

IN THE MATTER OF A MEDIATION-ARBITRATION

BEFORE WILLIAM KAPLAN

BETWEEN:

THE UNIVERSITY OF TORONTO

(the "University")

-and-

THE UNIVERSITY OF TORONTO FACULTY ASSOCIATION

(the "Association")

ARTICLE 6 SETTLEMENT

Term: 1 Year, from July 1, 2017 to June 30, 2018

Salary: July 1, 2017 ATB Increase of 1.0%

In addition, July 1, 2017 – 0.75% of average salary - \$1150 - paid as a flat dollar amount per full-time member, pro-rated for part-time members.

PTR: Continue the new PTR model that became effective July 1, 2016 as set out in the November 21, 2015 MOS for July 1, 2017 PTR and PTR breakpoints will move by 1.75% for the June 30, 2018 PTR exercise.

Joint Working Group on Small Pool PTR: Extend timeline to February 1, 2018.

Salary Anomaly Policy Joint Working Group: Extend timeline to February 1, 2018.

Pension Plan Maximum: The mechanism set out in paragraph 10 of the November 21, 2015 MOS will continue for an additional calendar year 2018, with Kaplan remaining seized as mediator-arbitrator.

Bereavement Leave: The parties confirm that bereavement leave is included under Short-Term Compassionate and Emergency Leaves in the Manual of Staff Policies for Academics & Librarians. The title of the policy will be amended as "Short-term Compassionate, Bereavement and Emergency Leaves", with the first sentence

amended to read "A Faculty member or librarian may arrange short-term compassionate, bereavement or emergency leave..."

Workload Policy Administrative Changes:

Revise existing sections 2.13 to add the bolded text below:

2.13 - Unit Workload Policy shall be reviewed at least every 3 years by the Unit. The Vice-Provost Faculty & Academic Life will transmit all updated policies to the Association by March 15.

Non-Salary, Benefit or Workload Issues:

Senior College Support Staff: UTFA will continue the existing cost share arrangement for one full-time administrative staff support position until September 14, 2018. UTFA will not provide funding after that date and will seek full administration funding support in the next round of bargaining.

Negotiations under the Facilitation/Fact Finding Process to Start October 1, 2017

Policies for Librarians – Modernization of the policies for librarians.

Sexual Violence Policy – Letter of Understanding regarding the application of University of Toronto Sexual Violence Policy to faculty and librarians. Also discuss bargaining the Policy and Policy Guidelines with UTFA before the government mandated 3 year deadline for review of the Policy.

Privacy Policy – New policy language on privacy issues pertaining to academic records and surveillance.

Policy on the Appointment of Part-Time Faculty – New policy language governing the terms and conditions of employment for part-time faculty.

All other items withdrawn.

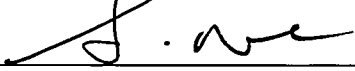
William Kaplan will be seized as mediator/arbitrator with respect to any issues regarding the implementation, interpretation or application of this Memorandum of Settlement.


The parties respective negotiating committees agree to recommend ratification of the settlement and the parties will complete their ratification process as expeditiously as practicable.

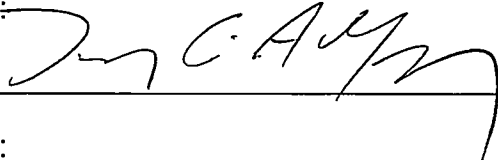
The University will implement the salary increases as expeditiously as practicable following ratification by the parties.

DATED at Toronto this 13th day of June, 2017

FOR THE UNIVERSITY



Per: 

Per: 

Per: _____

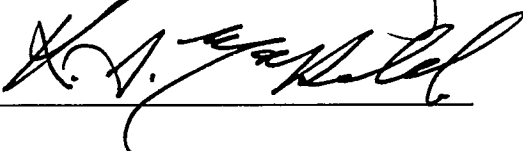
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FOR THE ASSOCIATION



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