

Revisions to the Memorandum of Agreement (MOA) between UTFA and the University of Toronto

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The MOA between U of T and UTFA

- **Protection of Rights & Employment Terms**
- **Formalized Decision-Making**
- **Established Relationship Structure**

3,779

Faculty Members &
Librarians covered
by MOA (Fall 2023)

22

Articles in
the MOA

1977

Initial year of
agreement

2015 Special Joint Advisory Committee (SJAC): Key MOA revisions



Expanded **academic freedom protections** to explicitly include **creative professional activities**

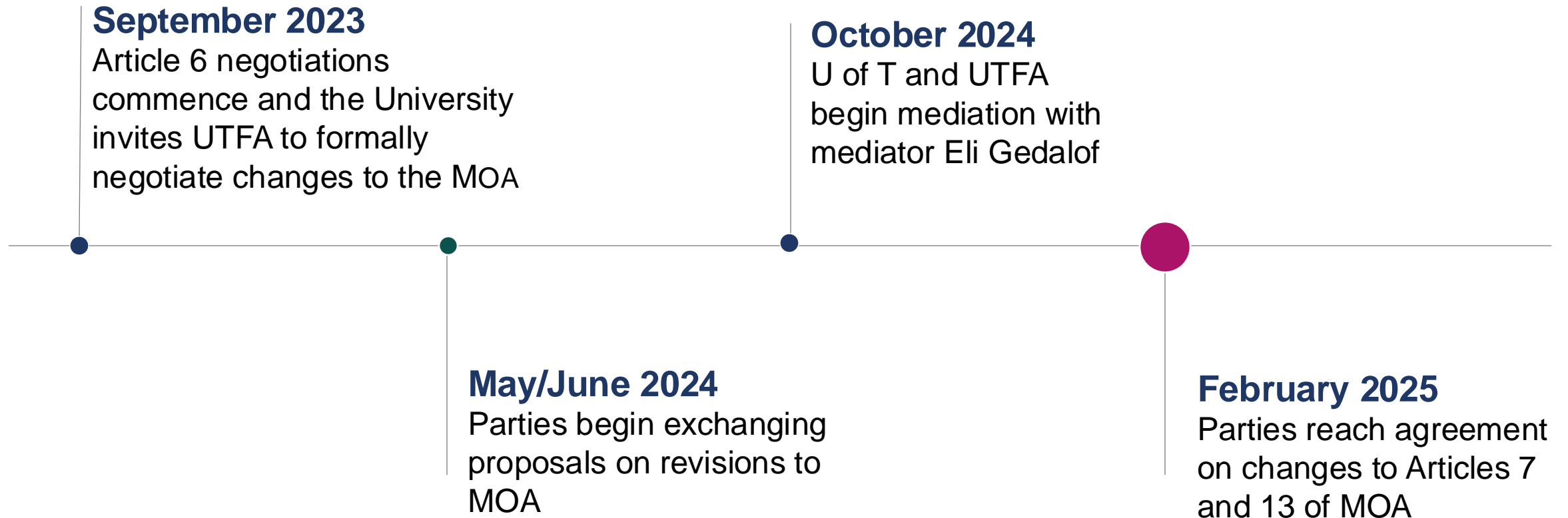


Introduced a **facilitation and fact-finding process** for reviewing 'frozen policies' and employment terms



Included **sick leave, parental leave, and other benefits** in salary and workload discussions

Timeline of current MOA negotiations



Revisions to Articles 7 & 13



Article 7: Grievance Procedure

- Replacement of the Grievance Review Panel with a professional labour arbitrator
- Refinement of process and timelines
- Removal of reference to old Sexual Harassment policy



Article 13: Association Relations

- Exclusion of Vice-Deans and Associate Deans with duties involving academic labour relations from UTFA membership

The benefits of these revisions

Individual Faculty Members & Librarians



Article 7: More efficient grievance process

Article 13: Locally-informed Academic Administrators will be involved in earlier resolution stages

