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**

<table>
<thead>
<tr>
<th>Date</th>
<th>Percentage Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>July 1, 2014</td>
<td>1.0% ATB increase to June 30, 2014 base salary.</td>
</tr>
<tr>
<td>January 1, 2015</td>
<td>0.9% ATB increase to the December 31, 2014 base salary.</td>
</tr>
</tbody>
</table>

**Year 2**

<table>
<thead>
<tr>
<th>Date</th>
<th>Percentage Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>July 1, 2015</td>
<td>1.0% ATB increase to June 30, 2015 base salary.</td>
</tr>
<tr>
<td>January 1, 2016</td>
<td>0.9% ATB increase to December 31, 2015 base salary.</td>
</tr>
</tbody>
</table>

**Year 3**

<table>
<thead>
<tr>
<th>Date</th>
<th>Percentage Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>July 1, 2016</td>
<td>1.75% ATB increase to June 30, 2016 base salary.</td>
</tr>
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</table>
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 27th day of November 2015.

“William Kaplan”

William Kaplan, Sole Arbitrator