

FRAMEWORK FOR DISCUSSION REGARDING THE RELATIONSHIP BETWEEN THE UNIVERSITY OF TORONTO AND THE UNIVERSITY OF TORONTO FACULTY ASSOCIATION

Whereas the parties are currently engaged in the process under Article 6 of the Memorandum of Agreement of negotiating and determining salary and benefits for their 2011 renewal agreement.

And whereas the parties have also been discussing issues related to the Memorandum of Agreement that are outside the scope of Article 6 including those addressed in this Framework.

And whereas the parties agree to continue the process under Article 6 of the Memorandum of Agreement of negotiating or determining salary and benefits as expeditiously as practicable.

The parties further agree as follows:

1. The Memorandum of Agreement governing the relationship between the University and the Association has been in existence for 35 years. During that period of time, its terms, including the process of collective bargaining and arbitration, has served the parties and the faculty, librarians, students and staff of the University of Toronto well. At the same time, while the Memorandum has been revised by mutual agreement on a number of occasions, the parties acknowledge that the terms and scope of the Memorandum warrant ongoing review and modernization.
2. The parties agree that consistent with the Memorandum's stated purpose to promote the welfare of the University and its faculty and librarians within a context of maintaining harmonious and collegial relationships within the University, it is time for a meaningful collegial discussion, examination and review of the Memorandum of Agreement and policies related thereto.
3. In this regard the parties commit to the expeditious establishment of a co-chaired Special Joint Advisory Committee on the MOA to be comprised of up to six representatives or designates from each party.
4. The role of the Special Joint Advisory Committee is to examine and discuss in a frank, open and collegial manner matters of mutual interest concerning the MOA. The Special Joint Advisory Committee will review the strengths and weaknesses of the current Memorandum, consider options for reform, and attempt to reach consensus on recommendations for potential changes to the Memorandum. In addition, the Special Joint Advisory Committee will discuss the role of faculty and librarians in academic planning.

5. It is understood and agreed that the representatives of the parties on the Special Joint Advisory Committee will at the outset commit to a regular and consistent schedule of meetings over the course of a 12 month period, or such further period as may be mutually agreed, commencing September 1, 2012.

6. The Special Joint Advisory Committee will establish subcommittees to deal with the following substantive policy matters:

- Professor of Practice/Teaching and Professional Stream
- Tenure and promotion and policies related thereto.

The Special Joint Advisory Committee may also establish subcommittees on other matters.

The members of each subcommittee will be appointed by each party.

7. The Special Joint Advisory Committee will , at the request of either party, request the assistance of John McCamus, Frank Iacobucci, or if the parties agree any other mutually agreed person, as a facilitator.

Signed at Toronto this day of April, 2012

The University per

UTFA per