Faculties and Divisions



Article 7: More efficient grievance process

Article 13: More capacity for academic labour relations processes

UTFA



Article 7: More efficient grievance process

Article 13: Non-UTFA members leading academic labour relations processes

University Administration

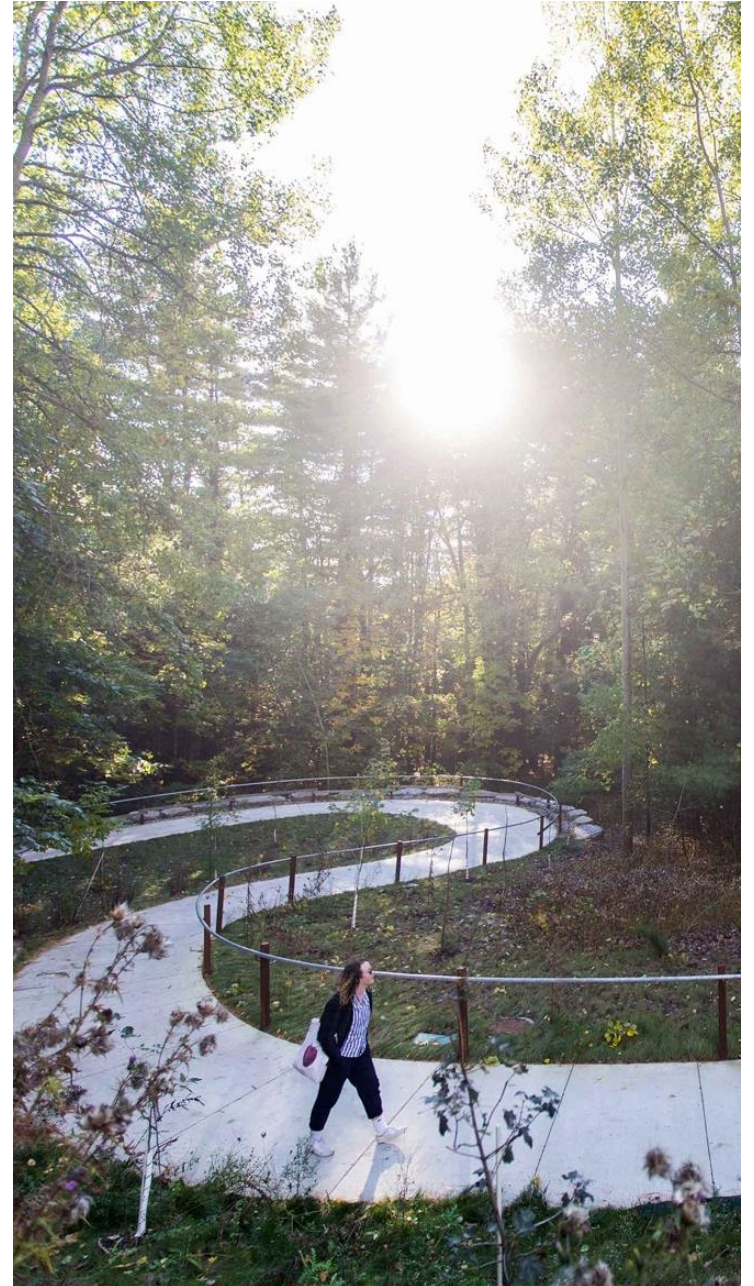


Article 7: More efficient grievance process

Article 13: More engagement of Faculty and Division Academic Administrators in academic labour relations processes

Next steps

- Revisions will continue to move through governance for approval at Governing Council
- Invitations will be sent to proposed arbitrators on mutually agreed list as part of new grievance procedure
- UTFA dues deduction for newly excluded Vice-Dean and Associate-Dean roles will stop in April
- Transition provisions will apply to specific ongoing grievances
- Article 6 negotiations for July 1, 2023 have moved to interest arbitration



Questions?