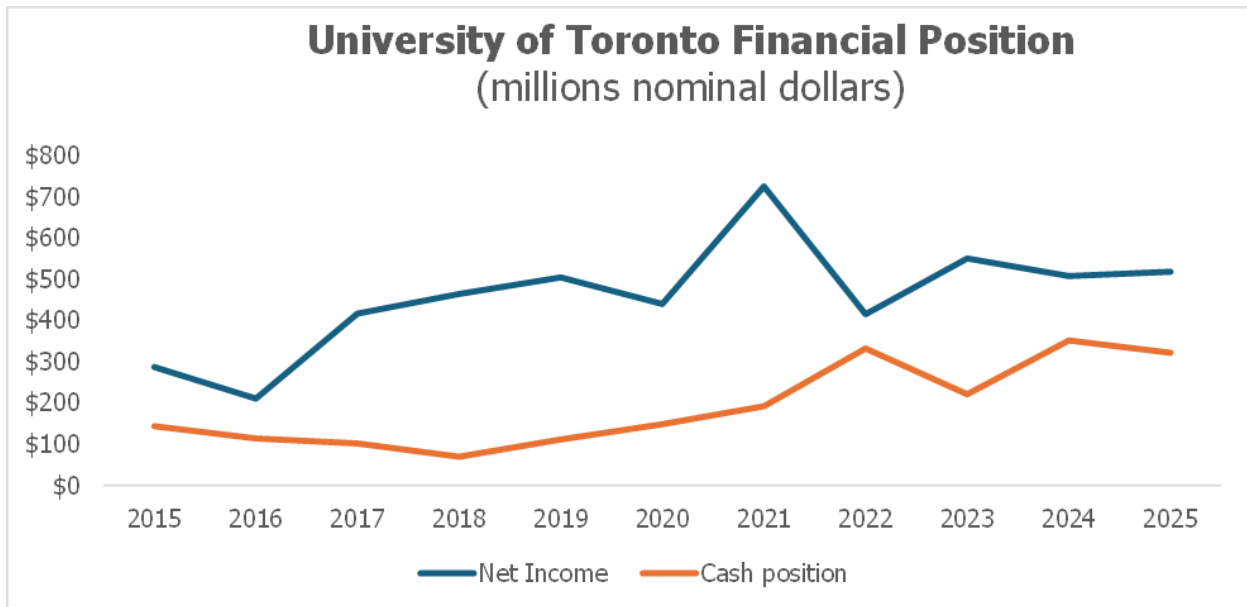
UTFA's proposal for real wage growth is also justified by growth in salaries for members of the upper administration. While the Administration opposes real wage growth for faculty and librarians, it has provided year-over-year salary increases to members of the upper administration that far exceed inflation (and that are, at minimum, approximately 3 times the Full Professor salary floor):

President's Leadership Team⁶⁶	2020	2021	2022	2023	2024	2025	2025 Salary	Salary multiple vs Full Professor Salary Floor
President	N/A	N/A	N/A	10.8	14.2	N/A	\$440,867	3.5
Vice-President and Principal, UTM	N/A	16.7	0	8.7	13.4	4.5	\$340,125	2.7
Vice-President and Principal, UTSC	0.3	-0.3	0	6.8	N/A	10.8	\$365,168	2.9
Vice-President and Provost	N/A	N/A	5.1	17.2	N/A	0	\$483,500	3.8
Vice-President, Advancement	-0.6	12.3	-1.5	10.8	-3.1	0	\$424,850	3.3
Vice-President, International	N/A	8.4	5.9	8	9.2	0.6	\$378,755	3
Vice-President, Operations and Real Estate Partnerships and Vice-Provost, Academic	4.8	N/A	N/A	10.2	16.2	-0.2	\$435,551	3.4
Vice-President, People Strategy, Equity & Culture	-2.9	3.2	13.4	10.2	16.2	-0.2	\$435,551	3.4
Vice-President, Research & Innovation, and Strategic Initiatives	N/A	13.8	21.6	14.7	16	0	\$441,500	3.5
Vice-President, Communications	N/A	N/A	N/A	N/A	0.8	-1.4	\$336,500	2.6

⁶⁶ All data and annual increases from the Sunshine List.

THE UNIVERSITY OF TORONTO IS IN A STRONG FINANCIAL POSITION

The University's financial position is relevant to the ATB increases awarded.⁶⁷ The University of Toronto remains in a "strong financial position," as it has reported on its Financial Reports in 2023, 2024, and 2025, and its 2026-2027 budget report.⁶⁸ In the fiscal year ending on April 30, 2025, the University generated net income (operating revenues net of expenses) of \$519 million in fiscal year 2025, an increase from \$507.4 million in the prior fiscal year. After accounting for capital investments, the University has over \$300 million in liquid cash reserves, money that is available for spending.



Source: University of Toronto annual reports

The University's 2025 financial report notes its strong position "due to high demand for our programs and prudent fiscal management, resulting in substantial operating reserves and an excellent credit rating."⁶⁹ Despite the challenging policy environment, largely related to previous limits on fee increases by the provincial

⁶⁷ *Gedalof 2025, supra*, at para 78

⁶⁸ Financial Reports, [2023](#) at p. 3, [2024](#) at p. 3, [2025](#) at p. 3; Budget Report [2026-2027](#) at p. 3

⁶⁹ Financial Report, [2025](#) at p. 3

government, and changes to immigration policy which could limit its international student revenue, the University is thriving financially. Its revenues are growing at rates that far exceed those sought by UTFA.

The Governing Council has already approved a balanced budget for 2026-2027. Notably, this balanced budget predated the significant investment in the university sector by the provincial government:

Developed before the province's \$6.4-billion investment in universities and colleges was announced Feb. 12, the budget includes \$408 million for student support programs, nearly \$21 million to fund 100 new two-year postdoctoral fellowships and an ongoing \$40,000 base funding commitment for doctoral students. That's in addition to investments in student services, housing and experiential learning.⁷⁰

Further, the budget:

...comes amid a 20-per-cent rise in international student applications for this fall. U of T, meanwhile, anticipates growing its international student body by nine per cent, or 435 students, in 2026-27 after recalibrating its planning targets to reflect recent intake levels and shifts in the global student market.⁷¹

Indeed, the University's positive financial outlook is bolstered by several recent funding increases, including:

- an across-the-board increase in operating grant funding of about 7% over three years by the Government of Ontario, starting in 2024;⁷²
- a \$6.4 billion investment in universities and colleges by the Ontario government;⁷³
- an updated tuition framework that allows for increases of 2% per year for three years.⁷⁴

The University of Toronto's enrolment remains "strong". While the 2024-2025 enrolment report spoke to international enrolments as a "a great source of anxiety

⁷⁰ "U of T budget makes students a priority amid shifting post-secondary landscape" ([March 27, 2026](#))

⁷¹ *Ibid*

⁷² Financial Report, [2025](#) at p. 9; Budget Report [2025-2026](#) at p. 3

⁷³ Ontario Investing \$6.4 Billion to Support Postsecondary Sector's Long-Term Success and Sustainability ([February 12, 2026](#))

⁷⁴ *Ibid*

this year”, the theme of the 2025-2026 report is strength. The word “strong” appears no fewer than 34 times in the report, describing everything from demand from Canadian students, retention of upper year students, growth of graduate enrolment, the University’s reputation, its global brand, international applications, and demand for professional and undergraduate programs.

Simply put, financial and annual reports for organisations in times of major turbulence do not use the word “strong” as liberally as the Administration does.

DISTRIBUTION OF ATB

Salaries at the University of Toronto vary widely. While some members earn over \$500,000 per year, others earn close to the salary floor, over five times lower than their colleagues. In this round, as it has in past rounds, UTFA proposes measures to promote internal equity amongst its members.

In particular, UTFA proposes that 1% of the total cost of the base salary increase would be divided by the number of faculty and librarians and added as a fixed amount to each member’s salary, prorated to their percentage of appointment.

The Association’s proposal would promote internal equity by increasing lower salaries by a higher percentage. It is cost-neutral to the Administration.

CONCLUSION ON ATB INCREASE

The Association’s proposal is justified by the principle of replication. As reflected in past and recent arbitration awards, the parties follow a consistent general formula in setting ATB increases, with a primary focus on inflation, as well as maintaining the University at top of market, and consideration of the University’s financial position. These factors considered together justify a 4.9% ATB increase for 2026.

THE OUTDATED AND MISLEADING FLOORS MUST BE ADJUSTED

The Association proposes adjustments to the salary floors by raising the salary floors for librarians and harmonizing the floors for faculty members.

According to the *AAPM*, each year, minimum salary floors are determined in relation to the ATB increases that are awarded.⁷⁵ In theory, minimum salary floors are intended to ensure that the salaries of faculty members and librarians never fall below the specified threshold. In reality, the existing salary floors are completely out of step with true wages and the University's world-class status.

