

Memorandum of Agreement

**Memorandum of Agreement made initially on the 28th day of June, 1977
as amended from time to time and herein consolidated as of the 16th day of June, 1998 between:**

The Governing Council of the University of Toronto ("the Governing Council" or "the University")

as

The University of Toronto Faculty Association ("the Association")

**This Agreement witnesseth that, in consideration of the mutual promises of the parties herein contained
the parties hereto respectively agree as follows:**

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Memorandum of Settlement

University of Toronto Faculty Association, June 16, 1998

1 Purposes

Given that both parties desire to promote the welfare of the University and its faculty and librarians the purposes of this Agreement are:

- to create the minimum rights, privileges and benefits which the University shall grant to faculty members and librarians and to the Association;
- to provide reasonable protection from unilateral changes to approved policies and practices relating to terms and conditions of employment of faculty members and librarians;
- to maintain formally an effective and orderly procedure for the discussion and determination of salaries and benefits of librarians and faculty members;
- to formalize the relationship between the University and the Association and to maintain conditions of support for the Association; and
- to accomplish the foregoing purposes (a) recognizing the importance of not derogating from or diminishing the existing rights of the individual faculty members and librarians. (B) recognizing the roles of the duly established bodies and groups within the University and (c) within the framework of an agreement and relationship between the Governing Council and the Association that is outside The Labour Relations Act of the Province of Ontario and that does not prevent individuals or groups from seeking and obtaining terms and conditions of employment which they consider more favourable than those referred to in this Agreement.

In this connection, both the Governing Council and the Association wish to promote and maintain harmonious, collegial relationships within the University of Toronto, and to provide a mutually acceptable means of settling differences which may arise from time to time without resort to strikes and lockouts and other procedures provided by The Labour Relations Act of the Province of Ontario.

University of Toronto Faculty Association, June 16, 1998

2 No Change in Basic Policies and Practices

The University agrees that, during the term of this Agreement, it will not change the following policies and practices except by mutual consent of the parties;

- a) the Policy and Procedures on Academic Appointments including the "Haist Rules" relating to academic tenure;
- b) the Policy and Procedures on Employment Conditions of Part-time Academic Staff;
- c) the policy on Political Candidacy in the "Haist Rules";
- d) the Policy on the Appointment of Academic Administrators;
- e) the Policy on Conflict of Interest: Academic Staff;
- f) there shall be no mandatory retirement date for faculty members and librarians whose 65th birthday occurs on or after July 1, 2005;
- g) the policy on sick leaves affecting faculty members and librarians;
- h) the practices affecting faculty members and librarians relating to leaves of absence, short-term compassionate and emergency leaves;
- i) the Policy and Procedures on Promotions;
- j) the policy on maternity leave;
- k) the policies on child care and adoption leave;

University of Toronto Faculty Association, June 16, 1998**3 Librarians**

The Working Group on Librarians met during 1977-78 and Policies for Librarians were subsequently approved by the Governing Council in June 1978. If and when these Policies are approved by the Association, they will become subject to this agreement and will thereafter not be changed by the University during the term of this Agreement.

University of Toronto Faculty Association, June 16, 1998

4 Research and Study Leaves

The University maintains a policy of research leave intended for academic study, research, and writing which provides means for faculty members to increase their knowledge, further their research and scholarship, stimulate their intellectual interests, and strengthen their contacts with the community of scholars, thus enhancing their contributions to the research and teaching activities of the University. Research leave shall be regulated by the following principles:

A) A faculty member on 50 percent or greater appointment shall be entitled to apply for research leave of twelve (12) months at eighty-two and one-half (82.5) percent salary after every six years of service at the University of Toronto. Such leave shall not be reasonably denied. Research leave normally will commence on July 1.

B) As an alternative, each faculty member on 50 percent or greater appointment shall be entitled to apply for research leave of six months at full salary, after the same period of service. Such leave shall not be unreasonably denied. Such leave may commence either July or January, subject to the approval of his or her chair, dean or principal.

C) As an alternative and subsequent to the leave in (a) or (b) above and where the academic unit's teaching program permits, each faculty member on a 50 percent or greater appointment shall be entitled to apply for research or study leave for a six month period (from July 1 to December 31 or January 1 to June 30) after every three years of service at 82.5 percent salary provided the requested leave does not fall within seven years of the normal age of retirement. Such leave shall not be unreasonably denied.

(D) A faculty member who is entitled to apply for a research leave under (a), above, may request that he or she defer the leave by up to one year. Such request shall not be unreasonably denied; and, where the request has been granted, the period of time between the date on which the leave would have commenced in the absence of the deferment and the actual date on which the leave commences, to a maximum of one year shall be credited as "service to the University" for purposes of calculating the faculty member's accrued service in respect of the faculty member's next research and study leave application.

(E) The research leave allowance to which such faculty member is entitled may be paid in part as a research grant, made in accordance with University policy for awarding research grants. In appropriate circumstances the schedule of payments of research leave allowances shall be at the discretion of the faculty member concerned.

(F) Faculty members on research leave shall be entitled to salary increases and consideration for promotion on the same basis.

(G) A faculty member who wishes to take research leave shall request leave in writing from his or her chair, dean, or principal no later than October 31 of the academic year preceding. Every request for research leave requires the approval of the Vice-President and Provost of the University. Normally the response in principle to the request should be given by December 31 and confirmed by March 31 of the academic year preceding. Such requests may be withdrawn up to three months prior to the academic year in which the leave is to be taken. Afterwards, they can be withdrawn only with the consent of the appropriate University authority. However, this consent shall not be unreasonably denied, particularly in cases where the circumstances are beyond the control of the individual.

Request for research leave should be accompanied by a statement of the research and scholarship the faculty member proposes to undertake and at the conclusion of the leave a report of the research and scholarship shall be required by the chair, dean or principal.

