

September 24, 2025

Dr. Digvir S. Jayas, President and Vice-Chancellor  
University of Lethbridge

Mr. Richard Casson, Chair  
Board of Governors  
University of Lethbridge

Dear Dr. Jayas and Mr Casson:

I am writing to you as the President of CAFA, the Confederation of Alberta Faculty Associations, representing 3,000 academic staff in Alberta. I write to express CAFA's support for the University of Lethbridge Faculty Association (ULFA) in the current round of bargaining.

For years, CAFA has observed how the University of Lethbridge has tried to short-change its academic staff compared to others in the province. When the university was facing cutbacks a decade ago, University of Lethbridge Faculty Association members — uniquely in the province — took a wage rollback to help the institution stay afloat. In the last round, the university's offer was a full one percent below that of other universities in the province.

This time, when every other settlement in the sector is paying academic staff the full value of the provincial government's directives, the university is arguing that the members of its academic staff should receive less than those at other institutions. We reject this approach.

From a provincial perspective, CAFA observes that these efforts to short-change academic staff have led to a significant erosion in working conditions compared to other universities in Alberta and indeed, Canada. Health benefits are far below industry norms — even worse than the standards enjoyed by many graduate students before they accept an offer at the University of Lethbridge. Pay is significantly below — 15-20% on average — comparators.

A university that enjoys surpluses the size of the University of Lethbridge's should not treat its academic staff this way. CAFA calls upon you to take your obligations to the university community seriously by meeting the minimums set by your provincial peers and bringing compensation at your institution up to industry standards.

Return to the table and make a reasonable offer.

Sincerely,

*Lee Easton*

Lee Easton  
President, Confederation of Alberta Faculty Associations.

cc: Dr. Saurya Das, President, ULFA  
CAFA Officers