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**Cc:** [Christopher Manfredi, Prof.](#); [Janine Mauzeroll, Dr.](#); [Angela Campbell, Prof.](#); [Leigh Yetter, Dr.](#); [Katherine Wong, Ms.](#); [Diana Dutton](#); [Valerie Parsons, Ms.](#); [Yves Beauchamp, Professor](#); [Serge Bergeron](#); [Maut](#); [Nancy Kwan](#); [Anne-Marie Durocher](#)  
**Subject:** Academic Merit for Reference Year 2020  
**Date:** Friday, November 27, 2020 12:59:00 PM

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*This message is sent on behalf of Christopher Manfredi, Provost and Vice-Principal (Academic)  
Le présent message est envoyé au nom de Christopher Manfredi, Vice-principal exécutif et vice-principal aux études  
La version française suit*

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Dear colleagues,

As communicated in early 2020, implementation of the merit-based portion of the 2020 annual increase for all eligible academic staff has been delayed to 6 December 2020, from the usual 1 June. This decision was taken as part of a necessary plan to reduce expenditures in the current fiscal year in light of University-wide budgetary pressures resulting from the COVID-19 pandemic.

While the University is projected to see a larger than normal operating deficit this year, I am pleased to be able to confirm that we will implement merit-based increases, as intended, on 6 December. These increases will be reflected in the 18 December pay.

I thank everyone for their continued commitment to excellence as we navigate together this exceptional and unprecedented year.

With best regards,  
Christopher Manfredi, Provost and Vice-Principal Academic

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Chers collègues,

Au début de 2020, nous vous avons annoncé le report au 6 décembre 2020 de l'augmentation de salaire au mérite qui aurait normalement été accordée le 1<sup>er</sup> juin aux membres du corps enseignant admissibles. Cette décision faisait partie d'un plan nécessaire visant à réduire les dépenses pour l'exercice en cours et à alléger les pressions budgétaires exercées sur l'ensemble de l'Université par la pandémie de COVID-19.

Bien que l'Université prévoit enregistrer cette année un déficit d'exploitation plus important que d'habitude, j'ai le plaisir de vous confirmer que l'augmentation de salaire au mérite entrera en vigueur le 6 décembre, comme prévu; elle figurera sur le bulletin de paie du 18 décembre.

Je vous remercie de toujours viser l'excellence, et ce, malgré les difficultés que nous vivons tous en cette année sans précédent.

Très cordialement,  
Christopher Manfredi, Vice-principal exécutif et vice-principal aux études

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