



UNIVERSITY OF TORONTO
faculty ASSOCIATION

WHAT WE DO

- SALARY & BENEFITS NEGOTIATIONS
- POLICY ADVOCACY
- LETTER OF OFFER REVIEW
- DEFEND OUR MEMBERS' RIGHTS
- GRIEVANCES
- ADVANCE OUR MEMBERS' INTERESTS

CONTACT US

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advice@utfa.org

PHONE

416-978-7751

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www.utfa.org

INQUIRIES

faculty@utfa.org

The University of Toronto Faculty Association is here for you

Congratulations on being shortlisted for a faculty member or librarian appointment at the University of Toronto! Once you start your position, you will become a member of the **University of Toronto Faculty Association (UTFA)**. UTFA is the official representative of full-time or part-time faculty members and librarians.

UTFA is the only democratically accountable collective body representing faculty and librarians at the University of Toronto. Elected leaders of our Association represent and advance members' interests and negotiate and enforce workplace standards on behalf of the membership via salary, benefits, and policy negotiations; grievances; and other forms of advocacy.

Questions about your employment offer? We can help.

Whether you are relocating and need housing support or unsure about start-up funds, temporary teaching reductions, research leaves, or job security — email **advice@utfa.org** to reach a Legal & Advice representative. We provide confidential, expert guidance at no cost to you. Note that there is often room to negotiate the terms of a letter of offer, even when it is stated that the provisions are firm.

- Housing & relocation support
- Start-up fund negotiations
- Temporary teaching reductions
- Research leave entitlements
- Rank & time to promotion
- Salary fairness benchmarking

We can provide confidential advice during your contract negotiation

Your initial contract negotiations are often the best, and sometimes the only opportunity to negotiate your individual salary and other forms of compensation. Starting salaries are hugely influential on long-term earnings due to compounding effects.

In addition, the Administration's view is that new hires who start their employment on July 1st are not entitled to the across-the-board (ATB) salary increase on their July 1st start date. To address this issue, please reach out to us, and we can advise you on negotiating a starting salary that accounts for first-year ATB increases.

Contact us today to ensure you have the information and expert advice you may need to secure the best possible offer and a great start at U of T.

Get involved at UTFA

UTFA welcomes members to get involved by participating in events, serving on committees, or attending workshops. Engaging with your Association is a great way to connect with your new colleagues across departments, faculties, and campuses and to make a positive difference at the University.

To find out more about UTFA and opportunities for engagement, visit our website at www.utfa.org or email us at faculty@utfa.org.