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The Senior Administration Says 'NO' & Invitation to Town Hall on Issues of Fair Pay after Recent ATB Increases

October 3, 2025

Dear UTFA colleagues,

The Vice-Provost, Faculty and Academic Life and Vice President - People Strategy, Equity & Culture have today written to UTFA to reiterate their refusal to apply retroactive ATB salary increases to our recently-hired colleagues.

In so doing, they neither addressed UTFA's extensive legal and political arguments from bargaining nor addressed the issues articulated by junior faculty in their excellent [petition](#). Further, they make no apologies for the misleading salary letters that many members received. Instead of addressing the issue of fair pay in salaries in a systemic manner with a universal solution, they suggest that if "any recently appointed faculty members continue to have concerns about their salary following the ATB implementation, we would be happy to conduct a review of their salary to ensure that they have not fallen out of step with their colleagues, and to make an adjustment **where appropriate** through the existing salary anomaly process [emphasis added]." This response is unacceptable.

In light of the Administration's response, it is more important than ever for UTFA members wishing to demonstrate solidarity to attend Tuesday's Town Hall event and to encourage recently-hired members and their potential allies to also attend.

We encourage you to [register now](#) if you have not done so already.

Sincerely,

Terezia Zorić
UTFA President & Co-Chief Negotiator

Jun Nogami
UTFA Vice-President, Salary, Benefits, Pensions & Workload & Co-Chief Negotiator

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From: UTFA <faculty@utfa.org>

Date: Thursday, October 2, 2025 at 5:15 PM

Subject: Invitation to Town Hall on Issues of Fair Pay after Recent ATB Increases

Dear UTFA colleagues,

We are writing to invite members who were hired after June 30, 2023 – and their potential allies – to an UTFA Town Hall via Zoom on Tuesday, October 7, from 6 - 7 p.m. [Register now!](#)

At the meeting, we will highlight the voices of our junior colleagues, who have organized [a petition](#) that we strongly support, with over 190 signatures, demanding that the University Administration apply retroactive ATB salary increases to all recently-hired faculty and librarians. Please be aware that some UTFA members received salary letters incorrectly stating that they received ATB salary increases, when in fact they did not.

At the Town Hall, we will also provide you with an update regarding our ongoing salary and benefit negotiations with the University Administration. UTFA is continuing to bargain for salary increases that reflect the exceptional achievements and productivity of our members — and to resist the Administration's persistent devaluation of our work.

UTFA has forcefully communicated these and other concerns about the implementation of retroactive ATB increases to the University Administration. The Administration has promised a response to UTFA's Co-Chief Negotiators by noon this Friday, October 3rd.

We encourage you to write to us with any questions you may have ahead of time as part of the [registration](#) process.

Sincerely,

Terezia Zorić
UTFA President & Co-Chief Negotiator

Jun Nogami
UTFA Vice-President, Salary, Benefits, Pensions & Workload & Co-Chief Negotiator

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2025):<https://www.utfa.org/content/senior-administration-says-no-invitation-town-hall-issues-fair-pay-after-recent-atb>