

**IN THE MATTER OF AN INTEREST ARBITRATION**

**BETWEEN:**

**The University of Toronto**

**and**

**UTFA**

**Before:** William Kaplan  
Sole Arbitrator

**Appearances**

**For the University:** John Brooks  
Hicks Morley  
Barristers & Solicitors

**For UTFA:** Steven Barrett  
Goldblatt Partners  
Barristers & Solicitors

Emma Phillips  
Goldblatt Partners  
Barristers & Solicitors

The matters in dispute proceeded to a hearing in Toronto on November 21, 2015.

## **Award**

I was appointed by the parties as mediator-arbitrator with respect to salary, benefit and workload issues under Article 6 of the Memorandum of Agreement between the University of Toronto and the University of Toronto Faculty Association.

The parties resolved all issues between them in mediation except the issue of across-the-board salary increases and, accordingly, that issue was the subject of final and binding arbitration.

Having carefully considered the extensive briefs and submissions, I award the following:

### **Year 1**

July 1, 2014	1.0% ATB increase to June 30, 2014 base salary.
January 1, 2015	0.9% ATB increase to the December 31, 2014 base salary.

### **Year 2**

July 1, 2015	1.0% ATB increase to June 30, 2015 base salary.
January 1, 2016	0.9% ATB increase to December 31, 2015 base salary.

### **Year 3**

July 1, 2016	1.75% ATB increase to June 30, 2016 base salary.
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This award is conditional upon ratification by both parties of the agreed-upon items.

I remain seized in the event of non-ratification and with respect to the implementation of this award.

DATED at Toronto this 27<sup>th</sup> day of November 2015.

*“William Kaplan”*

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William Kaplan, Sole Arbitrator