University of Toronto Faculty Association, June 16, 1998

5 Academic Freedom and Responsibilities

1 The parties to this Agreement acknowledge that the University is committed to the pursuit of truth, the advancement of learning, and the dissemination of knowledge. To this end, they agree to abide by the principles of academic freedom as expressed in the following statement: academic freedom is the freedom to examine, question, teach, and learn, and it involves the right to investigate, speculate, and comment without reference to prescribed doctrine, as well as the right to criticize the University and society at large. Specifically, and without limiting the above, academic freedom entitles faculty and librarians to:

(A) freedom in carrying out their activities;

(B) freedom in pursuing research and scholarship and in publishing or making public the results thereof; and

(C) freedom from institutional censorship. Academic freedom does not require neutrality on the part of the individual nor does it preclude commitment on the part of the individual. Rather academic freedom makes such commitment possible.

2 A faculty member's professional obligations and responsibilities to the University shall encompass (i) teaching (ii) research, scholarly or creative activity; (iii) service to the University. While the pattern of these duties may vary from individual to individual, they constitute the faculty member's principal obligation during the employment year, and include, without being restricted to, responsibilities as follows:

(a) A faculty member shall carry out his or her responsibility for teaching with all due attention to the establishment of fair and ethical dealings with students, taking care to make himself or herself accessible to students for academic consultation, to inform students adequately regarding course formats, assignments, and methods of evaluation, to maintain teaching schedules in all but exceptional circumstances to inform students adequately of any necessary cancellation and rescheduling of instructions and to comply with established procedures and deadlines for determining, reporting and reviewing the grades of his or her students.

(b) A faculty member shall be entitled to and be expected to devote a reasonable proportion of his or her time to research and scholarly or creative work. He or she shall endeavor to make the results of such work accessible to the scholarly and general public through publications, lectures and other appropriate means. Faculty shall, in published works, indicate any reliance on the work and assistance of academic colleagues and students.

(c) Service to the University is performed by faculty members through participation in the decision making councils of the University, and through sharing in the necessary administrative work of their Departments, Faculties, the University or the Association. In performance of these collegial and administrative activities, faculty members shall deal fairly and ethically with their colleagues, shall objectively assess the performance of their colleagues, shall avoid discrimination, shall not infringe their colleagues' academic freedom, and shall observe appropriate principles of confidentiality.

3 A librarian's professional obligations and responsibilities shall encompass (i) the development of his or her professional knowledge and performance, (ii) contributions to scholarship, (iii) service to the University. While the patterns of these duties may vary from individual, they constitute the librarian's principal obligation during the employment year. A librarian shall carry out his or her responsibilities with all due attention to the establishment of fair and ethical dealings with library users, colleagues and staff, taking care to be properly accessible. A librarian shall foster a free exchange of ideas and shall not impose nor permit censorship. A librarian shall ensure the fullest possible access to library materials.

University of Toronto Faculty Association, June 16, 1998

6 Salary and Benefits

NOTE: The dates stated in the following are not meant to be final but to reflect the objective of having a procedure that ends by approximately April 15 of each year.

- 1 Salary and benefits for faculty members and librarians shall be negotiated annually in accordance with the following procedures.
- 2 The Association or the University shall, prior to the month of December in the academic year in which the current agreement on salaries and benefits expires, give written notice to the other party expressing its desire to negotiate in respect of salaries or benefits, or both. The notice shall specify matters sought to be amended, added or modified.
- 3 The parties shall meet within four (4) weeks after the giving of notice and shall negotiate in good faith and make every reasonable effort to reach an agreement.
- 4 The parties shall with reasonable dispatch provide each other with such data and documentation as may be reasonably requested to enable full and rational discussion of salary and benefit matters.
- 5 If agreement has not been reached by January 15 following the giving of notice, a Mediator/Fact Finder shall be appointed by mutual agreement. If the parties are unable to agree upon a Mediator/Fact Finder by January 20, the Chief Justice of Ontario or, in his or her absence, the Associate Chief Justice of Ontario, shall be asked to make the appointment upon the application of either party.
- 6 Within one week after the appointment of the Mediator/Fact Finder, each party shall give written notice to the Mediator/Fact Finder and to the other party setting out the matters relating to salaries and/or benefits that the parties have agreed upon for inclusion in an agreement, the matters remaining unresolved, and the positions of both parties with respect to each unresolved matter.
- 7 The Mediator/Fact Finder shall meet with the parties and endeavour to effect agreement on the unresolved matters.
- 8 After the conclusion of mediation, but prior to the preparation and publication of the report of the Mediator/Fact Finder as hereinafter described, the parties shall meet at least once with the Mediator/Fact Finder. At that meeting, the Mediator/Fact Finder may convey to the parties, on a confidential basis, what the Mediator/Fact Finder regards as an appropriate settlement of the unresolved issues or the range within which the parties should attempt to reach settlement.
- 9 Where the parties are unable to reach agreement on unresolved matters, the Mediator/Fact Finder shall make a report without recommendations setting out:
 - (a) the position of the parties arrived at the conclusion of mediation,
 - (b) documents submitted by the parties or called for by the Mediator/Fact Finder.
- 10 In the event that there is no agreement between the parties after the foregoing steps, the Mediator/Fact Finder shall submit his or her report to the parties within twenty (20) days after the date of his or her appointment.
- 11 Neither the Mediator/Fact Finder nor the parties will publish such report during the period of the ten (10) days after receipt thereof, and during such period, the parties shall meet and continue to negotiate in good faith in an endeavour to reach agreement on all unresolved matters. After the expiry of ten (10) days from the date of delivery of the report of the Mediator/Fact Finder to the parties and failing agreement on the unresolved issues, the Association and the University shall jointly publish the report of the Mediator/Fact Finder in the University of Toronto Bulletin.
- 12 The Mediator/Fact Finder shall establish his or her own procedure and where the Mediator/Fact Finder requests information, the parties shall make reasonable efforts to provide the Mediator/Fact Finder with full and complete factual information which shall be communicated to the other party.
- 13 Failing agreement on salaries and/or benefits within seven (7) days after the report of the Mediator/Fact Finder is made public, all unresolved matters may be referred to a Dispute Resolution Panel. The Dispute Resolution Panel

shall be composed of three (3) panelists, one panelist selected by each of the parties and a third panelist who shall be Chair.