The Association's proposal must be awarded for three reasons.

First, the stated floors are low. They are not "top of market".

Second, the floors are ineffective and misleading, especially when attracting and recruiting top talent. The floors poorly reflect how faculty and librarians are actually paid and they exert a downward gravitational pull on starting salaries.

Third, the Association's proposal would have only a limited financial cost. This proposal is not a breakthrough, but rather an incremental increase to ensure some of the lowest-paid members of the Association are compensated more fairly and more in line with the University of Toronto's reputation, at very little cost to the Administration.

Ultimately, the Administration must compensate faculty and librarians fairly. Underlying all of the Association's arguments below and the overall proposal is a concern that the current salary floors for the lowest-paid faculty and librarians perpetuate and reinforce pay inequity at the University.

⁷⁵ Academic Administrative Procedures Manual, "[Academic Salary Administration](#): Salary Increase Components": [AAPM].

THE LIBRARIAN FLOORS MUST BE ADJUSTED

The Administration employs approximately 164 librarians, in a four-rank structure:

<i>Rank</i>	# of Librarians
I	15
II	14
III	121
IV	18
Total	168

The Association proposes the following new salary minimums (before the July 1, 2025 ATB) at the Librarian I and II ranks:

Librarian Salary Minimums

Rank	July 1, 2024 (expired)	July 1, 2025	July 1, 2026 (prior to July 1, 2026, ATB)
Librarian I	\$81,054	\$83,080	\$90,000
Librarian II	\$84,573	\$86,687	\$100,000
Librarian III	\$108,234	\$110,940	\$110,939.85
Librarian IV	\$127,526	\$130,714	\$130,714.15

The historical feminization of academic librarianship at UofT has contributed to a systemic undervaluation of the profession.⁷⁶

⁷⁶ Guenther Lomas, Jessica Shiers, Harriet M. Sonne de Torrens, Joanna Szurmak and Meaghan Valant, "[Perpetuating a Gendered Profession: An Empirical Deconstruction of the Job Openings for Academic Librarians at the University of Toronto from 1985 to 2021](#)" in *Academic Librarianship in Canada: PostCOVID Perspectives in a Neoliberal Era* (California: Litwin Press & Library Juice, 2024) at pp. 67-96

As of March 2026, 75% of librarians are women:

F: 126

M: 37

X: 5

Job postings for librarians use feminized language, particularly those for Librarians I and II.⁷⁷ The University of Toronto primarily hires librarians at these lower ranks, leading to more experienced individuals being hired at a lower level, which serves to depress the wages for the University's librarians overall. Other factors also contribute to lower salaries and the perpetuation of gender inequities in this field, including the downplaying of increased responsibilities such as instructional duties. The overall result is a systemic, gender-based, devaluation of librarian work.⁷⁸

LIBRARIANS AT THE UNIVERSITY MUST BE PAID AT "TOP OF MARKET"

The current Librarian minimum salary floors are as follows:

Rank	July 1, 2025 (expired)
Librarian I	\$83,080
Librarian II	\$86,687
Librarian III	\$110,940
Librarian IV	\$130,714

As stated above, it is well established, and undisputed between UTFA and the Administration, that faculty members and librarians at the University of Toronto should be paid, and remain, at "top of market."⁷⁹ Arbitrator Gedalof, in his 2025

⁷⁷ *Ibid*

⁷⁸ *Ibid*

⁷⁹ *University of Toronto v University of Toronto Faculty Association*, dated June 3, 1982; *University of Toronto (Governing Council) and University of Toronto Faculty Assn. (Re)*, [2006 CanLII 93321](#) (ON LA) at para 20; *University of Toronto v University of Toronto Faculty Association*, [2023 CanLII 85410](#) (ON LA) at para [119](#)

Award, recognized the parties' "commitment to maintaining" this "top of market" principle.⁸⁰

Despite this shared commitment, the salary floors for the ranks of Librarian I and II are extremely low, sitting at \$83,080 and \$86,687 respectively. The current floors fall below entry-level minimum salaries at other universities, which means the University of Toronto is not top of market. Many members, particularly at the rank of Librarian I – i.e., the lowest-paid librarians – still earn salaries close to the salary floors. Six out of 15 Librarian I members are paid at the floor. Only one is paid over \$90,000. Without the Association's adjustment, there is no doubt that the "top of market" principle no longer applies to salary floors for the ranks of Librarian I or Librarian II.

Indeed, the minimums for these librarians at the University of Toronto fall below the minimums paid to librarians at other, non-leading institutions. For instance, as of July 1, 2025, employees at the rank of Librarian I at Trent University earned \$93,909 a year, and those at the rank of Librarian II earned \$100,826 a year – over \$10,000 a year more than the minimum for members in the ranks of Librarian I and II at the University of Toronto.⁸¹ Likewise, at the University of Guelph, the salary floor for an Assistant Librarian (the first of three salary ranks) is \$88,127 as of 2025. This is approximately \$5,000 a year more than the floor for members in the rank of Librarian I, and \$1,400 a year more than the floor for members in the rank of Librarian II, at the University of Toronto.⁸²

Similarly, the salary floors for members at the ranks of Librarian I and II fall below U15 comparators, including:

- **The University of Saskatchewan:** the salary floor for an Assistant Librarian at the University of Saskatchewan beginning July 1, 2026, is \$95,187. This is over \$12,000 a year more than the current floor for

⁸⁰ *Gedalof 2025*, supra, at para [23](#)

⁸¹ [Collective Agreement between the Board of Governors on Behalf of Trent University and the Trent University Faculty Association](#), effective July 1, 2022 to June 30, 2025, at 160. 3% has been added to reflect the MOS, reached in Fall 2025.

⁸² [Collective Agreement between the University of Guelph and the University of Guelph Faculty Association](#), effective July 1, 2024 to June 30, 2027, Article 53.6.

members in the rank of Librarian I, and over \$8,500 a year more than members in the rank of Librarian II, at the University of Toronto.⁸³

- **The University of Ottawa:** there are five ranks of librarians at the University of Ottawa. As of May 1, 2025, Librarian IIs were paid a minimum of \$86,623 and Librarian IIIs were paid a minimum of \$102,206.⁸⁴ Even accepting that a Librarian II at the University of Toronto is directly equivalent to a Librarian II at the University of Ottawa, which is denied since the University of Ottawa has five ranks and the University of Toronto only has four, this means that the minimums are, at best, equal. Taking into account the increased salaries of those working as Librarian IIIs at the University of Ottawa, however, librarians at the University of Ottawa in the lower half of the salary scale clearly have a higher minimum floor than those at the University of Toronto.

The current salary floors for Librarian I and II run contrary to the accepted principle that the University of Toronto salaries are the “top of market”. The current minimums for members in the ranks of Librarian I and II, as compared with other institutions across the country, such as Trent University, the University of Guelph, the University of Saskatchewan, and the University of Ottawa, unequivocally show that librarian salary floors at the University of Toronto are far too low. The current floors, therefore, do not reflect the reality that UTFA librarians are the most qualified and skilled in the country.

UTFA’s proposal maintains the current four-rank structure. It brings the entry-level minimum salary at Level I to \$90,000 (prior to applying the July 1, 2026 ATB), bringing it close to or slightly above the minimum salaries at the institutions referenced above and thus restoring the University of Toronto as the sector leader at the entry level. The above adjustments would be effective July 1, 2026, and would increase annually by at least as much as the ATB increases negotiated between UTFA and the Administration.

⁸³ [Collective Agreement between the University of Saskatchewan and the University of Saskatchewan Faculty Association](#), effective July 1, 2023 to June 30, 2027, Article 18.3.

⁸⁴ [Collective Agreement between the University of Ottawa and the Association of Professors of the University of Ottawa](#), effective May 1, 2024 to April 30, 2026, Article 41.2.2.2.

THE LIBRARIAN FLOORS ARE INEFFECTIVE AND MISLEADING

In addition to being too low, the current salary floors poorly reflect how librarians at the University of Toronto are actually paid. In reality, most librarians receive salaries higher than the floor of their respective rank. For these members, however, the floors represent a powerful gravitational pull downwards.

For instance, while 9 of 15 Librarian I members are paid above the floor, all but one are paid within \$4,000 of the floor. While all Librarian II members are paid above the floor, their salaries are largely concentrated near the floor.

Further, even while members are usually paid above the floor, the existence of these below-market floors presents a clear problem for the Administration from an optics and recruitment perspective. The salary minimums are published on the Administration's website and available to prospective job applicants. This is a particular concern for the ranks of Librarian I and II, as these are the levels at which the Administration often hires. This misleads prospective applicants. There is no justifiable reason to maintain these low, and misleading, salary floors.

