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Join us at the Retiree UTFA Town Hall on November 8 at 2:00 p.m.

October 31, 2023

Dear colleagues,

This email contains three main items:

1. An invitation to our Retirees Bargaining Town Hall. Come and meet your UTFA Chief Negotiators and help shape our bargaining priorities!
2. A link to **UTFA's Executive Summary** of Arbitrator Eli Gedalof's recent award.
3. An update on how you, as a retiree, will benefit from the award and how and when it will be implemented.

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1. Retiree Bargaining Town Halls

Please RSVP to attend our interactive Retirees Town Hall on Wednesday, November 8. *Hear from your Chief Negotiators about what the award means for you, learn more about how it's being implemented, and help shape our current round of bargaining*. Questions may be sent in advance when you register, or be raised, time permitting, at the Town Hall.

Wednesday, November 8, 2:00 – 3:00 p.m. Via Zoom - Register **here**.

2. UTFA's Executive Summary of Arbitrator Gedalof's arbitration award

As promised, please **click here for an Executive Summary** of Arbitrator Eli Gedalof's arbitration award issued on September 6, 2023. *The Executive Summary provides an overview of the arguments made by both UTFA and the Administration with respect to salary, workload, and the impact of our **Memorandum of Agreement (MOA)***—the agreement that delimits the interventions an arbitrator can make in areas like salary and workload. It also provides a focused look at Arbitrator Gedalof's assessments of these

arguments and reasons for the award.

3. How you will be benefit from the award, and how and when it will be implemented

UTFA continues to advocate that the Administration equitably implement the award, particularly with respect to the 7% salary increase. When UTFA met with the Administration in bargaining, *we insisted that all our members receive equitable pay increases following the arbitration award*. We are very pleased to confirm that our efforts proved successful insofar as the Administration has now agreed that all faculty and librarians appointed on and after July 1, 2022, including those appointed on July 1, 2023, will receive the additional 7% ATB adjustment retroactive to their start dates. Additionally, members who retired effective July 1, 2023, will receive retroactive compensation to July 1, 2022, as well as an increase to their pension.

We look forward to meeting with you soon!

Sincerely,

Terezia Zorić, UTFA President & Negotiating Team Co-Chief Negotiator

Ariel Katz, UTFA Vice-President, Salary, Benefits, Pensions and Workload & Negotiating Team Co-Chief Negotiator

Deborah Cowen, Chair, UTFA Membership Committee

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