14 The procedure for appointing the Dispute Resolution Panel shall be as follows:

(a) the party referring the unresolved matters to a Dispute Resolution Panel shall, in its notice of referral, advise the other party of the name of its panelist to the Dispute Resolution Panel;

(b) the recipient of the notice shall appoint its panelist to the Dispute Resolution Panel within five (5) days of being notified by the other party of the named of its panelist:

(c) within ten (10) days from the naming of the panelist referred to in (b), the following individuals shall be requested to serve, in the alphabetical order shown below, as Chairman of the Dispute Resolution Panel and shall serve thereafter where agreed to by the parties:

Mr. Justice Charles Dubin

Mr. Justice Alan Gold

Mr. Don Munroe

Mr. Justice Sidney Robins

In the event that none of the persons listed above is willing and able to act, then;

(d) the two panelists selected shall make every reasonable effort to agree upon a third person to be Chair of the Dispute Resolution Panel. If the two panelists fail to agree, within fifteen (15) days from the naming of the panelist referred to in (b) above, upon a person who is willing and able to act as Chair, the Chief Justice of Ontario or, in his or her absence, the Associate Chief Justice of Ontario, shall be asked to make the appointment upon the application of either party;

(e) in the event a party fails to appoint its panelist, the Chief Justice of Ontario or, in his or her absence, the Associate Chief Justice, shall be asked to make the appointment upon the application of the other party.

15 The Mediator/Fact Finder shall not be eligible to serve.

16 The Dispute Resolution Panel shall make every reasonable effort to issue a unanimous report which shall attempt to reflect the agreement the parties would have reached if they had been able to agree. In endeavouring to reach a unanimous report the members of the Panel may confer with their appointing parties. The members of the Panel shall make their decision without taking into account the possibility that it may be repudiated by the Governing Council.

17 The Dispute Resolution Panel shall prepare a report setting out recommendations for terms of settlement together with reasons in support thereof.

18 Before preparing a report, the Dispute Resolution Panel shall hold a hearing after giving both parties appropriate notice. The Dispute Resolution Panel shall determine its own procedure but shall allow each party to:

(a) be represented by counsel or an agent;

(b) call evidence and make submissions and arguments, oral and written: and

(c) conduct cross-examination of witnesses at the hearing.

19 The jurisdiction of the Dispute Resolution Panel shall encompass only those unresolved matters relating to salaries and benefits that have been referred to it by the parties. The Dispute Resolution Panel shall, however, take into account the direct or indirect cost or saving of any change or modification of any salary or benefit agreed to by the parties in making its recommendation for terms of settlement.

20 The report of the Dispute Resolution Panel together with any minority report shall be issued to the parties no later than twenty (20) days after conclusion of the proceedings before the Dispute Resolution Panel. It is agreed that neither the Panel nor either of the parties will publish such report for the period of ten (10) days after the receipt thereof.

- 21 If the parties fail to reach agreement within ten (10) days after delivery to them of the report of the Dispute Resolution Panel, the report shall be made public. Publication shall be made jointly by the parties in the University of Toronto Bulletin.
- 22 In the event the report of the Dispute Resolution Panel is unanimous on all matters referred to it by the parties, the recommendations for terms of settlement contained in the report shall be binding on the parties.
- 23 If the report of the Dispute Resolution Panel is not unanimous on all matters referred to it, the recommendations for terms of settlement of the majority of the Panel, or in the event there is no majority report, in the report of the Chair, (hereinafter referred to as a 'non-unanimous report'), shall be binding on the parties unless repudiated within fifteen (15) days after the date of publication of the report in the University of Toronto Bulletin by a majority vote of the Governing Council. Repudiation of a non-unanimous report by the Governing Council shall be only on the recommendation of the President.
- 24 In the event of repudiation by the Governing Council of a non-unanimous report and in the event no agreement is reached by the parties after the issuance by the Dispute Resolution Panel of a non-unanimous report, the matters in dispute shall be determined by the Governing Council on the recommendation of the President of the University. The President's recommendation shall not be less favourable to faculty members and librarians than the administration's position before the Dispute Resolution Panel on all matters in dispute and shall incorporate:
- (a) all matters agreed upon by the parties both before and after the issuance by the Dispute Resolution Panel of its non-unanimous report, and
 - (b) all matters upon which the Dispute Resolution Panel is unanimous.
- 25 If the settlement for any academic year is determined by decision of the Governing Council following repudiation of a non-unanimous report of the Dispute Resolution Panel, negotiations for the next academic year shall follow the procedure contained herein except that the report of the Dispute Resolution Panel shall be final and binding if unanimous, and if non-unanimous, the report of the majority of the Dispute Resolution Panel, or in the event there is no majority, the report of the Chair shall be final and binding on both parties and there shall be no right to repudiate. The procedure contained in this paragraph 25 is subject to the Arbitration Act. The Chair of the Dispute Resolution Panel under this paragraph 25 shall not be the same as the Chair of the Dispute Resolution Panel established in the previous year.
- 26 If negotiations in any academic year are resolved without repudiation of the report of the Dispute Resolution Panel by the Governing Council, the negotiating procedures contained herein, including the right to repudiate a non-unanimous report of the Dispute Resolution Panel, shall apply for the next academic year, and thereafter, unless repudiation of a non-unanimous report occurs again, in which case, the procedure outlined in paragraph 25 will apply.
- 27 The fees and expenses of the Mediator/Fact Finder and of the Chair of the Dispute Resolution Panel and the costs of publication of any reports contemplated by this Article shall be borne equally by the parties.
- 28 No person shall be appointed as Mediator/Fact Finder or member or chair of the Dispute Resolution Panel who is an employee or officer of the University or a member of the Governing Council or who has a direct pecuniary interest in the matters coming before him or her, or, within the period of six (6) months immediately before the date of his or her appointment, has acted as a negotiator for either of the parties.
- 29 For greater clarity "days" as used herein means calendar days.
- 30 This Article 6, being part of the Memorandum of Agreement, shall continue in full force and effect as part of the Memorandum of Agreement: however, this Article 6 is severable from the Memorandum of Agreement and may be terminated by either party notifying the other in writing by no later than November 1 following the issuance of a final and binding non-unanimous report pursuant to paragraph 25.