Moreover, the salary floors, especially the floors for the ranks of Librarian I and II, are ineffective because of the insignificant difference in salary between the two ranks. The current differential between Librarian I and Librarian II minimums is \$3,607, or approximately 4%. Simply put, a member at the rank of Librarian I working for two years would already make more than the Librarian II salary floor, meaning that their new floor would be lower than their base salary at the rank of a Librarian I if and when they advance to the rank of Librarian II. This disincentivizes career progression and harms recruitment and retention efforts. UTFA's proposal seeks to widen the gap between the Librarian I and Librarian II floors, making them more effective as an incentivization and recruitment mechanism.

THE COST OF ADJUSTING THE LIBRARIAN FLOOR IS INSIGNIFICANT

The Association's proposal will ensure members at the ranks of Librarian I and II are paid more fairly and at the "top of market", and ensure the floors are accurate and effective, all while costing the Administration very little.

This is not an issue that impacts a significant number of members. Further, as noted above, most members earn above the floor, meaning that adjusting the floors does not come at a significant cost for the Administration. The Administration employs approximately 168 librarians, in a four-rank structure. This includes 15 members employed at the rank of Librarian I, and 14 members employed at the rank of Librarian II.

The Administration has estimated that increasing the salaries of all members at the ranks of Librarian I and II to the new salary floors would cost **\$134,000**. This is a reasonable and modest cost to ensure that some of the lowest-paid members of the Association are still paid fairly and at "the top of market". As discussed above, the University of Toronto is in a strong financial position – there is therefore no reason to deny this proposal.

This is a low cost, common-sense modernization proposal that will improve recruitment, benefit some of the lowest-paid UTFAs, and have virtually no impact on the University's bottom line. It should be awarded.

THE FACULTY FLOORS MUST BE ADJUSTED

The current salary floors for faculty members, like librarians, are out of step with reality. They are also well below the salary minimums at other universities, again jeopardizing the University of Toronto's position as the sector leader. A single salary floor that corresponds to real wages is a common sense and low-cost adjustment that benefits both the University Administration and UTFA's most vulnerable members.

The Association's proposal is to eliminate these obsolete and fictitious salary floors and move to a single salary floor for faculty members that is far more reflective of actual salaries being paid: **\$135,000**.

This would affect only **252** of UTFA's 3379 faculty members, who are employed at the following ranks (combining the two streams):

<i>Rank</i>	<i># of Faculty</i>
Professor	1111
Associate Professor	1038
Assistant Professor	1203
Other	27
Total	3379

FACULTY MUST BE PAID AT "TOP OF MARKET"

The current minimums listed in the AAPM are as follows:

Rank	July 1, 2025
Professor	\$127,233
Assistant/Associate Professor, Teaching Stream	\$104,721
Associate Professor	\$94,772
Assistant Professor	\$77,235
Assistant Professor Conditional	\$64,922

These salary minimums do not reflect the top of market principle. To the contrary, several other Ontario universities have minima that are higher than the University of Toronto's:

2025-2026

Rank	University of Toronto July 1, 2025 (expired)	Western University as of July 1, 2025⁸⁵	University of Waterloo as of May 1, 2025⁸⁶	University of Ottawa as of May 1, 2025⁸⁷	McMaster University As of July 1, 2025⁸⁸	Queen's University as of July 1, 2025⁸⁹
Professor	\$127,233	\$131,284	\$154,147	\$131,803	\$143,100	N/A
Associate Professor	\$94,772	\$108,467	\$120,997	\$109,776	\$116,663	N/A
Assistant Professor	\$77,235	\$95,305	\$96,135	\$99,377	\$94,167	\$83,377

FACULTY FLOORS ARE INEFFECTIVE AND MISLEADING

Like the salary floors for librarians, these faculty member minimums bear virtually no relationship to the salaries actually earned by faculty members at the University of Toronto. Across all ranks, only **26** members are receiving salaries at the floor.

As a result, they present the same optics and recruitment problem for the Administration as the misleading librarian floors. By setting this weak public-facing standard for faculty member salaries, the University does itself and its faculty members a disservice and hinders its ability to attract the best and brightest candidates.

⁸⁵ Faculty Collective Agreement between The University of Western Ontario and The University of Western Ontario Faculty Association, [July 1, 2022, to June 30, 2026](#)

⁸⁶ University of Waterloo, [Compensation Rates for Academic Positions 2025 – 2026](#)

⁸⁷ [Collective Agreement between the University of Ottawa and the Association of Professors of the University of Ottawa](#), effective May 1, 2024 to April 30, 2026, Article 41.2.2.2.

⁸⁸ MUFA Faculty Salary Floors and Overload Stipends, [July 1, 2025, to June 30, 2028](#)

⁸⁹ Collective Agreement between Queen's University Faculty Association and Queen's University at Kingston, [July 1, 2022, to June 30, 2025, extended to June 30, 2026](#)

Finally, the existing differences between the salary floors based on appointment type and rank bear no correlation to the way in which faculty members are actually paid, making the distinction both arbitrary and unnecessary.

THE COST OF A HARMONIZED FLOOR IS SMALL

The Association's proposal will primarily benefit the lowest paid and most precarious faculty members, very few of whom (252) would fall below the proposed salary floor if the Association's proposal were awarded.

While this adjustment has the potential to benefit the lowest-paid faculty members, it does so at relatively little cost to the Administration. The Administration has projected that increasing the salaries of all members to the new floor would cost **\$3,132,000**. At the same time, it accords much better with the University of Toronto's public face as the premier research and higher learning institution in Canada and one of the top-ranking universities in the world.

Like the special adjustment for librarians (above), this adjustment would occur prior to any ATB increase on July 1, 2026. ATB increases must be applied on July 1, 2026, and annually thereafter, as specified in the AAPM.

PTR MUST BE ADJUSTED

Finally, UTFA proposes that the PTR funding be increased to 2% of total wages, which will partially and incrementally restore the PTR funding to its historic value. This increase in the funding would be accomplished through: (i) upward adjustments to tenure stream, teaching stream, and librarian breakpoints, and (ii) upward adjustments to the amounts per FTE above and below the adjusted breakpoints. The aim of increasing the PTR funding and the breakpoints is to ensure that faculty members and librarians are receiving compensation increases that recognize career progress, promotion, and overall excellence in their fields.

Currently, PTR is going down. Whereas historically PTR funding ranged from 2.79% to 3.5% of salary,⁹⁰ it now represents only **1.56%** of salary. This decline is a consequence of the relationship between salary and PTR in light of the Administration's model, absent ongoing increases to the PTR funding to keep pace with rising salaries. To reverse the trend of the PTR funding shrinking as a proportion of total salaries, the PTR funding must be increased not only by the ATB amount, but **also** by the amount for PTR. For instance, if the total salaries as of June 30th (salary year is July 1st to June 30th) in year one were equal to \$1,000,000, and the PTR funding was 2% of that total salary base, there would be \$20,000 available to distribute as PTR. In year two of an agreement with a 4.5% ATB, total salaries (i.e., the July 1st salaries + 4.5% ATB + 2.0% PTR) would equal \$1,065,000. Under the Administration's current practice, the PTR funding is only increased by ATB (and not a percentage of the July 1st total salaries), i.e., it would increase to \$20,900 (20,000 + 4.5% ATB). As a result, in year 2 the PTR funding would shrink as a percentage of the total salary mass to 1.9634%.

Regardless of the reasons for the decline of the PTR funding, it is undeniable that the relative amounts available for PTR have been significantly reduced over time. This reality has fundamentally undermined a core component of members' compensation.

⁹⁰ *Burkett Award*, [supra](#)

Unlike other post-secondary academic institutions in Canada, PTR at the University of Toronto is one of the only ways in which the Administration compensates faculty members and librarians for career development, promotion, and demonstrated excellence. As the AAPM states: “PTR is the only source of promotional increases for faculty members and librarians, and is based on the assumption that each individual’s rate of promotion through the ranks is a function of that individual’s cumulative **MERIT over** time.” Further, as Arbitrator Burkett noted in his 1982 Award: “the annual P.T.R. increment is given as a total uniform amount in recognition of merit and in place of promotion increases”.⁹¹

The purpose of PTR has always been to ensure that University of Toronto’s faculty members and librarians achieve salaries that reflect the competitive market value of their work. PTR should recognize career achievement and bolster retention by rewarding demonstrated excellence, something that ATB increases (which merely protect the spending power of base salaries) do not account for.

