Schematic Representation of New Negotiating Framework in the Memorandum of Agreement

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

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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.

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

If agreement reached