University of Toronto Faculty Association, June 16, 1998

7 Grievance Procedure

A grievance is any complaint by a faculty member or librarian or by two or more faculty members or librarians arising from the interpretation or application or alleged violation of an established or recognized policy, practice, or procedure of the University, referred to or stipulated in this Agreement or otherwise, other than a complaint by the Association about breach of any of the undertakings or provisions of the Agreement that directly relate to the Association as such, and other than a complaint or alleged violation with respect to a faculty member relating to appointments, tenure, or dismissal for cause of a tenured faculty member, for which existing procedures shall be followed.

An earnest effort shall be made to settle grievances fairly and promptly.

The parties agree to be bound by and give full and immediate effect to decisions arrived at under the procedures set forth in this Article.

A faculty member or librarian may be accompanied by a grievance representative from the Association at any step in the grievance procedure, if he or she so desires.

A grievance will normally lapse if it is not appealed within the specified time limits. If the administrative official of the University fails to respond within the time limits specified under any step in the procedures below, the grievor may automatically move to the next step. Notwithstanding the foregoing, time limits in the procedure may be extended by mutual consent of the grievor and the administrative official designated at the appropriate steps which follow, or by the Grievance Review Panel which may decide to entertain a grievance where the time limits specified below have not been complied with, if the Grievance Review Panel is satisfied that neither the grievor's nor the University's position has been substantially prejudiced by the delay.

Wherever an official is specified in this procedure, a designate may be appointed to act.

Step No. 1

If a faculty member or librarian has a grievance he or she shall discuss it orally and informally at the first administrative level having the authority to dispose of it. This shall usually be the department chair or equivalent in multi-departmental divisions. Such grievances must be presented within twenty (20) working days after the grounds for the grievance were known or ought reasonably to have been known by the faculty member or librarian. The department chair or equivalent shall notify the grievor of the decision within ten (10) working days.

Step No. 2

If the grievance is not resolved under Step No. 1, then, within ten (10) working days, the faculty member or librarian may present a written grievance to the Dean, Principal, Chief Librarian or equivalent in his or her division. At this stage of the procedure pertinent documentation available at the time that might serve to substantiate or resolve the grievance should be exchanged, subject to Article 10 below. The Dean, Principal, Chief Librarian or equivalent shall notify the grievor in writing of the decision within fifteen (15) working days.

Step No. 3

If the grievance is not resolved under Step No. 2, the grievor, within fourteen (14) working days after the written decision has been given under Step No. 2, may present the grievance to the Vice-President and Provost. The Vice-President and provost shall notify the grievor in writing of the decision within twenty-one (21) working days.

Step No. 4

Failing a satisfactory resolution of the grievance under Step No. 3, the grievor may refer to the Grievance Review Panel, with notice to the President of the University within a period of fifteen (15) working days after the written decision has been given under Step No. 3. This notice of intention to proceed to the Grievance Review Panel shall contain the details of the grievance, a statement of the issue in dispute, and a statement of the type of remedy sought by the grievor.

The Grievance Review Panel, composed of seven members of the faculty and one librarian, is appointed by the President of the University after consultation with the Association. The terms shall be for two years, with half of the membership completing their terms each year. Vacancies on the Panel shall be filled by the President after consultation with the Association. The Grievance Review Panel may establish its rules of procedure including, but not limited to, the assignment of a Chair and two other members of the Panel to constitute a Grievance Review

Committee to consider a particular grievance. Where the Grievance Review Panel concludes that it is in the best interests of the grievor and the University to do so, the Panel may appoint an individual from outside the University to serve as Chair of a Grievance Review committee to consider a particular grievance, provided that the grievor consents to the Grievance Review Panel appointing the Chair in this way.

The Grievance Review Committee shall have access to all written material related to the grievance and shall have the power to interview the parties to the dispute or anyone who may assist in resolving the matter. The Grievance Review committee should attempt to minimize friction and preserve collegial relationships and shall resort to adversarial hearings only where no other route is satisfactory.

The decision of the Grievance Review Committee shall be final and binding on the grievor and the University. At no stage of these procedures, however, will an administrative official of the University or the Grievance Review Committee have the jurisdiction to change any of the provisions of a duly enacted policy or established practice of the University or to substitute any new provision therefor, or to alter this Agreement. The decision of the Grievance Review Committee shall be unanimous or one reached by the majority of the Committee; provided, however, that if there is no majority decision, then the decision of the Chair shall constitute the final and binding decision of the Committee.

In all cases, the decision of the Committee shall be communicated to the parties without disclosing whether the decision was unanimous, by majority, or by the Chair's decision, and shall show on its face only that it was a decision of the Committee. No minority or dissenting reports shall be issued and the deliberations of the Committee shall be held in confidence.

A group grievance, which is a grievance as defined above by two or more faculty members or librarians, may be brought forward at Step No. 1 of the grievance procedure at any time within thirty (30) working days after the grounds for the group grievance were known or ought reasonably to have been known by the faculty members or librarians concerned. If the group grievance is not resolved under Step No. 1, it may be pursued through the remaining steps of the grievance procedure.

Where a grievance affects two or more faculty members or librarians working in different departments in the same division, they may initiate a group grievance at Step No. 2 within thirty (30) working days after the grounds for the complaint should reasonably have been expected to be known. Where a grievance affects two or more faculty members or librarians in different divisions, they may initiate a group grievance at Step No. 3 within thirty (30) working days after the grounds for the complaint should reasonably have been expected to be known. If the grievance is not settled at this stage within twenty-one (21) working days, it may be pursued through the Grievance Review Panel.

Association Grievance

An Association grievance is any complaint by the Association that any of the undertakings or provisions in this Agreement that directly relate to the Association as such has been breached. If the Association considers that any of the undertakings or provisions in this Agreement that relate to the Association have been breached, the Association may give written notification to the Vice-President and Provost. The matter shall then be placed in written form on the agenda of a Joint Committee meeting which shall be held within twelve (12) working days of the notification to the Vice-President and Provost. The parties agree that every effort should be made to resolve an Association grievance in the Joint Committee. In the event that the matter is not resolved at the meeting, the Association shall be deemed to have filed a grievance. The Vice-President and Provost shall respond in writing to the grievance within seven (7) working days of the meeting. The Vice-President and Provost's response shall constitute the Step No. 3 response. If the Association grievance is not resolved at Step No. 3, it may proceed further in the manner described above.

