

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

Article 7: Grievance Procedure



Key Changes Proposed

- 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

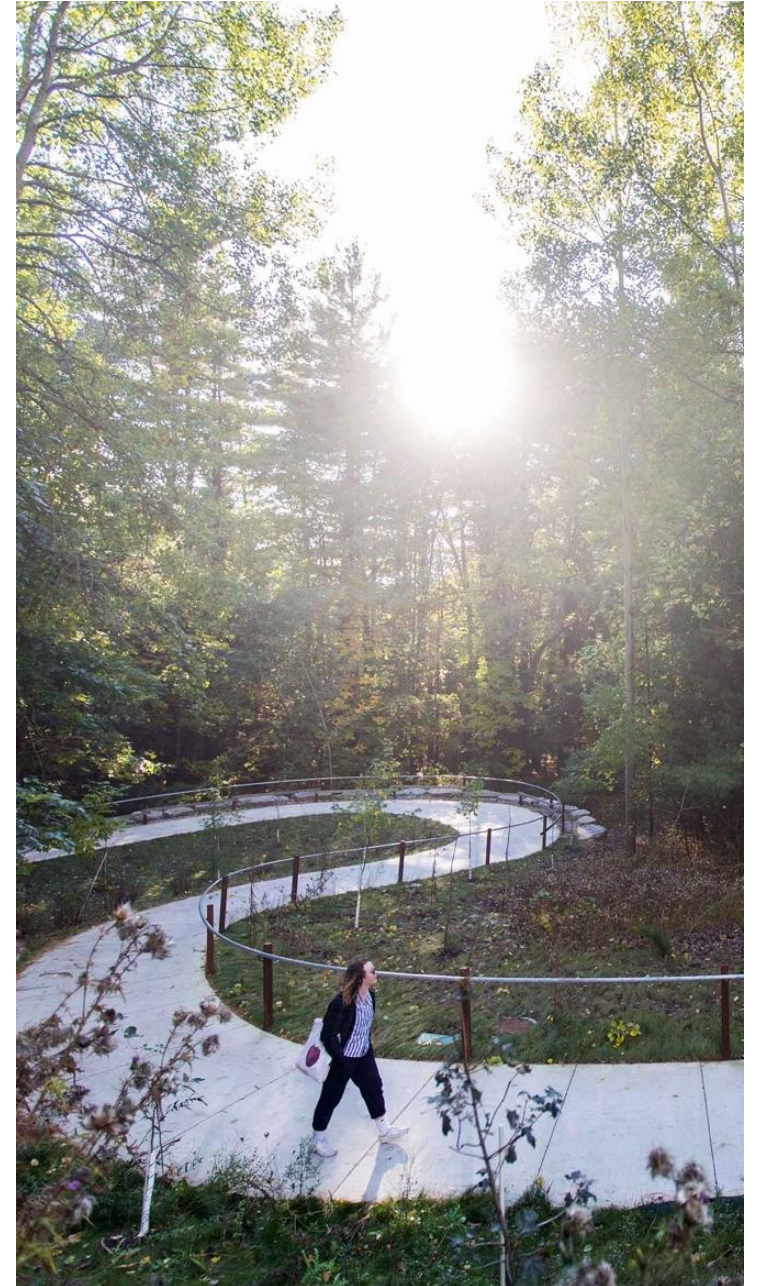


Change Proposed

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

Next steps

- Revisions will be implemented upon approval from Governing Council
- Transition provisions will apply to specific ongoing grievances
- Article 6 Negotiations (salary, benefits and workload) have moved to interest arbitration with an award expected by summer 2025



Questions?