

September, 2025

UVIC FA Newsletter



EVENTS

September 24, 3-5pm.

Join us at the Grad House for the "FA Meet, Greet, and Bargaining Beat!" Snacks will be provided!

[RSVP here.](#)

KNOW YOUR RIGHTS

Did you know that members who are going up for reappointment, tenure, or promotion can reach out to the FA for support?

VPAC cancelled the joint FA/VPAC mentorship program this year. While there is no replacement program in place for 2025-2026, members can reach out to membership services officers with questions or requests for support.

BARGAINING UPDATE

Your negotiating team has been working hard over the summer to develop responses to the administration's proposals, and in finalizing and revising our own proposals. The most important work we have been doing is around workload proposals, as we know that that is your number one priority. The administration rejected the first bargaining proposals we presented to them in June, so we are trying to come up with a range of proposals that reflect workload language that other FAs already have, and that address our members' concerns on this important issue. The administration's team has asked us to postpone bargaining until next week, so we plan to present these proposals to the administration's team on September 18th. We will keep you posted on their response.

WHO IS YOUR FA REPRESENTATIVE?

Do you know who your FA department rep is? Each department has an FA rep who can be your bridge to the work and support of the FA. [Click here to find your 2025-2026 FA rep.](#)

SIGN THE CAL PETITION!

As you know, support for student accommodations has been reduced over the past few years, with cuts to CAL and time-limited support from OREM, significantly increasing faculty workload. We have been working with other UVic unions and student groups and this week launched a petition to improve accommodation supports at UVic. We encourage members to [sign the petition here](#), to help faculty, staff and students!

WANT TO SUPPORT THE WORK OF THE FA?

Consider joining the Membership Engagement Committee! The commitment is flexible to your time and capacity. Contact Adam Con (presidentfa@uvic.ca) with your interest or questions.

SPOTLIGHT ON: BCGEU

What does the BCGEU strike mean and how did they get there?

On Aug 29, the BCGEU announced the results of their strike vote. Of their total membership, 86.4% cast a ballot, with 92.7% in favour of a strike. The BCGEU is striking for a fair classification for admin, workload protections, stronger benefits and disability protections, flexible schedules, and better pay. [Read more about their bargaining mandate here.](#)

The strike vote was called after an impasse was reached over competitive wages, flexibility for remote work, and a “modernized contract.” A [recent BCGEU report](#) of member data included findings of increased hires in management over frontline service positions.

What does this mean for UVic? There is no official PSEC mandate yet, despite the Hospital Employees’ Union reaching a framework agreement on the primary elements of the tentative agreement. The outcome of the BCGEU strike will have an impact on what we can bring to the table in bargaining for fair wages at UVic. We will follow the BCGEU story closely.

To support the BCGEU, members of the FA joined the picket lines on September 4th. We will share more information on future opportunities to show your support for BCGEU, when scheduled.



FOLLOW US ON INSTAGRAM!

UVICFA



The Membership Engagement Committee is currently looking for a faculty to member to help run our new Instagram account.

SHOW YOUR SUPPORT FOR BARGAINING!

Place an FA poster on your office door! Wear an FA button! Use the FA [virtual background for zoom!](#) Add the FA [logo to your email signature.](#) Stop by the FA office or [complete this Google Form](#) to request a delivery!