Bilateral negotiations: Face-to-face engagement with University administration on terms and conditions of employment for faculty and librarians represented by UTFA.

If agreement not reached:

**TRACK 1**

**Article 6, Memorandum of Agreement:**
Scope of bargaining includes:
- Minimum salary
- Minimum benefits
- Minimum pensions
- Minimum workload
- Parental and sick leaves
- Leaves of absence
- Research and study leave; research days
- Progress-Through-the-Ranks (PTR)

Unresolved eligible matters referred to mediation and, if necessary, arbitration. The decision of the arbitrator is binding.

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.

If agreement reached:

Agreement