Complaints of Sexual Harassment

So long as the Policy and Procedures: Sexual Harassment adopted by the Governing Council on April 13, 1993, remains in force (including any amendments made to it that are agreed upon by both parties), a complaint by a faculty member or librarian that the faculty member or librarian has been sexually harassed shall not constitute a grievance under this Agreement, notwithstanding the first paragraph of this Article 7; nor shall a complaint regarding procedures used or decisions taken under the authority of the Policy constitute a grievance, unless the complaint is one which is made under the provisions of the paragraph entitled "Association Grievance" in this Article. Complaints of sexual harassment may be made under the provisions of the Policy and Procedures: Sexual Harassment. Complaints regarding procedures used or decisions taken under the authority of the Policy may, where applicable, be grounds for an appeal under the provisions of the Policy.

University of Toronto Faculty Association, June 16, 1998

8 Workloads and Working Conditions

The Governing Council agrees that no faculty member shall be expected to carry out duties and have a workload unreasonably in excess of those applicable to faculty members within the academic division or department (in multi-departmental divisions) of the University to which such faculty member belongs.

In the interest of research and scholarship, faculty members shall not be required to teach formal scheduled courses for more than two terms in any academic year and those terms normally shall be the Spring and Fall terms. Summer teaching in Woodsworth, Erindale and Scarborough Colleges shall continue to be voluntary and on an overload basis. However, nothing in this Article shall be interpreted to alter substantially the current arrangements for integrated summer teaching in those departments and divisions where this is now the practice. Nor shall this Article be construed to preclude faculty members from voluntarily agreeing to rearrange their teaching schedules so as to include summer teaching as part of their normal teaching loads where this is acceptable to them and to the colleges, divisions or departments (in multi-departmental divisions) offering summer courses.

The Governing Council agrees to continue to use its best efforts to ensure that there is an adequate level of support for faculty members relating to working conditions and equitable distribution of support among members of the same academic division or department (in multi-departmental divisions).

University of Toronto Faculty Association, June 16, 1998**9 No Discrimination**

The parties agree that there shall be no discrimination, interference, restriction, or coercion exercised or practised toward any faculty member or librarian in respect to salaries, fringe benefits, pensions, rank, promotion, tenure, reappointment, dismissal, research or other leaves, or any other terms and conditions of employment by reason of age (except for retirement as provided for in this Agreement), race, creed, colour, national origin, citizenship, religious or political affiliation or belief, sex, sexual orientation, marital status and/or family relationship, place of residence, membership or activity in the Association, or any activity pursuant to the principles of academic freedom set out in Article 5.

University of Toronto Faculty Association, June 16, 1998

10 Personnel Files

A faculty member or librarian shall have the right to examine all documents pertaining to that individual in any files kept by any sector of the University as a basis for personnel decisions affecting the faculty member or librarian, and to have such files corrected or supplemented in cases of error or inadequacy, except for those confidential letters of reference and evaluations specified below.

A faculty member or librarian shall have the right to examine his or her personnel files as specified above after giving reasonable notice of his or her desire to do so and under conditions which the department Chair (or Dean or Personnel Librarian as appropriate) deems appropriate to ensure the security of the file.

A faculty member or librarian shall not have the right to examine the confidential letters of reference and evaluations obtained for appointment, tenure, and promotion decisions. These letters of reference and evaluations shall be retained by the department and/or division until one (1) year after the final date on which an appeal of such decisions may be launched or, in the event an appeal had been initiated, until such time as the final stage of appeal, including the courts, has been exhausted. These documents shall then be destroyed at the request of the individual faculty member or librarian.

A faculty member or librarian shall have the right to examine his or her personnel files in the Personnel and Payroll Departments of the University after giving reasonable notice of his or her desire to do so, and under conditions which the appropriate administrator of the department deems appropriate to ensure the security of the file and to minimize disruption of the work of the department.

No document contained in any file of any faculty member or librarian shall be released or made available to any other person or institution, except for internal University administrative purposes, without the express written consent of such faculty member or librarian, or as required by law.

Nothing in this Article shall entitle a faculty member or librarian to request access to aggregated statistical surveys which might include information about that individual and which are used for University administrative purposes other than personnel decisions affecting the faculty member or librarian.

University of Toronto Faculty Association, June 16, 1998

11 Information

The University agrees to provide the Association such documents as may be necessary for the negotiation of salaries and benefits pursuant to this Agreement. This shall include, without limiting the generality of the foregoing: University financial reports and audits; the University summary budget, budget estimates and allocations relating to academic staff provided to the Budget Committee; University-wide salary analyses; age, rank and salary profiles; any instructional activity analyses; staff benefit costs; actuarial reviews of the University pension plans; and all other such documents provided to or received from the Ministry of Colleges and Universities, the Ontario Council on University Affairs, Statistics Canada, or the Governing Council.

The University agrees to provide any reports or recommendations relating to terms and conditions of employment of faculty members and librarians about to be made to or by the Governing Council or its committees, in sufficient time to afford the Association a reasonable opportunity to consider them and, if deemed necessary, to make representations when they are dealt with by the Governing Council or its committees. Copies of all agendas, minutes, motions, resolutions, bylaws, and rules and regulations adopted by the Governing Council shall also be forwarded to the Association.

It is understood that this Article shall not be construed to require the University (a) to compile information and statistics in particular form if such data are not already compiled in the form requested of (b) to provide any information relating to any individual.

University of Toronto Faculty Association, June 16, 1998**12 Joint Committee**

The parties agree to maintain a Joint Committee consisting of not fewer than four (4) representatives of the Association and not fewer than four (4) representatives of the University administration. The Joint Committee shall meet at least twice each term during the academic year. In addition, the representatives of either party to this Agreement may call a meeting of the Joint Committee on seven (7) days' written notice. The representatives of either party may place items on the agenda in advance of each meeting.

