

FAIR PAY TOWN HALL - ACROSS-THE-BOARD (ATB) IMPLEMENTATION FAQ

October 2025

QUESTION	UTFA RESPONSE
What should members do if they believe they have received an incorrect amount of compensation as a result of the implementation of the interest arbitration award (in which UTFA's Negotiating Team succeeded in securing 3.5% and 2.5% ATB salary increases for 2023-24 and 2024-25, respectively)?	1. Review their salary letter, the Q&A and an Annotated Pay Statement provided by UTFA, and their September paystub to verify their own calculation of retroactive entitlements. In addition to the salary letter and paystub, faculty members may log into the Employee Self Service (ESS) > My HR Self-Service > Personal Information > Personal Profile > Salary/Basic Pay Information to view their annual pay; monthly pay; and Full-time Equivalent (FTE). This provides an opportunity to cross-reference the increased amount in their salary letter against what has been entered into the system. 2. If they identify a discrepancy, or are unsure, they should contact the relevant Business Officer/Financial Officer to clarify their entitlements and/or seek a review. 3. If the relevant Business Officer/Financial Officer is unable to assist, the member can contact their respective Dean's Office/HR Office/Payroll Department. 4. If these measures do not resolve any discrepancy, the member should contact UTFA for advice at advice@utfa.org.
For members hired during the relevant period (July 1, 2023 to June 30, 2025), does the statement in their contracts that their salary is fixed and will not be affected by any ATB increases mean they are not entitled to get ATB increases?	• The Administration has taken the position that members who accepted “firm” salary offers and have this language in their contract are not legally entitled to the retroactive ATB increase for their year of hire. ○ These members should still have received ATB increases in subsequent years (i.e. if you were hired July 1, 2023, and you accepted a firm salary offer, the Administration agrees you would still be entitled to the July 1, 2024 increase – you would only be excluded from increases applicable to your first year of hire). • The Association disputes the exclusion of members who accepted “firm salary offers” and is challenging the Administration’s interpretation of the Interest Arbitration Award from Arbitrator Eli Gedalof. ○ The Association’s position is that Arbitrator Gedalof awarded all members the ATB increases and did not provide a legal basis to exclude members –

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	UTFA negotiates ATB increases for <i>all</i> members. ○ This issue will go before Arbitrator Gedalof in November 2025. He will make a final determination on eligibility for recent hires.
Has the University admitted that comparators based on 2022 salaries were used to make salary offers to those hired in 2023, 2024, and 2025?	● The Administration has stated: “The starting salaries in offers to new faculty members already account for prospective increases their peers will receive on July 1 of the year of their appointment” but does not say <i>how</i> the increases were accounted for. ● UTFA questions how the Administration could account for increases <i>that had not yet been determined</i> and will argue that this theoretical, prospective consideration does not justify the exclusion of members from negotiated or awarded ATB increases.
In the September salary letter, it states “June 30, 2024 Base Salary” and says “This reflects the Across the Board (ATB) amount of 3.5% retroactive to July 1, 2023”, <i>but the salary amount is the same amount as my previous salary letter.</i> Why has my base salary not been adjusted?	● The salary letter is the same template for all members regardless of whether the Administration considers them eligible for the ATB increases. ● UTFA advocated for more transparent salary information for members to make this less confusing – the Administration refused to provide more detailed calculations and explanations. As a result, the salary letter provided by the Administration is misleading for members who have been excluded from ATB increases during their first year of employment. ● If your “base salary” amount is unchanged from your previous base salary, despite the letter indicating the amount is reflective of the retroactive ATB increase, either: ○ 1 - The Administration has excluded you from the increase because it does not consider you eligible (this is likely the case if you were hired during the relevant academic year), OR ○ 2 - The Administration has made an error in its calculations of your entitlements. ● You should contact the relevant Business Officer/Financial Officer to clarify your entitlements and/or seek a review. ● If the Business Officer/Financial Officer is unable to assist, contact the respective Dean’s Office/HR Office/Payroll Department. ● If they are unable to assist, contact UTFA for advice at advice@utfa.org.