The erosion of the PTR funding over the course of many years has meant that PTR awards are no longer large enough to ensure that career progress, promotion, and merit are compensated at market value. The inability of the current PTR funding to adequately compensate for career excellence has been stark in recent years. In the last two academic years (2023-24 and 2024-25), the Administration spent over \$6.5 million providing increases to **258** members under the heading of “anomaly adjustments”.⁹² Six of these adjustments were for over **\$100,000**. These two years were the first years since 2004-2005 where over 100 adjustments were made. 2023-2024 was also the year with the highest average increase in the available data, which shows adjustments going back to 1996-1997. In these two years, the highest adjustments are overwhelmingly concentrated at the rank of Full Professor where, as noted above, disparities with UBC are at their highest.

An anomaly adjustment is the Administration’s term for discretionary wage increases that are determined outside of the Article 6 negotiation process. These

⁹¹ *Burkett Award*, [supra](#)

⁹² Academic Administrative Procedures Manual, “[Salary Anomaly Requests](#)”; Adjustment Data, [September 2025](#)

adjustments—often made when faculty members have a higher wage offer from a competing institution in hand—increase faculty member wages to match what the Administration considers to be the true value of the faculty member’s achievements. The market value of a faculty member’s work increases with career progress and demonstrated excellence, although anomaly adjustments in circumstances not involving competing offers exclude at least 75% of UTFA members who are ineligible to receive them. This means that, in practice, the Administration is using salary “anomaly” adjustments to do (on an *ad hoc* and individual basis) what PTR is meant to do (collectively) as a key component of “salary” subject to Article 6 negotiations.

Given that the current PTR funding is falling woefully short of meaningfully compensating career progress, promotion, and excellence, incrementally restoring PTR funding to 2% of total wages is a modest but necessary adjustment. This is particularly so, given the historic value of PTR at the University of Toronto. When outlining the rationale for PTR, a 1972 Budget Committee document notes that the PTR fund amounted to “approximately 3% of the 1972-1973 level of full-time academic salaries”.⁹³ That document also stated the intention going forward that the PTR fund should be increased annually by a percentage equal to the percentage change in the salary scale.⁹⁴ Despite this intention, PTR funding has gradually decreased as a percentage of salaries. In 2005, the PTR fund was almost 1.9% of total salary. In 2009 that number had decreased to 1.7%. In 2022, the number had decreased to 1.6%. As the PTR fund’s percentage of total salary erodes, so too does the ability of PTR to meaningfully reward merit and promotion, reflect career achievement, and bolster retention.

Importantly, an increase to PTR funding to 2% of total wages would also bring PTR in line with the sector norms that exceed the current 1.56% of total wages. Currently, top of market PTR funding in the academic sector is 2.5% of total wages.⁹⁵ Adjusting PTR to 2% of total salaries would bring UofT closer to—but not

⁹³ [Extracts from the Budget Committees Recommendations for the 1973-1974 Estimates](#), dated November 30, 1972

⁹⁴ *Ibid*

⁹⁵ For example, [UBCFA, Collective Agreement](#)

yet in line with—UBC, where faculty salaries are adjusted by the Career Progression Increment (a pool of 1.25% of salaries), Merit Awards (0.75%), and Performance Salary Adjustments (0.5%), for a total of 2.5% of salary.⁹⁶ Without sufficient PTR funding, regardless of their starting salaries, UTFA members may witness their salaries shrink year over year compared to those of their colleagues at other leading institutions like UBC.

The Association's proposal must be awarded to stop and begin to reverse the erosion of PTR funding. PTR funding must be large enough to ensure that the Administration's anomaly adjustments truly occur in only the most "exceptional circumstances"⁹⁷, and not as an opaque and entirely discretionary alternative to PTR. Clearly, the Administration has the funds to reward career progress and merit. UTFA's proposal would bring a more appropriate proportion of its funds back to PTR funding, consistent with the original purpose of the PTR process and the intentions of the parties when it was established.

⁹⁶ For example, [UBCFA, Collective Agreement](#) at art. 2

⁹⁷ Academic Administrative Procedures Manual, "[Salary Anomaly Requests](#)".

PROPOSAL #2 – BENEFITS

IMPROVEMENTS TO THE BENEFITS PLAN

The Association proposes the following improvements to the benefits plan:

Association's Proposal
<p>Vision</p> <ul style="list-style-type: none"> • Prescription eye glasses or contact lenses, or medically necessary contact lenses, laser eye surgery, or the services of a licensed optometrist or ophthalmologist - \$725 \$1,000 every 24 months • Eye examinations - \$110 every 24 months \$125 every 12 months for all plan members, subject to amounts payable by OHIP.
<p>Paramedical Services</p> <ul style="list-style-type: none"> • Chiropractor, Physiotherapist, Registered Massage Therapist, Osteopath, Chiropodist, Acupuncturist, Dietitian, Occupational Therapist, Kinesiologist - \$5,000 per benefit year for all practitioners combined. <hr/> <ul style="list-style-type: none"> • Psychologist, or Psychotherapist, or Master of Social Work • Addiction counselling provided by a professional that belongs to one of the following associations: CAMFT, AAMFT, CACCF, ICADC, ICCS, CCS-AC, ICCAC, CCAC, CCRC • Marriage/Family counselling provided by a professional that belongs to one of the following associations: CAMFT, AAMFT

- ~~\$7,000~~ **\$10,000** per benefit year for all

practitioners combined.

Association's Proposal

Paramedical Services

Chiropractor, Physiotherapist, Registered
 Massage Therapist, Osteopath, Chiropracist,
 Acupuncturist, Dietitian, Occupational
 Therapist, **Kinesiologist**

Health Benefit

Plan Your Co-Pay

Prescription

Drugs:

- Insulin and injectable serums: 0%.
- All other covered drugs: **0% All dispensing fee amounts in**
~~excess of \$6.50 per prescription or refill.~~

Eligible benefits do not include and no amount will be paid for:

- Nicotine replacement products, such as patches, gum, lozenges, and inhalers;
- Reference biologic drugs that have an approved biosimilar;
- Vitamins that do not legally require a prescription;
- Products which may lawfully be sold or offered for sale other than through retail pharmacies, and which are not normally considered by practitioners as medicines for which a prescription is necessary or required,
- Ingredients or products which have not been approved by Health Canada for the treatment of a

medical condition or disease and are deemed to be experimental in nature and/or may be in the testing stage;

- Mixtures, compounded by a pharmacist, that do not conform to GSC's current Compound Policy.

Your Plan Covers: Maximum Plan

Pays: Prescription Drugs - Pay

Direct Drug Card

Association's Proposal

Insulin and injectable serums Unlimited

Smoking cessation program One course of
treatment in any 12 month
period

Erectile dysfunction drugs 30
tablets every 3 months All other covered
drugs Unlimited

**Mixtures Mixtures, compounded by a
pharmacist, are eligible for reimbursement if
there is a therapeutic need or lack of product
availability**

Association's Proposal

Hearing Care

Reimbursement for hearing aids, repairs or replacement parts, if recommended or approved by the attending legally qualified medical practitioner, up to the amount shown in the Schedule of Benefits. No amount will be paid for replacement batteries.

Schedule of Benefits

Hearing Care - ~~\$1,000~~ **\$4,000** for one left hearing aid and ~~\$1,000~~
\$4,000 for one right hearing aid up to ~~\$2,000~~ **\$8,000**
 every 36 months

Dependent means

- your spouse, if you are legally married or if not legally married, you have lived in a common-law relationship for more than 12 continuous months. Only one spouse will be considered at any time as being covered under the group contract;
Note: Cessation of cohabitation will result in termination of spousal coverage, regardless if the spouse is a legal or common-law spouse.
- your unmarried child under age 21;
- your unmarried child under age 25, if enrolled and in full-time attendance at an accredited college, university or educational institute;
- **Your unmarried child under age 25, if enrolled and in part-time attendance at an accredited college, university or**

educational institute due to a disability or on temporary leave on the basis of a disability;

- your unmarried child (regardless of age) who became totally disabled while eligible under b) or c) above, and has been continuously so disabled since that time and is considered a dependent as defined under the Income Tax Act, also qualify

Association's Proposal

as a dependent; and

- A.** for Health Care Spending Account, in addition to your dependents above, your relative who is a Canadian resident and dependent on you for support and for whom you are claiming a tax deduction on your federal tax return, as outlined in the rules and regulations of the Canadian Income Tax Act.

Your child (your or your spouse's natural, legally adopted or stepchildren) must reside with you in a parent-child relationship or be dependent upon you (or both) and not regularly employed.

Children who are in full-time **or part-time** attendance at an accredited school do not have to reside with you or attend school in your province. If the school is in another province or country, you must apply to your provincial health insurance plan for an extension of coverage to ensure your child continues to be covered under a provincial health insurance plan.

Dependent Children Continuation of Coverage

Any child whose coverage would end because they have reached the specified age limit may qualify for continued coverage, subject to the following conditions:

- a. your child became dependent upon you by reason of a mental or physical disability prior to

reaching this age; and

b. your child has been continuously so disabled since that time.