The Joint Committee is to have terms of reference wide enough to allow it to consider any aspect of the policies, procedures and practices relating to the terms and conditions of employment of faculty members and librarians, or any matter relating thereto, and to have a liaison and monitoring function with respect to the administration of this Agreement.

University of Toronto Faculty Association, June 16, 1998

13 Association Relations

No faculty member or librarian shall be required to join the Association as a condition of employment. For faculty members and librarians employed at the University as at June 30, 1998, the University agrees to continue the present practice of deducting Association dues from the salaries of all faculty members and librarians who so elect, and shall forward the dues collected to the Association in accordance with present practice.

Faculty members and librarians who commence employment at the University on July 1, 1998, or later shall be required, as a term of employment, to provide a written authorization (such authorizations to be subject to paragraph 1 below) to deduct from his or her salary an amount equal to the membership dues in the Association fixed annually in accordance with the Association's constitution and to remit that amount to the Association. The University agrees to deduct an amount equal to such dues from the salaries of all such faculty and librarians according to the written authorizations and shall forward the amounts collected to the Association in accordance with the present practice for remitting dues of faculty members and librarians employed as at June 30, 1998. The University will continue the present practice of providing new faculty members and librarians with Association membership information upon their arrival at the University. The requirement for written authorization to deduct an amount equivalent to Association dues from salary is subject to the following:

(1) if the faculty member or librarian conscientiously objects to the deduction from salary of an amount equal to membership dues in the Association for remission to the Association, the faculty member or librarian may give a signed declaration to the University, copied to the Association, stating that they conscientiously object to the deduction of an amount equivalent to dues being remitted to the Association and directing the University to deduct from his or her salary an amount equal to membership dues in the Association and to remit such amount to a registered charity selected from a list of charities agreed upon by the University and the Association. Such written declaration and direction shall be given upon commencement of employment, or at any time thereafter by the faculty member or librarian giving written notice to the University 30 days prior to the first day of the month in which such monies are to be redirected to remit an amount equivalent to Association dues to one of the designated charities rather than to the Association.

On or before the tenth day of each month, the University shall deliver to the Association a list of all persons from whose salaries deductions of an amount equivalent to Association dues were made during the previous month and a list of all persons who directed an amount equivalent to Association dues to be paid to one of the designated charities during the previous month. On January 1st and July 1st of each year, the University shall also provide the Association with a list of all faculty members and librarians.

Pursuant to present policy, the University agrees to provide the Association with the use of suitable services, office space, telephone lines, and the use of the University postal service.

The University shall allow the Association reasonable access for the use of the University's reproduction services, computing facilities, and audiovisual equipment at standard University rates. Subject to their availability, and consistent with prevailing University policy, the University undertakes to provide the Association with suitable meeting rooms free of charge.

The President of the Association shall be entitled to a fifty (50) percent reduction in teaching load, or the equivalent. The Vice-President, Grievances, and the Vice-President, Salaries, Benefits and Pensions shall each be entitled to a twenty-five (25) percent reduction in teaching load or the equivalent. The University shall assume financial responsibility for such released time in accordance with standard budgeting practices. Contribution to the Association will be considered along with academic performance in computing salary increases, progress through the ranks and similar benefits to which the President and Vice-Presidents above may be entitled.

University of Toronto Faculty Association, June 16, 1998

14 Non-Applicability to Federated Universities

The parties acknowledge that, because of the independence of the governing bodies of the Federated Universities, the provisions of this Agreement do not apply to such governing bodies.

University of Toronto Faculty Association, June 16, 1998**15 The University of Toronto Act and Severability**

The parties agree that this Agreement is subject to the provisions of the University of Toronto Act 1971 as amended from time to time. If any provisions of this Agreement is held to be or rendered invalid by judicial or legislative act, the remainder of this Agreement shall remain in force and the parties agree to meet and renegotiate whatever portion may have been held or rendered invalid.

University of Toronto Faculty Association, June 16, 1998

16 Amendments to The University of Toronto Act

The University agrees not to recommend changes in The University of Toronto Act relating to terms and conditions of employment of faculty members and librarians without prior consultation with the Association.

University of Toronto Faculty Association, June 16, 1998

17 Changes to Agreement

Changes or amendments to this Agreement may be made by mutual consent of the parties at any time.

University of Toronto Faculty Association, June 16, 1998

18 Copies of Agreement

The University agrees to provide all faculty members and librarians with a copy of this Agreement and any amendment which may be made thereto.

University of Toronto Faculty Association, June 16, 1998**19 Newly Appointed Faculty Members and Librarians**

The University agrees to inform all newly appointed faculty members and librarians that this Agreement is in effect, and to distribute to them a copy of this Agreement at the same time and as part of the other documents provided regarding the terms and conditions of employment.

University of Toronto Faculty Association, June 16, 1998

20 Correspondence

All formal notices between the parties arising out of this Agreement or incidental thereto shall pass to and from the Chairman of the Governing Council and the President of the Association.

University of Toronto Faculty Association, June 16, 1998**21 Term of Agreement**

This Agreement shall continue in full force and effect until June 30, 1983, and thereafter automatically renew itself for periods of one (1) year unless either party notifies the other in writing, in the period from December 1 to December 31 inclusive, prior to any expiry date, that it desires to terminate this Agreement.

University of Toronto Faculty Association, June 16, 1998

22 Entry into Force

This Agreement shall enter into force upon signature by the Chairman of the Governing Council of the University and by the President of the Association following ratification of the Agreement by the Governing Council and the Association.

IN WITNESS that this Memorandum of Agreement was initially ratified by the parties hereto as of the 28th day of June, 1977, the Governing Council has caused its corporate seal to be hereunto affixed, subscribed by its Chairman and its President, and the Association has authorized its President and its Vice-President, Grievances to subscribe hereto.

