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Ensuring Your Retroactive Salary Adjustments are Accurate and Transparent

February 6, 2024

3. Ensuring Your Retroactive Salary Adjustments are Accurate and Transparent

We have received many inquiries regarding the Administration's salary calculations and opaque implementation of Eli Gedalof's arbitration award. The Administration has rebuffed UTFA's offer to work together to provide our members with more straightforward explanations and/or to jointly develop a salary calculator to respond to our member's concerns regarding the accuracy of the calculations. Many members remain confused and skeptical about the gross retro and net retro amounts on their pay statements.

UTFA's leadership and staff have been working on a salary calculator to assist members in determining whether the calculations/amounts they have received are correct. Before we share it more widely, we would like to "field test" the calculator to make sure it is as accurate as possible. Also, the calculator cannot cover all scenarios. (The calculator will work if a member worked their regular FTE load from July 1, 2022, to October 31, 2023. If there were fluctuations with a member's FTE/salary during this period, the gross and net retro amounts will not be accurate; however, the member will know the correct ballpark of what the amount should be.) We hope to share the calculator with all members soon.

< Back to Winter 2024 Update to Members

> Next to 4. UTFA is Grieving the Administration's Repeated Violations of the Workload Policy (WLPP)

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