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DRAFT 2027-2028 UTFA Bargaining Goals

Compensation

Across-the-board (ATB) increases to address inflation and ensure we are top of market

- ATB to exceed UBC, *ensuring UTFA stands at top of market*
- Distribution of ATB increase to provide larger percentages for those less well paid
- Keeping up with current inflation and catching up on past erosion
- Countering high cost of living in the GTA
- ATB adjustment to apply to:
    - base salaries;
    - salary floors;
    - PTR breakpoints;
    - overload stipends; and
    - academic administrative stipends.

- Increases apply to all members employed during the term of the Agreement, ***including new hires***

Progress Through the Ranks (PTR) Increases

- Restore and reinvest in the PTR pool to reverse the historical decline in PTR relative to salary mass, as well as UofT's decline in PTR value relative to peer institutions (UBC at 2.5% exceeds UofT at approximately 1.6%).

- Automatically increase PTR breakpoints and increments by the previous year's ATB and PTR for each year of the Agreement and thereafter, to ensure U of T stands at top of market.

Benefits

- Improving various health benefits across the lifespan in keeping with members' principles for establishing benefits priorities (with respect to coverage, scope, "reasonable and customary"), including mental health, paramedical, and family planning services

- Adding benefit coverage for gender affirming care, licensed naturopaths to

the list of eligible paramedical services, and coverage for unmarried children under 25 if not enrolled full-time at an accredited college, university or educational institute due to human rights-related reasons

- Increase childcare benefit
- Additional health benefits may be tabled following the Administration's disclosure of real benefits costs and use rates
- ***Maintaining equal access to health benefits for retirees***
- Other benefits: ATB adjustment to PERA amounts

Workload

- Amend MoA Article 8 to recognize the impact of technological changes (including Generative AI) on workload, including academic integrity challenges
- Amend the Workload Policy to require Unit Workload Policies to recognize and address:
    - Impact of Generative AI (e.g., redesign of courses, assessments; academic integrity) and resources for adaptation;
    - Explosion of student accommodation work;
    - Growing administrative creep;
    - Increased class sizes; and
    - Impact of the new budget model and graduate funding increases.
- Improve transparency of Unit Workload Policies and Annual Workload Documents (section 3.3)

Member Rights

Enhanced Procedural Fairness rights

- For members undergoing academic reviews: tenure, continuing status, continuing appointment, and permanent status
    - Summary of Reasons (SORs) in any case where the decision-maker has doubts and two-stage doubts letter process
    - Timing/notice requirements in continuing appointment reviews
    - SORs following probationary/interim reviews
    - Reasons to be provided in any continuing status, tenure, permanent status, or continuing appointment denial

    - Ensure candidates are assessed using the standard six-year clock notwithstanding any extensions

- For members undergoing a research misconduct investigation
    - Modified timelines, increased confidentiality obligations, pre-screening of complaints, limits on interim measures, right to respond

Appointment and Hiring:

- Right to hire Teaching Stream members above the rank of Assistant Professor, Teaching Stream
- Option to recognize time as CLTA for tenure, continuing status, or permanent status review
- Salary review for members transitioning from conditional appointments to a new contract
- Advance review option for members undergoing continuing status review

Notice Rights:

- Candidates who undergo an unsuccessful tenure, continuing status, or permanent status review receive a terminal contract covering at least one full academic year
- Notice of non-renewal of a part-time appointment

Discipline:

- Agreed to sunset period for all discipline letters in personnel files

Artificial Intelligence

- **Amendment to MOA** re recognition of impact of technological changes (including AI) as a significant term and condition of employment (Article 1 and Article 6)

- **Agreement on a Letter of Understanding (LOU) with the following terms:**

    - Require human oversight and accountability over AI use.

    - AI will not be used as a surveillance tool to monitor the activities of faculty and librarians.

    - Establish a bilateral committee to develop policies and processes related to AI use that impacts teaching, research, professional practice, and service. The objectives of the committee will include

establishing a research ethics protocol for AI use. UTFA members who are experts in the field must be reasonably represented on this committee.

- In accordance with members' rights to academic freedom, the right of UTFA members to use any and all available AI platforms that are best conducive to their research or professional practice which best align with the ethical mandates of their discipline, rather than being limited solely to those selected by the University.

- Require transparency with respect to the use of AI in all work at the University (i.e. in administrative work and decision-making, teaching, research, etc).

- Protection of members' rights with respect to teaching, research and professional practice (academic freedom and intellectual property), as established in the MOA and other University policies.

- In accordance with members' right re: having control over their teaching and research materials, the Administration requires the member's consent to use and/or upload their teaching, research, and professional practice materials to AI systems [refer to existing policies and articles under the MoA].

- Right to meaningful consultation on technological changes being contemplated, including adoption or use of AI technologies.

- The Administration must not use AI in the evaluation of faculty and librarians as part of any academic review process (i.e. PTR, promotions, tenure review, continuing status review, permanent status, etc).

- Administration to not submit/input personal information to any AI not vetted by agreed-upon security procedures.