

**In the Matter of an Arbitration Regarding Salary, Benefits, and
Workload Under Article 6 of the Memorandum of Agreement**

BETWEEN:

THE GOVERNING COUNCIL OF THE UNIVERSITY OF TORONTO

(the "University")

AND

THE UNIVERSITY OF TORONTO FACULTY ASSOCIATION

(the "Association")

BEFORE: Eli A. Gedalof, Sole Arbitrator

INTERIM AWARD

1. In accordance with a January 25, 2022 Memorandum of Settlement (the "MOS"), I have been appointed as interest arbitrator with respect to salary, benefits and workload matters under Article 6 of the Memorandum of Agreement between the parties, for the period July 1, 2022 to June 30, 2023.

2. There is no dispute that the period July 1, 2022 to June 30, 2023 constitutes the third and final year of the "moderation period" mandated by the *Protecting a Sustainable for Future Generations Act, 2019* (referred to as "Bill 124"). The maximum annual salary increase permitted under Bill 124 during the moderation period is 1%. Without prejudice to either party's position with respect to the constitutionality of Bill 124 and the ongoing litigation in that regard, the parties agree that I ought to issue an award in this case. Having regard to the fact that a new school year has begun and this matter is not scheduled to commence hearing for several weeks, I find it appropriate to order the following increases on an interim basis:

- Effective July 1, 2022—1% ATB salary increase;

- Effective September 1, 2022—Increase minimum per course stipend and overload rate from \$18,255 to \$18,438.

3. I remain seized in accordance with the terms of the MOS.

Dated at Toronto, Ontario, this 15th day of September 2022.

"Eli Gedalof"

Eli A. Gedalof
Sole Arbitrator