EMPLOYER POSITION

(a) The University Administration proposes to implement the following changes effective July 1, 2026:

- Deluxe emergency travel provision to be restricted to travel up to 60 days, except in the case of faculty members and librarians on research and/or study leave (coverage would continue beyond 60 days for the duration of the leave provided the faculty member or librarian retain OHIP coverage).
- A cap of \$10,000 per person per annum on private duty registered nursing services. The one claimant with current claims exceeding this cap will have their private duty nursing coverage grand-parented so as to not be subject to the new cap of \$10,000 per annum.

(b) If and only if the benefit changes in (a) above are agreed to in mediation or awarded at arbitration, then the University Administration proposes the following changes to the Child Care Benefit:

- The University Administration proposes reallocating the savings generated from the two proposals set out in (a) above to the extent necessary to the Child Care Benefit in order to increase the maximum amount that can be paid out for all faculty members and librarians from \$1,000,000 to \$1,200,000 annually.
- The University Administration's complete counterproposal regarding the Child Care Benefit, incorporating the above reallocation, is attached.
- If the University Administration's Child Care benefit proposals are agreed to in mediation or awarded at arbitration, the changes would commence with the 2026 benefit year which will be paid in December 2026.

ASSOCIATION RATIONALE

The Association proposes a series of targeted, incremental changes to the benefits plan, which has not been updated since Fall 2022. The Association's proposals are justified by the principles of replication, comparability, and demonstrated need.

The Association's proposals address benefits coverage outlined both through the Benefit Plan's Schedule of Benefits and the more detailed Description of Benefits.⁹⁸ For consistency, all proposals that would amend the Schedule of Benefits should be considered to correspondingly amend the Description of Benefits and vice versa. The Association's benefits proposals, as always, are applicable to all members, both active and retired.

In his 2025 Award, Arbitrator Gedalof found that LTD and PERA required "incremental improvements" because, if their maximums "are not periodically and incrementally increased their value will erode over time".⁹⁹ He targeted LTD and PERA specifically because both had "remained static over multiple rounds of bargaining" and both lagged behind many of the external comparators.¹⁰⁰

He declined other benefits improvements because the Plan had recently been improved. In doing so, he accepted the Administration's argument that it had been the victim of the "anomalous effect of Bill 124"—the wage restraint legislation that had capped salary increases to 1% per year over three years—as these legislated wage caps had resulted in significant benefit improvements in the previous round of bargaining.¹⁰¹ He also noted that "differences in various benefit levels across comparators may also reflect the parties' differing priorities over time".¹⁰²

Neither of these rationales apply to the current round of bargaining. Putting aside whether it is ever appropriate to protect employers from the *anomalous effects* of wage restraint legislation, the Plan's benefit levels for Association members have

⁹⁸ GreenShield, [University of Toronto Faculty Association – My Benefit Plan](#) (November 1, 2022).

⁹⁹ *Gedalof 2025, supra*, at para [104](#)

¹⁰⁰ *Ibid*

¹⁰¹ *Ibid* at para [101](#)

¹⁰² *Ibid* at para [99](#)

not changed since 2022. Moreover, the Association has demonstrated its ongoing commitment and the priority it places on the following benefit increases, which largely mirror those it sought in bargaining and interest arbitration for the 2023 to 2025 period.

The estimated cost of the Association's proposals is reasonable:

Item	UTFA Costing
Vision: add services of ophthalmologist & increase maximum from \$725 every 24 months to \$1,000 every 24 months	\$405,000
Vision: change eye exam maximum from \$110 every 24 months to \$125 every 12 months	\$65,000
Hearing: increase coverage from \$1,000 per ear up to \$2,000 every 36 months to \$4,000 per year up to \$8,000 every 36 months	\$900,000
Mental Health: increase combined maximum from \$7,000 per person per benefit year to \$10,000 per person per benefit year	\$450,000
Removal of dispensing fee cap	\$200,000
Add "Kinesologist" to Paramedical Services	\$0
Definition of dependent	N/A (<i>Code-compliance issue</i>)

Vision

Faculty and librarians have a particular acute need for vision care, given the nature of their work and the well-documented association between higher education and vision conditions, such as myopia.¹⁰³

¹⁰³ See, for example, Nickels, Stefan, Susanne Hopf, Norbert Pfeiffer, and Alexander K. Schuster. "Myopia is associated with education: results from NHANES 1999-2008." *PLOS one* 14, no. 1 (2019); Mirshahi, Alireza, Katharina A. Ponto, René Hoehn, Isabella Zwiener, Tanja Zeller, Karl Lackner, Manfred E. Beutel, and Norbert Pfeiffer. "Myopia and level of education: results from the Gutenberg Health Study." *Ophthalmology* 121, no. 10 (2014): 2047-2052.

The Association proposes three adjustments to vision benefits. First, the Association proposes to increase maximum coverage for prescription eyeglasses or contact lenses, laser eye surgery, and associated services from \$725 to \$1,000 every 24 months. Second, the Association proposes to clarify that members are entitled to services offered by an ophthalmologist in addition to licensed optometrists. Third, the Association proposes a small increase in coverage for eye exams from \$110 to \$125, as well as an increase in the frequency of eye exams from 24 months to 12 months.

The first proposal is justified by the principles of replication and comparability. The Administration has affirmed the principle that UTFA members receive sector-leading compensation; however, the current level of vision benefits falls below other faculty association groups:

- Toronto Metropolitan University ("TMU") provides \$1,000 in coverage every 24 months;¹⁰⁴
- York and Osgoode Hall both provide \$935 in coverage every 24 months.¹⁰⁵

The Association's proposed increase to maximum coverage would bring UTFA in line with TMU at the top of market in vision benefits. This adjustment is reasonable and necessary to ensure coverage keeps pace with rising costs.

The second proposed amendment is a housekeeping item to ensure consistency within the Benefit Plan. Ophthalmology is currently omitted from the Schedule of Benefits but included in the Description of Benefits.¹⁰⁶ The Association proposes to add ophthalmologists to the Schedule of Benefits for clarity.

¹⁰⁴ The Board of Governors of Toronto Metropolitan University and the Faculty Association, [Expiry June 30, 2026](#), Article 12.3.

¹⁰⁵ York University and the York University Faculty Association, Collective Agreement, [May 1, 2021 to April 30, 2024](#), Article 26.08, updated to \$935 in MOS, dated [August 19, 2024](#); Osgoode Hall MOS, dated [July 25, 2025](#)

¹⁰⁶ GreenShield, [University of Toronto Faculty Association – My Benefit Plan](#) (November 1, 2022) at p 2, 12.

Finally, the Association proposes an increase from \$110 every 24 months to \$125 every 12 months for eye examinations. The maximum coverage for eye exams has remained stagnant since 2015, despite significant inflationary pressures across the economy. According to the Canadian Association of Optometrists, the **minimum** frequency of examination for members of the public aged 40-64 with **low risk** is every two years.¹⁰⁷ Individuals aged 65 and older, however, as well as individuals with certain vision conditions or those at higher risk of developing vision issues, should undergo eye examinations annually. Optometrists recommend that individuals whose work includes high vision demands (including students and, by extension, faculty), especially those who are nearsighted, should also have eye exams on an annual basis.¹⁰⁸

The Association's proposed adjustments to the vision benefits are incremental and reasonable and should be awarded.

Mental Health Benefits

The Association proposes a modest and necessary increase to the maximum entitlement for mental health professional services from \$7,000 to \$10,000.

Canada is in a mental health crisis.¹⁰⁹ Youth in Canada are in a mental health crisis.¹¹⁰ Toronto, specifically, has experienced a substantial recent deterioration in mental health.¹¹¹

Faculty and librarians are not immune from this crisis: they live it. Their dependents live it. They need benefits that can help them and their families live through it.

