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Retro Payday announced; First Day of Bargaining; Town Hall Invitations

January 23, 2026

Dear UTFA Colleagues,

We are pleased to announce that the retroactive payment of the July 1, 2025, 2.5% Across-the-Board (ATB) salary increase achieved by UTFA's Negotiating Team on your behalf will be processed in the March 2026 monthly pay run and ***will be paid on March 26, 2026*.** To read more about Arbitrator Gedalof's award, and UTFA's analysis of it and the last round, see our Negotiations page.

Today was our first day of salary, benefits, and workload bargaining for the next round, July 1, 2026, to June 30, 2027. In keeping with member feedback via our bargaining survey, and the bargaining mandate set by UTFA Council, UTFA's Negotiating Team tabled proposals to improve:

- Across-the-Board (ATB) salary increases for *all* members, including those in their first year of employment
- Progress through the ranks (PTR) rates and the 5% merit pool (a.k.a. "super merit")
- Workload protections
- Housing
- Health benefits
- Child care benefits

- Professional Expense Reimbursement Allowance (PERA)

- Part-time grievance rights & pay rates for research and study leaves

We want to hear more from you! You're invited to attend one of our campus-based, interactive Bargaining Town Halls to meet your Chief Negotiators, to learn more about how the most recent award will affect you, and to help shape the priorities for the current round of bargaining. All meetings are via Zoom. (Please register using your University of Toronto email account.)

UTSG - Thursday, January 29, 6:30 - 7:30 p.m. [Register here]

UTSC - Tuesday, February 3, 6:30 - 7:30 p.m. [Register here]

UTM - Tuesday, February 10, 6:30 - 7:30 p.m. [Register here]

We encourage you to write to us with any questions you may have ahead of time, as part of the registration process, or by writing to faculty@utfa.org.

Sincerely,

Terezia Zorić
UTFA President and Co-chief Negotiator

Jun Nogami
UTFA Vice-President, Salary, Benefits, Pensions and Workload and Co-chief Negotiator

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