



**Southern Alberta
Institute of Technology**
1301 16th Avenue NW
Calgary, Alberta T2M 0L4
Canada
Toll-free: 1.877.284.7248
sait.ca

April 28, 2020

Blair Howes
SAFA President

VIA EMAIL

Dear Mr. Howes,

**RE: NOTICE AS REQUIRED UNDER SECTION 13- POSITION
ABOLISHMENT**

I am writing further to SAIT's unsolicited disclosure documents of February 28th, 2020 and subsequent letter of March 16th, where SAIT informed SAFA of a postponement of involuntary terminations as a result of the emerging Covid-19 pandemic.

As outlined in the communication February 28th, SAIT is prepared to begin discussions as outlined in Section 13.02- Position Abolishment. SAIT is experiencing increasing financial pressures and we now have a better understanding of the magnitude and duration of the Covid-19 pandemic.

As a result, SAIT does not expect that it will be possible to return to "normal operations" for the foreseeable future, and therefore must address the accruing institutional deficit. SAIT has made the very difficult decision to remove the temporary hold and resume the plans for the necessary staffing reductions, as previously communicated.

These discussions will include reductions due to lower than anticipated funded apprenticeship seats, suspension of delivery of programming and fundamental changes to student support in the classroom.

SAIT is anticipating this planning to be completed and communications to begin no earlier than the week of May 19th, 2020.



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If you have any questions, please contact Patrick Mack at Patrick.mack@sait.ca.

Sincerely,

A handwritten signature in black ink, appearing to read "Jody Fraser", is displayed within a light gray rectangular box.

Jody Fraser
Director, Labour Relations and Total Rewards

cc Greg Juliano, AVP Employee Services
Patrick Mack, Manager, LR
Al Brown, SAFA Labour Relations Officer