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Why are ATB increases so delayed?	• UTFA's negotiators are aware of UTFA members' concerns with a bargaining process that results in retroactive adjustments long after the relevant period; these concerns directly shape our approach to bargaining. • While UTFA's Negotiating Team works diligently to prepare for every bargaining session and to work efficiently, we are too often met with an Administration Team that is less well prepared, less engaged, and less efficient. • In the previous round, the consequences of Bill 124 and the resulting complex litigation extended the time and resources required for negotiations and arbitration. • In this round, UTFA advocated for a three-year term to ensure we would be positioned to proactively negotiate moving forward. • UTFA and the Administration have completed bargaining for the period of July 1, 2025, to June 30, 2026, and salary adjustments have been referred to Arbitrator Gedalof for determination through interest arbitration. UTFA has secured the earliest available hearing dates in November 2025. A decision should follow after the hearing dates. • Once the 2025 ATB adjustments are determined, we will have "caught up" in terms of the timing of salary adjustments, although the 2025 ATB will still be applied retroactively to July 1, 2025. • UTFA and the Administration will re-commence bargaining right away, but given our current bargaining framework under the MoA, it will continue to be a challenge to avoid retroactive ATB in the future, particularly if the subsequent agreement covers more than one year.
How and when should members have received retroactive payments?	• Retroactive adjustments to salary and PTR were distributed on September 26, 2025. • The amount of the total retroactive compensation received should be visible on September pay statements and issued via direct deposit for all active employees. • If the individual is no longer an active employee but is eligible for retroactive compensation, and they have not received the compensation, they should contact the relevant Business Officer/Financial Officer to verify their eligibility and how their compensation will be received. • Members should have received a salary letter that shows a breakdown of their retroactive entitlements - a sample of

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	this letter is available on the AAPM Template page. • UTFA distributed an information sheet on September 24, 2025, with guidance for members on how to calculate their own entitlements in order to verify the amounts received, along with an Annotated Pay Statement showing how to verify the relevant amounts.
What period do ATB increases cover? How much retroactive compensation should have been received?	• An ATB salary increase of 3.5% applies to the period of July 1, 2023, to June 30, 2024. • An ATB salary increase of 2.5% applies to the period of July 1, 2024, to June 30, 2025. • ATB increases are retroactive and applied to base salary, salary minimums, per-course stipends/overload, and PTR increments and break points. • The total retroactive entitlement of each member is specific to their circumstances. They should review the salary letter and their September pay statement closely to ensure they have received the appropriate increases.
What is the ATB increase for 2025-2026?	• In bargaining, UTFA has proposed a 4% salary increase, structured as a 3% ATB increase with a 1% fixed dollar increase to the base salary, to be distributed equally among members. • The Administration offered a 1.5% ATB adjustment. This is too low for UTFA to accept. • The 2025-2026 ATB increase has been referred to Arbitrator Gedalof and will be determined through interest arbitration. Hearing dates are in November 2025 and a decision will follow. • This compensation will be retroactive to July 1, 2025.
If a member was hired by the University of Toronto on or after July 1, 2023, are they entitled to the 2023-2024 ATB adjustment?	• The Administration's position is that eligibility for ATB adjustments during the academic year of hire for new members <u>may</u> be limited by the language in their letter of offer/employment contract; however, UTFA disputes this. • If their contract is silent on eligibility for ATB increases (i.e. no language that states "it is a firm salary offer and will not be affected by any salary increase effective July 1, 2023 that may occur as a result of negotiations between the University and the Faculty Association"), they should have received retroactive compensation for the period they worked between July 1, 2023, and June 30, 2024.