The Governing Council of The University of Toronto

by: _____

Chairman

attest: _____

President

The University of Toronto Faculty Association

by: _____

President

attest: _____

Vice-President

This consolidated text includes amendments ratified by the parties to the 24th day of June, 1998

University of Toronto Faculty Association, June 16, 1998**Memorandum of Settlement**

MEMORANDUM OF SETTLEMENT

B E T W E E N:

THE GOVERNING COUNCIL OF THE UNIVERSITY OF TORONTO
(hereinafter referred to as "the University")

- and -

THE UNIVERSITY OF TORONTO FACULTY ASSOCIATION
(hereinafter referred to as "the Association")

The negotiating committees of the University and the Association have met and negotiated pursuant to the provisions of Article 6 of the Memorandum of Agreement and have reached agreement on salary and benefits for Faculty and Librarians.

The negotiating committees agree to recommend this settlement unanimously to their respective principals.

The terms of this agreement are as follows:

1 TERM

The agreement is for two years commencing July 1st, 2003 and ending June 30, 2005.

2 COMPENSATION**Across-the-Board Salary Increases**

2.25% commencing July 1, 2003
0.75% commencing January 1, 2004
2.75% commencing July 1, 2004
0.615% commencing January 1, 2005

Each January 1 increase will be applied as an ATB to the December base salary for all faculty and librarians employed prior to the previous July 1, including members of the senior salary group.

Effective January 1, 2004, a one-time-only payment of \$275 will be made into the Professional Expense Reimbursement Account for each full-time faculty member and librarian. For part-time members, the amount will be pro-rated in accordance with the current provisions of the Professional Expense Reimbursement program.

PTR

Normal PTR in both years of the agreement.

(i) Professorial PTR

On June 30th, 2004, the current professorial PTR breakpoint of \$107,800 shall be adjusted upwards by the across-the-board increase of 3% plus a special adjustment of \$5,000 so that any professor whose salary is less than \$116,000 on June 30, 2004 will be eligible for a below the breakpoint PTR award in the 2004/2005 academic year.

Effective June 30, 2005 and thereafter, the above and below breakpoint PTR increments and breakpoints will be increased by the previous year's across-the-board increase. The special adjustments to the breakpoint are neutral to the calculation of the PTR increment.

(ii) Librarian PTR

On June 30, 2004, the current librarian PTR breakpoint of \$81,700 shall be adjusted upwards by the across-the-board increase of 3% plus a special adjustment of \$3,790 so that any librarian whose salary is less than \$87,950 on June 30, 2004 will be eligible for a below the breakpoint PTR award in the 2004/2005 academic year.

Effective June 30, 2005 and thereafter, the above and below breakpoint PTR increments and breakpoints will be increased by the previous year's across-the-board increase. The special adjustments to the breakpoint are neutral to the calculation of the PTR increment.

(iii) Lecturer/Senior Lecturer, Tutor/Senior Tutor, Athletic Instructor/Senior Athletic Instructor PTR

On June 30th, 2004, the current lecturer, tutor, athletic instructor PTR breakpoint of \$84,450 shall be adjusted upwards by the across-the-board increase of 3% plus a special adjustment of \$3,920 so that any lecturer/tutor /athletic instructor whose salary is less than \$90,900 on June 30, 2004 will be eligible for a below the breakpoint PTR award in the 2004/2005 academic year.

Effective June 30, 2005 and thereafter, the above and below breakpoint PTR increments and breakpoints will be increased by the previous year's across-the-board increase. The special adjustments to the breakpoint are neutral to the calculation of the PTR increment.

(iv) Senior Salary Categories

Effective June 30, 2004 the salary that defines the professorial senior salary group will be increased so that the threshold will be increased from \$128,600 to \$135,000.

Effective June 30, 2004 the salary that defines the librarian senior salary group will be increased so that the threshold will be increased from \$100,200 to \$105,200.

Effective June 30, 2004 the salary that defines the lecturer senior salary group will be increased so that the threshold will be increased from \$98,050 to \$102,950.

Librarian Floor

Effective July 1, 2003, the floor for Librarian I will be increased to \$44,000 and for Librarian II to \$46,000, inclusive of the July 1, 2003 ATB increase.

For greater clarity, any Librarian I or Librarian II whose salary as of July 1, 2003 after application of the ATB and PTR increases is less than the above floors will be raised to the new floor effective July 1, 2003.

3

BENEFITS

Pre-1981 Pensioners under the University of Toronto Pension Plan who are not eligible to participate in the group health plans:

For each pre-1981 pensioner or survivor of a pre-1981 pensioner in receipt of a pension, the University will establish a Health Care Expense Account (HCEA). Commencing in 2004, in January of each calendar year, the University will allocate into the HCEA the following amount:

- \$1,000 per survivor or single pensioner, or
- \$1,500 per pensioner with spouse or partner

The pensioner or survivor may submit claims for eligible medical and dental expenses for reimbursement up to their allocated amount, the process to be determined once the provider is selected to administer the plan. Any unspent balance for each pensioner or survivor up to an amount equal to one year's allocation can be carried-forward for one calendar year, after which it will be forfeited.

Eligible expenses include deductibles from other health plans including government drug plans, necessary medical equipment and devices, prescription drugs, hospital expenses not covered by government health plans, dental treatments, professional and paraprofessional medical treatments and other medical and dental expenses which could be claimed as tax deductions under CCRA guidelines.

Health and Dental Benefits for Part-Time Teaching Stream Faculty

As soon as practicable after date of ratification the University will create two ranges of FTE for the purposes of benefits subsidy, with a fixed employer subsidy for each range. The appropriate range for each part-time teaching stream faculty will be determined at the start of the academic year and would remain at that level for the entire academic year, so long as they are not on sessional lay-off or unpaid leave in which case they will receive no subsidy.

FTE at start of academic year	New Level of Employer Subsidy
25-74%	75% of the employer contribution for full-time employees
75% or Greater	100% of the employer contribution for full-time employees

Long Term Disability (LTD)

Enrolment in the LTD plan will be mandatory for all newly appointed faculty and librarians. Any active faculty member or librarian not presently enrolled will be enrolled effective January 1, 2004 without evidence of insurability, and will pay the required employee premiums through normal payroll deductions. There will be no provision for opting out of coverage.

The LTD benefit amount payable is to be changed from 70% of pre-disability earnings to 70% of pre-LTD earnings, subject to the current maximum earnings of \$125,000.

