

*Office of the Vice President  
and Provost*

*Office of the Vice President  
Human Resources & Equity*

To: PDAD&C

From: Vivek Goel  
Vice-President and Provost

Angela Hildyard  
Vice-President, Human Resources & Equity

Date: April 5, 2006

Re: **UTFA Arbitration Award**

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The University and the Faculty Association have received the Report of the Dispute Resolution Panel with regards to the July 2005 and July 2006 salary and benefits negotiations process. We are now proceeding to implement the two-year Award. The full Report can be accessed at <http://www.utoronto.ca/hrhome> or <http://www.utfa.org>

As you will recall, the University and the Faculty Association were unable to reach a mediated agreement on a number of matters, leading to the appointment of Justice Warren Winkler as Chair of the Dispute Resolution Panel. The University nominee to the Panel was Mr. Larry Bertuzzi; the Association nominee was Mr. Jeffrey Sack.

The Memorandum of Agreement between the University and the Faculty Association provides Governing Council the right, following the recommendation of the President, to repudiate any portion of the award that is not unanimously recommended by the Panel. This award was unanimous, with one exception. The University's nominee to the Panel dissented on that part of the decision dealing with the augmentation of the pension benefit paid to existing retirees. Notwithstanding our belief that this provision is inappropriate within the current context, we will accept this provision and the President will not recommend repudiation.

**Key provisions of the Award** include the following:

3% ATB effective July 1, 2005  
3.25% ATB effective July 1, 2006

An increase to the PTR pools, in each of 2005 and 2006, of \$500 per FTE tenure stream faculty member, with prorated amounts for Lecturers and Librarians.

Elimination of the Senior Salary Category effective July 2006. All members of the Senior Salary Category (other than Principals and Deans) will be reintegrated into the relevant Divisional pools.

Professional Expense Reimbursement to be increased to \$900 for July 1, 2005 and to \$1000 for July 1 2006.

Research and Study Leave days for Librarians to be increased from 5 to 8 annually as of July 1, 2006.

Minimum per course stipend rate to be increased to \$12,500 for those individuals who are represented by UTFA, effective July 1, 2005.

Up to \$250, every two years, for the services of a licensed optometrist.

Effective July 1, 2005, an increase to the minimum salary for Librarian III (to \$62,500) and IV (to \$75,700); elimination of the salary ceiling for Librarian II

Effective July 1, 2005, an increase to the minimum salary for Lecturers (to \$62,500)

Augmentation, from 75% to 100% of CPI for the years commencing July 1, 2005 and July 1, 2006, to the pension benefit for faculty members and librarians already in receipt of a pension.

We are hoping that the 2005 ATB, as well as the increased PTR for 2005, will be included in the May payroll. As soon as those increases have been determined, we will be able to initiate the processing of the July 1, 2006 PTR and ATB payments. Further information on the timetable for implementation of the PTR and ATB awards, as well as the PERA increase, will be forthcoming shortly.