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	• If their contract has limiting language with respect to ATB entitlement (i.e. it states “it is a firm salary offer and will not be affected by any salary increase effective July 1, 2023 that may occur as a result of negotiations between the University and the Faculty Association”), their entitlement to the retroactive increase effective July 1, 2023 will be determined by Arbitrator Eli Gedalof. • <u>Members hired on or after July 1, 2023, but before June 30, 2024, are indisputably entitled to the 2.5% ATB increase for 2024-2025 and the forthcoming ATB increase for 2025-2026.</u>
If a member was hired by the University of Toronto on or after July 1, 2024, are they entitled to the 2024-2025 ATB adjustment?	• The Administration’s position is that eligibility for ATB adjustments during the academic year of hire for new members <u>may</u> be limited by the language in their letter of offer/employment contract; however, UTFA disputes this. • If their contract is silent on eligibility for ATB increases (i.e. there is no language that states “it is a firm salary offer and will not be affected by any salary increase effective July 1, 2024 that may occur as a result of negotiations between the University and the Faculty Association”), they should have received retroactive compensation for the period they worked between July 1, 2024 and June 30, 2025 • If their contract has limiting language with respect to ATB entitlement (i.e. it states “it is a firm salary offer and will not be affected by any salary increase effective July 1, 2024 that may occur as a result of negotiations between the University and the Faculty Association”), their entitlement to the retroactive increase effective July 1, 2024 will be determined by Arbitrator Eli Gedalof. • <u>Members hired on or after July 1, 2024, but before June 30, 2025, are indisputably entitled to the forthcoming ATB increase for 2025-2026.</u>
If a member’s CLTA contract or part-time contract is renewed, are they eligible for ATB increases? What if you have been working as a CLTA for years?	• If there is no break in service and the member remains in the same position/department, the Administration and the Association agree that the member is entitled to the ATB increases for the relevant period.

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If a member was appointed as a CLTA in one department and then hired as a CLTA in a different department, are they eligible to receive ATB increases and their merit awards from their previous position?	• The Administration considers the position to be a new contract in a different unit, with a different salary. The Administration has excluded these members from ATB increases if they accepted a “firm salary offer”. • For the ATB implementation, the Administration is treating these members as “new hires” subject to the same exclusions based on the language of their contract. • UTFA is challenging the Administration’s position and is arguing that <i>all</i> members should receive the ATB increases that apply to any period they were actively employed by the University.
If a member’s contract is not renewed, are they eligible to receive retroactive ATB adjustments for their contract period?	• The Administration has taken the position that members who were actively employed as of June 30, 2025, but whose contracts were not subsequently renewed, are eligible for the retroactive adjustments. • If a member is no longer actively employed, and has not received retroactive compensation to which they believe they are entitled, they should contact the relevant Business Officer/Financial Officer to verify their eligibility. • If a member’s contract was not renewed/ended on a date prior to June 30, 2025, the Administration has likely excluded them alongside members who died, resigned, or were terminated. • UTFA disputes this exclusion and is challenging the Administration’s interpretation of the Interest Arbitration Award from Arbitrator Eli Gedalof. ○ The Association’s position is that Arbitrator Gedalof awarded all members the ATB increases and did not provide a legal basis to exclude members – UTFA negotiates ATB increases for <i>all</i> members. ○ This issue will go before Arbitrator Gedalof in November 2025. He will make a final determination on eligibility.
If a member retired between July 1, 2023 and June 30, 2025, should they have received retroactive compensation?	• Yes, the Administration has agreed that members who retired during the ATB period should receive the ATB adjustments and merit adjustments that apply to any period they were actively employed. • This payment should have been issued with the September 2025 pay cycle. If you are a retiree who was active during the relevant period and you have not

