



September 2026

The new Collective Agreement is live!

We are pleased to share that the new Collective Agreement is now available online. Our sincere thanks once again to Lynne Marks and the bargaining team for stewarding this process. Please [contact the FA](#) with any questions.

[Read the 2025-2029 Collective Agreement](#)

Training session for Chairs and RPT committee members

Looking for more information about the new RPT language? Please attend the **Joint University / FA Training Session for RPT Files**:

- Monday, October 5 8:30-10:00 am (online only)
- Hosted by Pamela Richards and Lynne Marks
- [Join virtually via Zoom](#)

Unit Standards revisions

Lynne Marks (Lead Negotiator) and Adam Con (President) are visiting departments to talk about impacts of the new Collective Agreement.

The key message of their visit: to take advantage of the new CA — and the new \$600,000-per-year Course Reduction and Teaching Stewardship Fund — all units must **revise their Unit Standards to recognize the full range of faculty workload**.

- This includes course preparation and redesign, class size, assessment, supervision, mentoring, accessibility work and community-engaged teaching.

- Standards must explain how these activities count toward teaching assignments and establish clear teaching equivalencies to support equitable workloads.

We encourage members to participate in these revisions so that Unit Standards reflect the work teaching actually involves. This will help make sure assignments stay consistent with each member's workload allocation.

If your department hasn't set up a time to meet with Lynne and Adam to hear about the new language on workload and Unit Standards, please [contact Lynne](#) to schedule a meeting.

Timeline for back pay

July 1, 2026 salary updates will be reflected on the **September 30 paycheck**. Want a sneak peek? You can see your adjusted salary now on the jobs summary page in Online Tools.



All retroactive pay (for both the July 1, 2025 and July 1, 2026 increases) will be paid on **October 30, 2026**.



Orange Shirt Day

UVic is recognizing the National Day for Truth and Reconciliation and Orange Shirt Day on Tuesday, Sept. 29. This year's gathering takes place at **Centennial Stadium** (note venue change), **1:30 – 2:45 p.m.**. The FA encourages members to attend this event and to listen, learn & reflect on the truths of residential schools.

[See all Orange Shirt Day events](#)

New FA working group on AI

In response to the massive changes taking place in our world and our work, the Faculty Association is forming its own independent working group on AI.

Mandate

To examine the current and potential impacts of artificial intelligence on the working

conditions and employment of Faculty Association members. In other words, the group is directly focused on how AI affects our jobs, now and in the future.

Membership

The working group will be co-chaired by Travis Martin (Physics & Astronomy) and Michelle Miranda (Mathematics & Statistics) and contain representatives from a range of faculties.

Objectives

1. Provide advice and recommendations to the FA Executive regarding institutional policies and practices around AI that may impact FA members;
2. Provide information and recommendations relevant to collective bargaining; and
3. Provide relevant information about AI in post-secondary education to disseminate to members of the FA for the purpose of improving awareness.

The working group does not investigate or handle individual member cases.



Created by SHAKA FAHIMI
from Noun Project

We want your input

The AI working group's first order of business is to review existing literature and survey members about their experiences with AI to better understand the situation at UVic. Expect to receive **a survey from the AI working group sometime in the new year.**

We encourage you to participate! Broad participation is key to the success of this group's mission.

5 Days of Action: October 26 - 30



Image credit: Magda Warszawa. CCA-SA 3.0 Poland.

Save the date! Join the Faculty Association for two FA-sponsored events during UVic's 5 Days of Action:

Identifying & challenging systemic racism in the academic community

Monday, October 26, 12:30–1:20 p.m.

Location UVSS

This event is hosted by BPoC campus community members. The event will invite participants to examine institutional barriers and explore collective action toward meaningful change.

JÁEŁNONET – Tracy Underwood's response to Land Acknowledgment

Tuesday, October 27, 12:30-1:20 p.m.

Location UVSS

W̱SÁNEĆ matriarch Dr. Tracy Underwood will share her personal story, language, culture and history, inviting reflection on our responsibilities to Indigenous peoples and the lands where we live, study and work.

We encourage members to take part in these opportunities for learning, dialogue and action. Event registration will be available soon on the 5 Days of Action webpage.

Welcome Shona Dion!

Shona joins the FA staff team as our new **administrative coordinator**. She will fill this role until Sabrina Chang returns from parental leave in 2027.

Shona Dion is a longtime labour activist and community builder who recently stepped away from her roles as benefit trustee, steward, and Secretary for the Victoria Labour Council.

Shona is seeking new adventures with an eye to increasing community engagement and neighbourhood resiliency. She is excited to work with the FA for the next few months and is enjoying riding her bike to campus.

Welcome Shona!

Back to school: Fall Social 2026

Thanks to those who joined us for the Fall Social at the University Club on Sept 8!



Photo credit: Adam Con

While we enjoyed delicious snacks and a mid-afternoon beverage, Adam and Lynne spoke to highlights from the new CA. The bargaining team also surprised Lynne with a thank-you gift in recognition of her firm and unfaltering leadership over the past year and a half.



Are you a new member looking for housing?

The Faculty Association is looking into options for creating a listserv or other forum for members to connect and share non-work requests and opportunities.

In the meantime, members with Facebook accounts can consider joining the **UVic Off-Campus Facebook group**. This active group offers UVic community members a space to share housing requests, housing opportunities, and other general information.

(Note that the UVic FA is not associated with the Off-Campus Facebook group. We are sharing this link for information purposes only.)



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