Schematic Representation of Proposed New Negotiating Framework in the Memorandum of Agreement

1

Bilateral negotiations: Full scope engagement on terms and conditions of employment for faculty and librarians represented by UTFA

NEW

If agreement not reached

2

TRACK 1

Current Process ("Article 6"):
Unresolved eligible matters referred to mediation and, if necessary, arbitration.

Scope includes:
- Minimum salary
- Minimum benefits
- Minimum pensions
- Minimum workload
- Parental and sick leaves
- Leaves of absence
- Research leaves
- Progress-Through-the-Ranks (PTR) increases

BINDING

EXPANDED

If agreement reached

If agreement reached

TRACK 2

Facilitator & Fact Finder Process ("FFF"):
Terms and conditions of employment not eligible for Track 1.

Scope includes:
- Article 2 frozen policies
- Several articles of the MoA, e.g. 3 (Librarians), 7 (Grievances), 9 (Discrimination), 10 (Privacy)
- New policy on Academic Restructuring
- Other significant, University-wide terms and conditions
- (See accompanying text for more)

Facilitator:
Mutually agreed facilitator attempts to bring the parties to agreement. No power to comment publicly or make recommendations.

Fact Finder (FF):
Matters unresolved by the facilitator are referred to FF: Either a three person panel or a single person mutually agreed to or appointed by Chief Justice of Ontario. If no agreement is reached, the FF may issue a report and non-binding recommendations.

NON-BINDING

NEW

3

Agreement