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Support Fair Pay for Our Newer Colleagues—Sign the Petition!

October 15, 2025

Dear UTFA colleagues,

Our junior faculty colleagues took the initiative to organize [the fair pay petition](#). At last week's well-attended and energetic [Fair Pay Town Hall](#), UTFA members decided to extend [the fair pay petition](#) to the membership as a whole.

We're writing at the urging of junior colleagues to ask all UTFA members to show their solidarity by signing [the petition for fair pay](#) by Friday, October 31.

The Vice-Provost and Vice President have reiterated their refusal to apply retroactive Across the Board (ATB) salary increases to recently-hired colleagues, ignoring UTFA's legal and political arguments and the well-articulated concerns about fairness raised by our newer colleagues. The senior Administration also made no apologies for the issuing of misleading salary letters. Instead of addressing fair pay as a systemic issue, their initial response was to review individual salary letters for those with concerns. When UTFA pushed back on the unacceptable response, the Administration acquiesced and will now send a communication to all departments to correct the errors in the letters, but not to address the underlying issue of withholding retroactive ATB.

In light of the Administration's refusal to provide the ATB increases to all members, it is more important than ever for UTFA members who wish to show solidarity to [sign the petition](#) in support of our newer faculty and librarian colleagues.

If you have questions about this, see our [FAQ](#) on the ATB implementation, as well as current salary, benefits, and workload bargaining.

Sincerely,

Terezia Zorić
UTFA President & Co-Chief Negotiator

Jun Nogami

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

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