



November 25, 2025

“Without Prejudice”

Greg Mather
President,
Faculty and Staff Association

Dear Greg:

Re: Section 54 Notice – Planned Organizational Change Affecting Bargaining Unit Members

I am writing to you regarding our ongoing discussions related to the fiscal challenges facing the University. As noted in your letter of October 21, 2025 our projected deficits for the current fiscal year 2025/26 budget are significant.

The University will need to examine all options to meet these challenges, including:

- Restructuring of administrative or support functions;
- Changes to service delivery, scheduling, or modality;
- Reassignment or modification of particular duties or positions;
- Realignment, consolidation, or suspension of academic programs;
- Staffing reductions affecting seasonal, temporary and permanent positions; and
- Opportunities to enhance existing and new opportunities for revenue generation.

We appreciate the work that has begun and is ongoing between the University and the FSA including:

- Discussion at LAM on expected financial challenges and ongoing efforts to mitigate those challenges.
- The initiation of the Budget Consultation meetings with further discussions planned
- The exchange of positions on the Variance Agreement with temporary amendments to the collective agreement leading to the launch of the Voluntary Departure Program.

Our analysis of this dynamic situation is ongoing and we are not yet able to identify the number of employees who may be impacted. However, in light of expected fiscal challenges numerous ongoing efforts, the University feels it prudent to also advise, under Section 54 of the Labour Relations Code, and on a “Without Prejudice” basis, that it is planning organizational and academic changes that may affect members of the UVFSA.



Timing of Implementation

The institution anticipates that changes and impacts could take effect beginning in February 2026, subject to further analysis, governance processes, and consultation. More details will be shared in our ongoing consultation venues, including budget consultation and LAM. Our next meeting is set for November 27, 2025.

We look forward to continuing to work with you and your FSA teams to identify those measures that can be identified and enacted to mitigate the impact of our fiscal challenge.

Sincerely,

Kevin Jeske
AVP, Human Resources

Cc Tracy RyderGlass
 Nicole Adams
 Labour relations