¹⁰⁷ Canadian Association of Optometrists, Position Statement on Frequency of Eye Examinations ([July 31, 2013](#))

¹⁰⁸ Yonge and College Optometry, [How often do you need an eye exam?](#)

¹⁰⁹ CAMH, [The Mental Health Crisis Is Real](#)

¹¹⁰ Canada, [Mental health of youth and young adults](#)

¹¹¹ Thrive Toronto, *Mental health in decline: Toronto's first report card on mental wellness in the city* ([January 2026](#))

Academic staff, in particular, face high levels of mental illness and burnout. A recent systematic review and meta-analysis of the academic literature found:

Evidence shows that mental health disorders are prevalent among academic faculty working at universities. Recently, over 70% of faculty from 16 countries had moderate to high levels of psychological distress; moreover, a minimum of 30%, 63%, and 26% of the faculty in another study showed at least moderate levels of depression, anxiety, and stress respectively, while up to 55% of academics reported depression, anxiety, and burnout in a study from 10 big universities in the US. A job in academia can be rewarding; however, faculty are expected to accomplish their teaching load, collaborate with peers, publish high quality research, and provide services to the university and the wider community. With such [an] array of tasks, and the pressure to deliver expectations within short timeframes, mental health and well-being among faculty may take a backseat. Several factors affect well-being in academia like the busy nature of academic life, with different responsibilities alongside personal and family commitments. Other factors are dependent on the profound changes in higher education structures, with more marketization, globalization, and increased generation of pedagogical, managerial, and scholarly tasks. Moreover, the interaction of faculty with students may have its toll on the well-being of faculty, especially with increased class sizes, academic entitlement, and engagement of students in faculty evaluation as key stakeholders. With COVID-19 pandemic, the levels of stress among university faculty increased, as a result of change in the academic norms, social disruption brought about by lockdown, and the need to suddenly adapt to remote education, while work-life balance was adversely affected. Such rising frequency of mental issues and burnout as occupational phenomena for academics, along with associated influence on the academic community, stand as warning signs that actions in this field are much needed.¹¹²

In a time of rising cost of living, the expense of counselling and other mental health supports can be out of reach for those who need them. The Ontario Psychological Association's most recent Comprehensive Fee Survey (2024) found that, across the province, psychologists most commonly charge \$250/hour and that average fees were highest in the Greater Toronto Area, where some psychologists charge as much as \$400/hour.¹¹³ If a member needed weekly sessions at an hourly rate of \$275 hourly, it would cost \$14,300 annually. Even at the average 2024 rate of

¹¹² Hammoudi Halat D, Sami W, Soltani A, Malki A. Mental health interventions affecting university faculty: a systematic review and meta-analysis. BMC Public Health. 2024 Nov 2;24(1):3040. doi: [10.1186/s12889-024-20402-2](https://doi.org/10.1186/s12889-024-20402-2) [emphasis added]

¹¹³ Ontario Psychological Association, [2024 Ontario Psychological Services Report](#): Comprehensive Fee Survey and Analysis of Practice Diversity Across Public and Private Sectors

\$250 hourly—which itself is now two years out of date—weekly sessions would cost \$13,000 annually, almost double the current coverage maximum.

The proposal is also justified by replication and comparability. UTFA is not currently leading the sector in mental health benefits. The University of Toronto falls behind York University, which provides maximum coverage of \$10,000. York is also located in the GTA and the costs of mental health services are therefore similar for faculty at York and the University of Toronto. Other universities, including Carleton and Western have **no limits on mental health coverage**.

UTFA has estimated the cost of this proposal to be \$450,000. This expense reflects the inherent cost of providing necessary supports to members of the University community who are most in need of care, and whose care needs exceed the maximum currently provided for. This is a reasonable and modest cost for an essential benefit to UTFA’s members.

Mental illness and substance use disorders are the leading causes of disability in Canada and create high levels of risk for premature death among those affected.¹¹⁴ As a result, a recent study on mental health benefits in Canadian workplaces concluded: “With the unmet needs for mental health services across the public and private sectors, EHBs (Extended Health Benefits) are an essential resource for Canada’s population”.¹¹⁵ The importance of these benefits has also been recognized in recent arbitral awards, including Arbitrator Stout’s recent award of unlimited mental health benefits to ONA members in *Ontario Hospitals Association*.¹¹⁶

¹¹⁴ CAMH, *Mental Illness and Addiction: Facts and Statistics*.

¹¹⁵ Canadian Psychological Association and Mental Health Commission of Canada, *Extended Mental Health Benefits in Canadian Workplaces: Employee and Employer Perspectives* at p 13 [emphasis added].

¹¹⁶ *Ontario Hospital Association v Ontario Nurses’ Association*, 2023 CanLII 29345 (ON LA); see also *St Joseph’s Continuing Care Centre for the Hotel Dieu Site v Ontario Public Service Employees Union and its Local 469*, 2025 CanLII 44543 (McNamee); *Regional Municipality of Niagara v Ontario Nurses’ Association*, 2025 CanLII 15608 (Gedalof)

This is a crucial benefit to ensure the health and well-being of UTFA's members, and the Association's proposed incremental increase should be awarded.

Prescription Drugs

The Association proposes to eliminate dispensing fees for covered prescription drugs. Currently, dispensing fees are only covered up to \$6.50. This proposed adjustment would streamline prescription drug access for members and eliminate barriers to obtaining prescription medication.

This proposal is justified by principles of replication and comparability. Several faculty associations in Ontario have no co-pay for dispensing fees, including TMU, York, Brock, and Windsor.¹¹⁷ Additionally, faculty associations in the U15 are not required to pay dispensing fees, including the University of Alberta, the University of Manitoba, and the University of British Columbia.¹¹⁸ This proposal will preserve UTFA's position at top of market, and it should therefore be awarded.

Compounding

The Association seeks to add mixtures compounded by a pharmacist to the list of eligible benefits where there is a therapeutic need or lack of product availability.

The current policy is overly restrictive. It excludes "[m]ixtures, compounded by a pharmacist, that do not conform to GSC's current Compound Policy." This means that the plan does not cover certain titrations for otherwise unavailable medication

¹¹⁷ See Greenshield, [University of Windsor Faculty/Librarians/Sessionals, My Benefit Plan Booklet](#) (July 1, 2021) at p 1; GreenShield, [Brock University Faculty Association – My Benefit Plan Booklet](#) (July 1, 2023) at p 1; SunLife Financial, [York University Faculty Association – Benefits Booklet](#) (May 1, 2022) at p 13-14; Toronto Metropolitan University and TMUFA, [Memorandum of Understanding 13 – Benefit Improvements](#).

¹¹⁸ See SunLife Financial, [The Governors of the University of Alberta \(academic\) – Benefits Booklet](#) (October 3, 2024) at p 10; [University of Manitoba, Staff Benefits – Full Time Staff](#) (April 1, 2024) at p 17; SunLife Financial, [University of British Columbia – Benefits Booklet](#) (November 1, 2024) at p 13-15.

strengths or substitutions for medications that are unavailable. Further, it does not provide coverage for other formulations, such as creams or tinctures, even when prescribed by a medical professional.

Health Canada's Policy on Manufacturing and Compounding Drug Products in Canada recognizes the need for compounding in the above instances, including where the compounded product provides a customized therapeutic solution to improve patient care, or where there is a shortage or no supply of commercially available product and a healthcare professional has determined a medical need for this product.¹¹⁹ Health Canada, however, requires that such work be only be carried out by authorized and regulated professionals.

Despite the medical necessity of these services, the fees properly charged by pharmaceutical professionals for this service are often not covered by the University's benefit plan. Adding coverage for compounding fees is a common sense and minor amendment consistent with the spirit of the existing benefits coverage, which is necessary to ensure an UTFA member's continuity of care and to address this arbitrary gap in the existing benefit coverage where medical supplies become unavailable through no fault of their own.

Hearing Care

The Association proposes an increase to the maximum coverage available for hearing aids from \$1,000 to \$4,000 per ear, for a combined total of \$8,000 every 36 months.

The proposed increase is justified by the increased true costs of hearing aids and in acknowledgment that the maximum amount must last a full three years. There is a range in the average costs of hearing aids in Ontario, depending on the level of

¹¹⁹ Health Canada, [Policy on Manufacturing and Compounding Drug Products in Canada \(POL-0051\)](#), issued January 26, 2009

technology required by the individual, which is based on their listening environment and hearing needs. Hearing Solutions estimates that most Ontarians can expect to pay between \$1,500-\$4,500 per ear, or \$3,000-\$7,000 for a pair of hearing aids after government funding.¹²⁰ Thus, even the proposed increased amounts may only cover a single set of hearing aids over a period of three years.

Faculty members require premium hearing aids. Premium hearing aids have features necessary for professors to perform their jobs, including participating in conversations with more than one person, engaging in conversation in noisy environments, and reducing echoes in large rooms with high ceilings and hard surfaces.¹²¹ The American Academy of Audiology further confirms that individuals with hearing loss experience significantly more fatigue than those without, given the increased cognitive resources individuals with hearing loss must expend simply to understand what is being said.¹²² Moreover, midlife hearing loss is the **most** significant modifiable risk factor for dementia, with hearing aid use being the largest factor protecting individuals from decline.¹²³ Premium hearing aids are a necessity, not a luxury.

Hearing aids are crucial assistive devices for many faculty members and librarians with disabilities and dependents with disabilities. The Association's proposal aims to ensure that all members can access the quality of hearing aids commensurate with their needs. This proposal aligns with the Administration's communications on the importance of inclusion. In its "Commitment to Accessibility," the Administration states that the University "will strive to provide support for, and facilitate the accommodation of individuals with disabilities so that all may share the same level of access to opportunities and activities offered at the University".¹²⁴ Similarly, the

¹²⁰ Hearing Solutions, [Understanding Hearing Aid Costs in Ontario: A Complete Guide](#) (February 6, 2026); Hearing Solutions, [Which Hearing Aid Technology is Best for You](#) (August 1, 2025)

¹²¹ Hearing Solutions, [Cost of Hearing Aids](#).

