

It's time....

It's time for change at the University of Toronto.

It's time to renew and give real meaning to collegiality and self-governance.

It's time for due recognition of the fundamental role that faculty and librarians play in achieving excellence.

It's time our voices were heard when and where decisions about our working lives are made.



It's time.....

It's time to bring the relationship between University Administrators and the University of Toronto Faculty Association (UTFA) into the 21st century.

If our university is to continue to be the best in Canada, then our members should not be confined by an outdated bargaining relationship. Fostering collegiality and excellence requires the opportunity to bargain meaningfully on terms no less favourable than exist for the vast majority of faculty and librarians across Canada.

That means the right to bargain fairly with University Administrators not only over money, but also over the terms and conditions that affect the teaching and research we do. That means genuine negotiations subject to the standards of good-faith bargaining and a mechanism to resolve disputes.

For more than twenty years, our Memorandum of Agreement has facilitated real bargaining on compensation. Most recently we added workload. But every other aspect of our working lives is subject to either 'frozen policies' or the unilateral decision-making of administrators in Simcoe Hall. This effectively undermines collegiality by stifling our voices on matters vital to the university.

It's time to change the status quo. Maintaining excellence at the University of Toronto depends on empowering faculty and librarians - the women and men whose work is fundamental to the university, who do the teaching, research, and professional work that students, families, and taxpayers are paying for, and that a strong democratic society depends on.

It's about fairness and accountability....

Collegiality and participatory governance have been under siege in recent years. Whether it's UTAM gambling away our pension earnings, or debacles in academic planning, or handing authority over academic priorities to private philanthropists, there are signs of real erosion in the quality of governance at U of T.

That's why we are seeking a more meaningful role for academic staff in the decisions that shape our future.

That's why UTFA has proposed that the Administration recognize our right to negotiate over all the conditions that affect the work we do, and that any unresolved disputes be subject to mediation and arbitration if necessary.

Administrators at other Universities understand that effective authority and good governance require real power sharing, based on a solid foundation of accountability, legitimacy and consent.

It's time that collegiality and self-governance were more than fine words at U of T. It's time they had real substance. The university's ongoing excellence hangs in the balance.

What can you do to help?

To date, UTFA's proposal to modernize our bargaining relationship has been met with intransigence. Yet, our proposal was developed in consultation with our membership and UTFA remains committed to pursuing the empowerment of faculty in the current round of negotiations with the Administration.

You can help strengthen our voices, and ensure Administration decisions reflect real input from faculty.

- Answer the UTFA bargaining survey in January, and send your views on any other issue that affects your working life to **bargaining@utfa.org** .
- Check out the UTFA website at **www.utfa.org** (and particularly the "Bargaining - Current Updates" page at **www.utfa.org/content/bargaining-current-updates**) to learn more about UTFA's policies and positions
- Organize a meeting of colleagues and invite an UTFA representative to talk about the challenges we face.
- Send a message to the Administration and to your colleagues expressing support for UTFA's proposal.
- Get directly involved: find out about UTFA's committees, UTFA Council openings, and other projects. For inquiries: **membership@utfa.org**.

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