



Without Prejudice

Via email

October 7, 2026

Daniel Storms, Union Representative, MoveUP
Nathan Beausoleil, Senior Union Representative, MoveUP
301-4501 Kingsway
Burnaby, BC V7H0E5

Dear MoveUP:

RE: Section 54 Notice – Budget Deficit Mitigation 2026/2027

Please accept this letter as notice pursuant to section 54 of the *Labour Relations Code* of intended changes at Capilano University (the “University”) related to the University’s budget deficit mitigation for the 2026/2027 fiscal year.

The University’s budgeted deficit for the 2026/2027 fiscal year is \$12,089,121. The President’s goals include reducing that \$12M to \$8M by the end of the fiscal year and will be presenting a two-year budget in March 2027 that is balanced for 2027-2028 and with a surplus in 2028-2029.

The University continues to work on strategies including academic planning initiatives, revenue drivers and administrative/operational adjustments with the goal of returning the university to a balanced budget while centering the student learning experience through high-quality academic programming and operational sustainability.

The University anticipates a decreased employee compliment across all employee groups, including the MoveUP bargaining unit over the course of the 2026/2027 academic year. The University is committed to exploring voluntary departure options that may be available to MoveUP employees.

This notice is a demonstrated commitment from the University to continue to inform and consult with staff as we navigate these financial pressures. We would like to meet to discuss any questions or concerns the union may have about the anticipated changes.

Sincerely,

A handwritten signature in black ink, appearing to read "Erin McFadden".

Erin McFadden
Associate Vice-President, People, Culture & Diversity
Capilano University
erinmcfadden@capilanou.ca

Cc: Jason Dewling, PhD, President & Vice-Chancellor, Capilano University

Encl: Financial Update (August 20, 2026), Slide 22 University Budget Principles