¹²² American Academy of Audiology, [Listening Fatigue](#).

¹²³ Livingston G, Huntley J, Sommerlad A et al, [Dementia prevention, intervention, and care: 2020 report of the Lancet Commission](#), *The Lancet*, 2020; 396-413-446

¹²⁴ University of Toronto, [Commitment to Accessibility](#)

Administration's "Statement of Commitment Regarding Persons with Disabilities" states:

...the University will strive to provide support for, and facilitate the accommodation of individuals with disabilities so that all may share the same level of access to opportunities, participate in the full range of activities that the University offers, and achieve their full potential as members of the University community. The University will work to eliminate or minimize the adverse effects of barriers, including physical, environmental, attitudinal, communication and technological barriers, that may prevent the full participation of individuals with disabilities in the University community. The University will meet the accessibility needs of members of the University community with disabilities in a timely manner. The University will provide the members of its community with opportunities for education and access to information regarding disability and the University's policies on disability.¹²⁵

The proposed increases in hearing aid benefits thus accord with the Administration's stated commitments and ensure that members with disabilities are able to afford necessary assistive devices to fully perform their roles at the University.

In addition to the fact that the current coverage for hearing aids does not reflect anything near the actual costs of hearing aids, UTFA's coverage sits **well below** other faculty associations provincially and country-wide, including the following:

¹²⁵ [Statement of Commitment Regarding Persons with Disabilities](#), February 25, 2021

University	Max/3yrs (unless otherwise specified)
University of Toronto	\$1,000 per ear/3 yr
Alberta	\$2,000 per ear/3yr
McMaster	\$1,500 per ear/3 yr
Ottawa	\$2,000/5yr
UBC	\$2,000/5yr
Western	No max; paid at 85%
TMU	\$3,000.00/3 yr
York	\$2,500.00/3 yr
Nipissing	\$2,000/5 yr
Lakehead	\$3,000/3 yr
Windsor	\$2,250/5yr
Trent	\$5,000 lifetime

The Association's proposal will ensure that UTFA is re-positioned as a sector leader on this critical benefit.

This proposal is reasonable and justified and should be awarded.

Eligible Dependent

The Association seeks to amend the definition of dependent to include unmarried children under the age of 25 who are enrolled and in part-time attendance at an accredited college, university or educational institute due to a disability or on a temporary leave on the basis of a disability.

The definition of dependent currently captures unmarried children who are, (1) considered a dependent as defined under the *Income Tax Act* and, (2) became totally disabled while unmarried and under age 21, or while unmarried and under age 25 and enrolled in a post-secondary or educational institute. However, it

excludes children whose disabilities do not meet that threshold but which, nonetheless, prevent them from attending a post-secondary or educational institute full-time. This proposal addresses the unintended consequence of the existing definition of dependent, which excludes children under age 25 who, because of a disability, are not enrolled and in full-time attendance at a post-secondary or educational institute.

The parties have a common legal obligation under the *Human Rights Code* to address the discriminatory impact of situations such as this as part of the collective bargaining process.¹²⁶ It is well established that differential treatment amongst individuals within a prohibited ground constitutes discrimination for the purposes of the *Human Rights Code*. In this context, the current definition of dependent discriminates against UTFA members and their children where the child does not satisfy the current definition of dependent, because of the nature of the child's particular disability. The definition must, therefore, be amended to comply with the *Code*.

Kinesiologists

The Association proposes to add kinesiologists to the list of practitioners included as part of the \$5,000 benefit maximum provided for a range of paramedical providers.

Per the College of Kinesiologists of Ontario:

Registered Kinesiologists are regulated movement and performance health professionals who fill a vital gap in care by delivering evidence-based exercise services. They help Ontarians prevent injury, manage chronic disease, and recover safely through a whole-person approach that supports safe, effective movement, improved physical performance, and long-term health management.¹²⁷

The proposal would give members access to a broader range of professionals to treat injuries. It would have no cost to the Employer.

¹²⁶ *Central Okanagan School District No 23 v Renaud*, [1992 CanLII 81](#) (SCC)

¹²⁷ [About Kinesiology](#)

The Employer's Concessions

In contrast to the Association's proposed incremental changes to benefits, the Employer has proposed a series of harsh concessions, which it has tied to a small improvement to the Child Care Benefit.

Specifically, the Employer 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.

Both of the Employer's proposed concessions are substantial and inappropriate and, in any event, should not be tied to the Child Care Benefit.

First, capping emergency travel benefits would harm both current members and retirees who have always relied on the flexibility provided by the plan. The travel benefit is a core feature of the plan and maintaining it is essential to keeping travel benefits at top of market. There is also no demonstrated need for this change.

Moreover, for current members, it is insufficient to extend travel benefits beyond 60 days only where the 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 MoA, summer teaching is voluntary. Members engage in research and study travel during this time, without the need for leave. This is essential to 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.

For retired members, the Administration's proposal pits younger faculty against older faculty and must be rejected. It asks members to take money from one vulnerable cohort and give it to the other, without any basis.

Second, there is no demonstrated need to cap private duty nursing and, again, there is no basis to tie a change to private duty nursing to the Child Care Benefit. This, too, pits one vulnerable group against another and should be rejected.

PROPOSAL #3 – CHILDCARE BENEFIT

Child Care Benefit Plan for UofT Faculty Members and Librarians

What the Plan Provides

The Child Care Benefit Plan provides an amount of money to assist with the daily living expenses (which include food, clothing, shelter, day care, etc.) of raising an eligible child (natural, step, common-law, adopted or ward) who, as of December 31 in the calendar year for which the payment is made, is: (1) under age ~~10~~ **12**, or (2) any age provided the child is mentally or physically infirm and dependent on you as outlined under the Income Tax Act.

- For example, if their child has a birthdate of July 18, 2015, the faculty member or librarian is eligible for a pro-rated payment for the period January 1, 2025~~7~~ – July 17, 2025~~7~~, inclusive since their child turned ~~10~~ **12** on July 18, 2025~~7~~.
- For example, if their child was born on March 13, 2025~~7~~ the faculty member or librarian is eligible for a pro-rated payment for the period March 13, 2025~~7~~ – December 31, 2025~~7~~, inclusive since their child was under age 10 in 2025.

Amount of Payment

The **notional** annual maximum payment per plan year is \$2,000 for each child.

Note the following:

- If a faculty member or librarian is employed on a reduced FTE, their maximum reimbursement will be prorated to their percent FTE as of November 30 of the year in which payment is made. For example, if they are employed at 50% FTE on November 30, their maximum payment that year is prorated to \$1,000.
- If a faculty member or librarian works less than the full year, their maximum payment will be prorated. For example, if their first appointment commences on July 1, their maximum payment for that year is prorated to \$1,000.

- These preceding two reductions to the maximum reimbursement amount are not mutually exclusive. For example, if a faculty member or librarian first appointment is on July 1, and has a 50% FTE on November 30, their maximum payment that year is prorated to \$500.

The maximum amount that can be paid out for all faculty members & librarians is ~~\$1,000,000~~ **\$2,000,000**. If the total eligible payments:

- Exceed ~~\$1,000,000~~ **\$2,000,000**, the payments will be proportionately decreased (i.e. all payments are reduced by the same percentage) so the ~~\$1,000,000~~ **\$2,000,000** maximum is not exceeded.
- Are less than ~~\$1,000,000~~ **\$2,000,000**, the payments will be proportionately increased (i.e. all payments are increased by the same percentage) so the entire ~~\$1,000,000~~ **\$2,000,000** is spent.

Receiving Payment

No application is required for a faculty member or librarian to receive a payment.

All payments will be made to faculty members and librarians with an eligible dependent child who are actively employed on November 30th of each calendar year. All payments will be issued in the December pay of each calendar year based on their Full-Time Equivalent appointment percentage and dependent child information reflected in the University Human Resource source database (HRIS) on November 30th of the respective calendar year.

For clarity, faculty members and librarians do not need to be enrolled in the extended health or dental benefit plans to be eligible for payment. The University Administration will advise faculty members and librarians of the necessary steps to review and add their dependent's information, if missing, to HRIS by October 31 of each year.

All payments are subject to applicable legislative deductions, including income tax, Canada Pension Plan and Employment Insurance.

