Salary Letter (Spring 2022) — all faculty – revised reflecting implementation of July 1, 2020 and July 1 2021 ATB

Personal & Confidential

[date]

[name]

Dear [ ]:

I am writing to you concerning increases that are being added to your base salary as last communicated to you in August 2021. ***[adjust date as required]***

The University and the University of Toronto Faculty Association (UTFA) have reached an agreement on Salary, Benefits and Workload for the period July 1, 2020-June 30, 2023.

This agreement includes across the board (ATB) increases for the two year period beginning July 1, 2020 and ending June 30, 2022 as follows:

1. An across the board increase of 1% retroactive to July 1, 2020
2. An across the board increase of 1% retroactive to July 1, 2021

Further, the agreement also includes the provision that: ***The University will make an additional payment of PTR for the 2020-21 assessment period retroactive to July 1, 2021 of any additional amount owing based on moving the breakpoints and increments by the 1% amount of the ATB percentage wage increase agreed to for the period July 1, 2020 to June 30, 2021***.

The following sets out your total salary increases and adjusted base salary including these ATB increases for the period covered. Your adjusted base salary effective July 1, 2021 including any retroactive pay will be reflected in the March/April/May 2022 pay run. ***[select month as appropriate]***

July 1 2020 Base Salary Calculation

|  |  |
| --- | --- |
| June 30, 2020 base salary | $ |
| July 1, 2020 0.9% one-time special base salary increase applied up to the maximum pensionable salary cap of $169,500 (thus, maximum increase is $1,525.50) | $ |
| July 1, 2020 PTR merit award | $ |
| July 1, 2020 5% Merit award - Excellence/Small Group award, ***[delete this row if not applicable]*** | $ |
| **NEW** July 1, 2020 1.0% ATB | $ |
| **ADJUSTED** July 1, 2020 base salary | $ |

July 1 2021 Base Salary Calculation

|  |  |
| --- | --- |
| **ADJUSTED** June 30, 2021 base salary | $ |
| Original July 1, 2021 PTR merit award | $ |
| **ADJUSTED** July 1, 2021 PTR Merit award based on the recalculation of breakpoints and increments (1% higher) | $ |
| Original July 1, 2021 5% Merit award - Excellence/Small Group award, ***[delete this row if not applicable]*** | $ |
| **ADJUSTED** July 1, 2021 5% Merit award- Excellence/Small Group award, based on the recalculation of breakpoints and increments (1% higher) ***[delete this row if not applicable]*** | $ |
| **NEW** July 1, 2021 1.0% ATB | $ |
| **ADJUSTED** July 1, 2021 base salary | $ |