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	received your retroactive compensation, you should contact uoft.retiree.benefits@utoronto.ca. • If you have further issues, reach out to UTFA for advice at advice@utfa.org.
If a member resigned or was terminated mid-academic year, will they receive retroactive payment for the ATB increase for the periods they were actively employed?	• The Administration has excluded members who <u>died, resigned, or were terminated</u> between July 1, 2023, and July 1, 2025, from the retroactive compensation they earned during their employment. • UTFA disputes this and is challenging the Administration's interpretation of the Interest Arbitration Award from Arbitrator Eli Gedalof. ○ The Association's position is that Arbitrator Gedalof awarded all members the ATB increases and did not provide a legal basis to exclude members – UTFA negotiates ATB increases for <u>all</u> members. ○ This issue will go before Arbitrator Gedalof in November 2025. He will make a final determination on eligibility.
How can members determine the total gross retroactive amount to which they are entitled?	• Members can add their gross retroactive ATB amount and PTR adjustment for the total gross retroactive payment. • This should be the sum of all increases shown in the salary letter they received in September 2025. • This total amount should be reflected on their September paystub.
Are members entitled to retroactive increases for periods they were on leave?	• For members on <u>paid leave, including Long Term Disability and paid sick leave</u>, they remain eligible for ATB and PTR increases with appropriate retroactive payment for the relevant period. LTD increases would be applied in accordance with the LTD plan. • For members on <u>Research and Study Leaves</u>, they remain eligible for ATB and PTR increases with appropriate retroactive payment for the relevant period. The ATB increase would be applied relative to their salary percentage while on RSL. • For members on <u>maternity/parental leave</u>, they remain eligible for ATB and PTR adjustments for the relevant period. • For members on <u>unpaid leave</u>, provided they were working at some time during the relevant academic year, they

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	remain entitled to retroactive increases for the period they were actively working.
How were overload stipends impacted by the award?	• Similar to ATB increases, increases to overload stipends apply retroactively and should have been paid to members in the September 2025 payroll cycle. • The overload stipend amount for July 1, 2023, to June 30, 2024, will be retroactively increased by 3.5% to \$20,420. • The overload stipend amount for July 1, 2024, to June 30, 2025, will be retroactively increased by 2.5% to \$20,931. • The overload stipend amount for 2025-2026 is subject to change as a result of the interest arbitration to determine ATB increases in November 2025; once compensation increases have been determined, the overload stipend amount will be increased retroactive to July 1, 2025.
Will the amount received for PTR awards in 2024 be subject to adjustment?	• The difference owing for the July 1, 2024, PTR/Merit award will be calculated retroactive to July 1, 2024. • For July 1, 2024, PTR Merit, the difference owing as a result of the retroactive ATB amounts is calculated by multiplying the 2023 ATB of 3.5% by the original PTR/Merit amount awarded for July 1, 2024. • This payment should have been issued in the September pay cycle. • Contact your Business Officer/Financial Officer if you did not receive a PTR/Merit adjustment.
When will members receive PTR/merit awards for 2025?	• Members should have received payment of the July 1, 2025, PTR/Merit awards in the September pay cycle. • Contact your Business Officer/Financial Officer if you did not receive a PTR/Merit award for 2025 and you were expecting one.
What can members do if they believe their PTR assessment is unfair once they receive it?	• The Administration has agreed that the full PTR decision will be considered to have been communicated to members as of the distribution of PTR awards in September 2025. • As a result, members have 30 days from the date they received their PTR/Merit Award to seek reassessment and initiate the grievance process. • Members should contact UTFA at advice@utfa.org to discuss how to appeal a PTR award and for advice if they

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	consider their award to be unfair or inappropriate.		
How were PERA entitlements affected by the interest arbitration award?	Effective July 1, 2025, PERA accounts have been increased as follows:		
	FT/PT	Pre-tenure faculty, during the pre-promotion pre-continuing status teaching stream, full-time continuing pre-permanent status librarians	Tenured faculty, continuing teaching stream, all other librarians, contract-limited term assignment (CLTAs), limited-term lecturers
	Full-time	\$2,350	\$2,000
	Part-time (>=50%)	\$1,885	\$1,600
	Part-time (20-49%)	\$1,175	\$1,000
	PERA adjustments should have been implemented by September 2025. Please let UTFA know if you have not been able to access the appropriate funds.		
Are there any negotiations regarding the home loan that used to be a part of the recruitment package?	• In the current round of bargaining, only salary increases remain to be determined – Arbitrator Gedalof only retained jurisdiction to address the July 1, 2025, compensation issues. • There is a Housing Loan program that is available for recruitment and retention purposes. The information is available through the HR Service Centre. • Home loans can still be used as a recruitment tool at the discretion of the relevant department, if it has the budget to do so.		
What is the impact of the award for LTD entitlement?	• Effective September 1, 2025, maximum earnings covered under the LTD plan increased to \$200,000. • Members on LTD should review their compensation to verify if this increase affects their LTD earnings, and reach out to UTFA at advice@utfa.org for support if they believe they may be receiving an incorrect amount of LTD		