EMPLOYER POSITION

(c) If and only if the benefit changes in (a) above [restricting travel provision to 60 days and capping private duty nursing to \$10,000] are agreed to in mediation or awarded at arbitration, then the University Administration proposes the following changes to the Child Care Benefit:

- The University Administration proposes reallocating the savings generated from the two proposals set out in (a) above to the extent necessary to the Child Care Benefit in order to increase the maximum amount that can be paid out for all faculty members and librarians from \$1,000,000 to \$1,200,000 annually.
- The University Administration's complete counterproposal regarding the Child Care Benefit, incorporating the above reallocation, is attached.
- If the University Administration's Child Care benefit proposals are agreed to in mediation or awarded at arbitration, the changes would commence with the 2026 benefit year which will be paid in December 2026.

ASSOCIATION RATIONALE

The Child Care Benefit amount has not been changed since 2008. It requires urgent modernization.

This modernization is particularly essential because of the non-standard working hours of academics (which often includes teaching in the evenings and research in the evenings and weekends) as well as the gendered impact of an insufficient and outdated Child Care Benefit. As one meta-analysis put it, "[p]articularly in academia, it is common to schedule work activities outside traditional working

hours and to perform work activities in the home”.¹²⁸ Modernizing the Benefit is critical for gender equity in the work place as “[a]cademic mothers spend significantly more time on childcare and less time on work activities than academic fathers do.”¹²⁹ The predictable result is that the careers of men advance more quickly: “full-time men are more likely to be on the tenure track than women, who are more likely to ‘choose’ part-time status to accommodate childcare than men are.”¹³⁰ The issue is most urgent for early-career academics, where “issues of childcare, housing and financial assistance are more critical than for comparably better-paid professors”.¹³¹

The Association proposes two reasonable adjustments to the age eligibility and annual total maximum reimbursement amounts for the Child Care Benefit. These changes build on the important changes the parties made to the benefit plan in 2025.

First, UTFA proposes to increase the total benefit amount from \$1 million to \$2 million. This would be the first increase in the amount of the fund since it was instituted on **January 1, 2008**.

Much has changed since January 1, 2008.

Utilization of the benefit has changed substantially. In the early years of the plan, it was underutilized (to a large extent due to an onerous application process).¹³² In 2010, the parties agreed to carry over \$350,000 from 2008 and \$240,000 from 2009 into future years, as these had remained unspent. Since then, the fund has been spent down each year.¹³³

¹²⁸ *Rodrigo Rosa (2021): The trouble with ‘work–life balance’ in neoliberal academia: a systematic and critical review, Journal of Gender Studies, DOI: 10.1080/09589236.2021.1933926 at p. 3*

¹²⁹ *Ibid at p. 12*

¹³⁰ *Ibid*

¹³¹ *Ibid, citing Tzanakou, C. (2017). Dual career couples in academia, international mobility and dual career services in Europe. European Educational Research Journal, 16(2–3), 298–312 at p. 306*

¹³² UTFA, [2009-2010 Arbitration Brief](#) at p. 58

¹³³ *Governing Council of the University of Toronto and UTFA, dated [October 5, 2010](#) [“Teplitsky Award”] at Schedule “A”*

In 2008, claims were submitted for 395 children. By 2024, 505 children were eligible. Most recently, following changes to the Benefit (that also eliminated the barriers associated with the application process), **1217 children** were eligible in 2005. The maximum payment was then reduced to only **\$949**. UTFA's proposal to extend the benefit to older children will further reduce the amount that individual members receive unless the age expansion is coupled with an increase to the total pool of money available.

Further, the Benefit has not kept up with inflation, either generally or the increases to the cost of childcare. With inflation alone, the amount should have increased to approximately **\$1.5 million**.¹³⁴

Child care costs have also increased significantly since 2008. Parents in the GTA have considerable difficulties securing affordable childcare. In a 2016 comprehensive study, the City of Toronto found that "affordability is the most significant factor that impacts demand for licensed childcare. According to this study, licensed childcare is considered either unaffordable or completely unaffordable for 75% of families in Toronto".¹³⁵ The Canada-wide Early Learning and Child Care subsidies for daycare have made strides in addressing these affordability concerns, in practice it has been called a "mirage".¹³⁶ Unfortunately, many Toronto daycares have recently withdrawn from the program due to inadequate funding from the provincial government.¹³⁷

Further, a recent report by the Auditor General of Ontario highlighted critical issues with the subsidy. For instance, it found that as "parent fees for CWELCC spaces have decreased and demand from families has increased, it has become more

¹³⁴ Bank of Canada, [Inflation Calculator](#)

¹³⁵ City of Toronto, [Licensed Child Care Demand and Affordability Study](#).

¹³⁶ Madelyn Bardel, "The Mirage of \$10-a-Day Childcare: Affordability Without Access" ([UofT Economics](#))

¹³⁷ Codi Wilson, CTV News, "Parents across GTA warned by some private daycares that they may pull out of \$10-a-day program" (October 11, 2024), online: <https://toronto.ctvnews.ca/parents-across-gta-warned-by-some-private-daycares-that-they-may-pull-out-of-10-a-day-program-1.7071074>; Chantal Braganza, TVO, "Child-care systems across Canada are reaching a breaking point" (February 7, 2024), online: <https://www.tvo.org/article/child-care-systems-across-canada-are-reaching-a-breaking-point>; Roveena Jassal, NOW, "Toronto daycares are protesting new government changes to \$10-a-day program" (October 22, 2024), online: <https://nowtoronto.com/news/toronto-daycares-are-protesting-new-government-changes-to-10-a-day-program/>.

difficult for all families, including those who are eligible for the fee subsidy, to enrol in the program.”¹³⁸ The Atkinson Centre for Society & Child Development at OISE commented that this report was:

an urgent reminder of the need for stronger public accountability. The report highlights critical gaps in Ontario’s approach: the Ministry of Education has not defined what an affordable child care system should look like, has failed to set performance measures to track equity and access, and has no province-wide strategy to recruit and retain early childhood educators.¹³⁹

Moreover, the Canada-wide Early Learning and Child Care system only applies to children under the age of 6; childcare expenses for children aged 6-12 are not similarly subsidized. Members with school-age children routinely require after-school childcare support in order to fulfil their employment responsibilities. The cost of that childcare can be challenging, especially for single-income families and parents without robust support networks.

UTFA does not lead the sector in childcare benefits. Queen’s University provides a superior childcare benefit in terms of age of eligibility and maximum annual benefit per child:

- Eligibility: Members who have dependent children under the age of seven, and Members who have dependent children under the age of twelve in before and/or after school programs, summer camps, or programs during school professional activity days are eligible for reimbursement of child-care costs.
- Max benefit yearly benefit per child: \$2,250.¹⁴⁰

McMaster University also provides a higher amount: up to **\$2,500** per child.¹⁴¹

¹³⁸ Performance Audit, “Canada-wide Early Learning and Child Care Program” (October 1, 2025)

¹³⁹ Atkinson Centre Statement on the Ontario Auditor General’s Report on CWELCC ([October 2025](#))

¹⁴⁰ Collective Agreement between Queen’s University Faculty Association and Queen’s University at Kingston, [July 1, 2022, to June 30, 2025, extended to June 30, 2026](#) at Appendix M

¹⁴¹ [Child Care Allowance](#)

Notably, two federated colleges at UofT, University of St. Michael's College and Victoria University, provide maximum benefits of \$2,300.¹⁴² **At both these colleges, this higher benefit is available to UTFA members.**

The proposed increase is therefore justified by the principles of replication and comparability and should be awarded.

Second, UTFA proposes to change the maximum age of eligibility from 9 to 11. The current benefit limits eligible expenses to childcare required for children 9 and under. The Canada Safety Council recommends children should not be allowed to stay at home unsupervised before age 10 and should not do so for a period of more than two hours until age 12.¹⁴³ Further, "Canadian social services organizations advise that children under 12 years should not be left at home alone".¹⁴⁴ Prevailing guidance indicates children should not be left alone at age 10 or 11. For the Child Care Benefit to provide meaningful coverage to members with children in need of care support, it needs to account for the full spectrum of ages in which children are likely to require supervision.

As noted above, Queen's University provides a Child Care Benefit for children under the age of 12.

As discussed above, there is no basis to tie the Association's proposal to harsh concessions on other benefits. Doing so would only pit one vulnerable group of UTFA members against the other. Rather, the Association's proposal should be awarded on the basis of demonstrated need and replication. The Benefit has not been increased since 2008 and it requires further changes to the age of eligibility. These changes should be made now.

¹⁴² USMC [Child Care Benefit Application](#); Victoria University, [Pensions, Benefits and Wellness](#)

¹⁴³ Canada Safety Council, [Preparation and Communication the Key for Children Home Alone](#).

¹⁴⁴ Ruiz-Casares, M. & Kilinc, D. (2021). Legal Age for Leaving Children Unsupervised Across Canada. CWRP Information Sheet #213E. Montreal, QC: [Canadian Child Welfare Research Portal](#)