



**ST. FRANCIS XAVIER**  
UNIVERSITY

To StFX Employees,

With today being the final day of regular classes for the winter semester, I want to express sincere gratitude for what we have accomplished as a university community during the COVID-19 pandemic. By all standards, there isn't another university in the country that can compare with what we have been able to achieve in providing in-class learning and immersive living experiences for our students.

These outcomes didn't come easily. Rather, they resulted from extremely hard work and significant changes in our practices, all in an environment with great uncertainty and, in some cases, opposition. Across the campus employees stepped up, working long hours for extended periods of time, adapting to new ways of doing things to ensure the care and safety of our community members while meeting the mission of the university. StFX employees demonstrated outstanding commitment and resilience, leadership and care.

You have made it a remarkable year and, as a token of our gratitude for the extraordinary work over the last 12 months, the university has decided to provide an additional four days of paid holidays during the week of **May 24-28**. With Monday, May 24<sup>th</sup> being a statutory holiday, we are extending the remainder of that week as a holiday period.

These days off are in addition to your existing vacation days. If you are a full-time hourly paid employee who cannot be off, you will be provided with four lieu days based on your schedule (to a maximum of 32 hours). These lieu hours will be available for you to schedule your time off at an alternate time in the future. Please work with your supervisor to find other opportunities for you to use those days.

Thank you for all that you have done and continue to do.

With gratitude,

Andy

**Andy W. Hakin PhD**  
President and Vice-Chancellor  
St Francis Xavier University