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	benefits.
What's been happening in bargaining since the Award?	• For the final year of the 3-year Agreement, UTFA's Negotiating Team proposed a 4% Across the Board ("ATB") increase, structured as a 3% salary adjustment and a 1% fixed dollar increase, to be distributed equally among members. The Administration responded with only 1.5% ATB. Arbitrator Eli Gedalof will determine the applicable ATB adjustment through interest arbitration. UTFA has secured hearing dates in November 2025. A decision from Arbitrator Gedalof will follow. • UTFA proposed special adjustments to salary floors for Librarian Rank I and II, which would increase them to \$90,000 and \$100,000, respectively. The Administration declined this proposal. • In recognition that child care benefits are a key priority for members, and based on the results of our Child Care Survey, UTFA's Team advanced Child Care Benefit Plan amendments that would have raised the eligible age of dependents to 12, reduced half-day child care to a minimum of 2 hours, and increased the total maximum funds from \$1 Million to \$3 Million. • The Administration was unwilling to consider financial improvements to benefits in this round of bargaining. However, we have reached an agreement on a restructuring of the Child Care Benefit. Stay tuned for an official announcement coming soon.
Does UTFA have a cost savings analysis so we know how much money we are fighting over?	There are approximately 445 potentially affected members. Some of these members would have accepted "firm salary offers", while others may have negotiated alternative terms. We do not have an exact figure, but the total sum is a drop in the bucket compared to the Administration's total compensation structure.
Who in fact decides how the employer responds to UTFA? Who's on UTFA's Team?	The senior Administration's Team represents the U of T Governing Council in its negotiations with UTFA. While the University President, Provost, Vice-Provost Faculty and Academic Life, and Vice President - People Strategy, Equity & Culture all clearly shape the Administration's positions and proposals, UTFA has long been concerned about the influence that the Vice-President,

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	Operations and Real Estate Partnerships & Vice-Provost, Academic Operations exerts on UTFA-Administration negotiations. UTFA Council elects UTFA's Negotiating Team, which currently consists of Co-Chief Jun Nogami, UTFA Vice-President, Salary, Benefits, Pensions, and Workload/Department of Material Sciences and Engineering; Co-Chief Terezia Zorić, UTFA President/Social Justice Education, OISE; Arjumand Siddiqi, UTFA Member-at-Large/Dalla Lana School of Public Health; Harriet Sonne de Torrens, UTFA Vice-President, University and External Affairs/UTM: Library; James Mason, UTFA Chair of Librarians Committee/Music Library (voice no vote); Raymond Kwong, Emeritus, Electrical and Computer Engineering; and, Sherri Helwig, UTFA Vice-President, Grievances/UTSC Department of Arts, Culture, and Media.
How can I help strengthen UTFA's bargaining positions?	UTFA's strength at the Bargaining Table is greatly enhanced by an informed, engaged, and active membership. Contact Thom Dancer, Chair of the UTFA Membership Committee at dancer@utfa.org, and/or your UTFA Council Representative, to learn more about getting involved with an UTFA Action Team or to join an UTFA committee.
I fully support our junior faculty and librarian colleagues! How can I help?	Sign the petition to show your support. Email faculty@utfa.org to join the Action Team on Fair Pay for our newer colleagues. Contact Thom Dancer, Chair of the Membership Committee at dancer@utfa.org or your UTFA Council Representative.