Any annual economic increase in the benefit amount payable to all faculty and librarians on LTD shall be on July 1 of each year. This will include all faculty and librarians presently on LTD as well as any future LTD recipients.

Physiotherapy / Chiropractic

Effective July 1, 2004, current massage therapy benefit for faculty and librarians will be extended to include Physiotherapy by a licenced physiotherapist and/or Chiropractic care by a doctor of Chiropractic medicine and to be reimbursed to the present \$500 yearly maximum. The maximum payable for all services claimed under this benefit is \$500 per person per plan year.

Maternity Leave

As soon as practicable after date of ratification the maternity leave policy will be amended as follows: staff members who have been granted maternity leave will not be required to return to work before a period of twenty (20) weeks. The University will supplement the Employment Insurance benefits as follows:

- a) 95% of the staff member's normal regular earnings for the initial two week waiting period prior to commencement of the Employment Insurance benefits;
- b) the difference between Employment Insurance Benefits and 95% of normal regular earnings, for a period not to exceed eighteen (18) weeks.

Exclusions

Persons employed for less than seventeen (17) weeks at the expected date of delivery

Parental Leave

As soon as practicable after date of ratification the parental leave policy will be amended as follows: Both parents have the option of taking a parental leave and may be eligible for Employment Insurance benefits during this leave. Birth mothers are eligible for thirty-five (35) weeks of parental leave, while all other new parents, such as birth fathers, adoptive parents and same-sex partners are eligible for thirty-seven (37) weeks.

The University will supplement the Employment Insurance benefits as follows:

- a) the difference between Employment Insurance benefits and 95% of normal regular earnings, for a period not to exceed ten (10) weeks

If both parents are employed by the University, they are each eligible for the ten (10) week subsidized parental leave.

Exclusions

Persons employed at the University for less than seventeen (17) weeks are not eligible for the subsidized parental leave.

Leave to Care for Family Members

The Policy on Child Care Leave [2.02.13] will be renamed the Policy on Family Care Leave and amended as follows:

Responsibility for the care of family members shall be considered reasonable grounds for a member of the teaching staff or of the library staff to request a part-time appointment on a temporary basis at the appropriate pro rata salary. Such a request shall not be unreasonably denied.

Librarian Research and Professional Development Days

For the period January 1, 2004, to June 30, 2004 each librarian shall be eligible for up to 2.5 days and thereafter to 5 days annually, with the prior approval of the Chief Librarian or designate, to pursue research and/or professional development through activities including but not limited to attendance at conferences, courses or workshops. Unused days will not be accrued to a subsequent academic year.

Faculty and Librarian Expense Reimbursement Program

The Faculty and Librarian Expense Reimbursement Program will be increased from \$500 per annum to \$775 per annum on July 1, 2005.

4 PENSION PLAN

Augmentation for Pensioners

The University of Toronto Pension Plan will be amended to augment pensions for retired faculty members and librarians as shown below:

Augmentation as of February 1, 2004 to Pensions in Payment as of February 1, 2004:

Year of Retirement Augmentation Percentage

2002 and earlier 0.94% of Pension Benefit Payable as of February 1, 2004

Augmentation as of July 1, 2004 to Pensions in Payment as of July 1, 2004:

Year of Retirement Augmentation Percentage

2003 and earlier Top-up of July 1, 2004 Indexation from 75% to 100% of Increase in CPI

The augmentation will apply to pensions being paid to a retired Member or to the Spouse, Domestic Partner or Dependent Child of a deceased Member and survivor pensions being paid pursuant to section 11.01 of the University of Toronto Pension Plan (benefits for Pensionable Service prior to November 1, 1975) except pensions being paid from the Teachers Insurance and Annuity Association and Government Annuities Branch under prior plans.

The above augmentation percentages will be applied to pension benefits payable from both the registered pension plan and the SRA.

The above augmentations shall also be applied under the University of Toronto (OISE) Pension Plan, provided however for pensions in payment indexed at greater than 75% of the Increase in CPI, the augmentation percentages above shall be adjusted to reflect the higher indexation.

5 UTFA RELEASE TIME

Effective Jan 1, 2004, the amount used to calculate the release time per FTE for UTFA officers will be increased from the current level to \$107,200 plus benefits. The salary will be adjusted annually by the ATB.

6 WORKING GROUPS

The membership of each of these Joint Working Group shall include three representatives of each party.

The parties agree that each Joint Working Group will be provided with data in accordance with the provisions of Article 11. The groups will determine the analysis and presentation methods for summary statistical data to be used so that both parties work from a common set of data.

The groups will consult with the University community and will report to the parties no later than October, 2004.

The parties shall jointly determine if and when the recommendations of the working groups shall be made public.

The parties agree that any incremental costs associated with the adoption of recommendations arising from these working groups will be the subject of future negotiations.

Part-time Faculty

The parties agree to establish a Joint Working Group to review and make recommendations with respect to employment practices for part time faculty.

Pensions

The parties agree to establish a Joint Working Group to investigate and make recommendations with respect to an alternative pension plan, including design, eligibility, transition, and a framework for its introduction.

Each party will include its respective actuary as a member of the Working Group.

Retirement Issues

The parties agree to establish a Joint Working Group to review and make recommendations with respect to employment relationships and engagement with the University for faculty and librarians approaching, at, and post retirement.

PTR Model

The parties agree to establish a Joint Working Group to review and make recommendations with respect to the PTR model.

Benefits

The parties agree to establish a Joint Working Group to investigate and make recommendations with respect to alternative plan designs, including Health Care Expense Accounts, for benefit programs for active and retired faculty and librarians.

7

Memorandum Article XVII

The parties agree to appoint a Task Force to make recommendations to the parties with respect to any proposed changes to the Memorandum of Agreement. Each party will name a Co-Chair and up to four representatives. It is understood that the representatives of either party may consult broadly. The Task Force will report by October 31, 2004.

8

IMPLEMENTATION

The parties agree that the Mediator, Kevin Burkett, shall remain seized of this matter with respect to any disputes related to the implementation of this agreement.

Dated at Toronto this 15th day of November, 2003.

UNIVERSITY OF TORONTO FACULTY ASSOCIATION

UNIVERSITY OF TORONTO

