



KWANTLEN POLYTECHNIC UNIVERSITY

mailing address
12666 72 Ave. Surrey, BC
V3W 2M8 Canada
kpu.ca

January 31, 2025

Delivered via e-mail

Mark Diotte
President
Kwantlen Faculty Association
mark.diotte@kpu.ca

Dear Mark,

Kwantlen Polytechnic University (KPU) has determined that it will be necessary to layoff a number of employees in the Kwantlen Faculty Association bargaining unit at the end of the 2024/2025 academic year. At this time, KPU anticipates that the layoffs will involve approximately 80 regular faculty members. These layoffs are expected to occur effective August 31, 2025 and, subject to what is set out below, will occur in accordance with the provisions of the Collective Agreement. The reason for these layoffs occurring is a decline in international student enrollment.

In accordance with section 54 of the Labour Relations Code, KPU is prepared to meet with the Union in good faith to endeavour to develop an adjustment plan. Please advise as to whether the Union would also like to meet with KPU to discuss the creation of an adjustment plan.

This also serves to notify the KFA that KPU would like to meet with the Union's representative(s) on February 11, 2025 to consult on issues that may impact the security of employment of faculty members as per Article 7.01 (a) of the Collective Agreement between KPU and the KFA. We will be in touch regarding scheduling the meeting.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Dale Hunter', is written over a horizontal line.

Dale Hunter
Senior Manager, Labour Relations
People Relations

Copy: File