
From: Leffler, Stephen M. <Stephen.Leffler@uvmhealth.org>
Sent: Tuesday, September 15, 2026 10:00 AM
Subject: Workforce Reductions and Organizational Changes Across UVM Health

To: All System Employees <AllEmployees@uvmhealth.org>

Dear colleagues,

I'm writing to share some difficult news. Over the next two days, we will inform approximately 199 members of the UVM Health community that their positions will be eliminated in late October. This includes leaders and staff across each of our health care partners.

As we've discussed in our town hall meetings, our health system is facing a major budget shortfall, and we're relying on our savings to pay the bills. That can't continue. At the same time, our patients struggle to afford and access the care they need.

We have to act now to address these issues. The health of the people we serve, and the existence of our health system, are at stake. We're working urgently to reduce expenses while maintaining or improving access, quality and safety, and minimizing disruptions for our patients.

The reality is that we can't meet our expense-reduction mandates without reducing our workforce. The people affected by this week's job eliminations will be offered severance based on their years of service. Unions have been informed if their members are affected, per collective bargaining agreements.

About 55 of the eliminated positions will be restructured into new roles that will be posted, and many displaced clinical staff will also have an opportunity to apply for other roles across UVM Health.

This is not the first or the last step we'll need to take to make our health system more sustainable. There have been multiple workforce reductions and restructurings since July 2025. We've also reduced executive positions across the system by 17% over the past year, eliminated "at-risk pay" for leaders, and our most senior leaders will not receive raises this year. Additionally, we are working hard – in multiple ways – to help more patients access timely, high-quality care.

I want you to know that none of these decisions are made lightly. I did not take on the role of CEO to cut staff. I took the role for the same reason that I became an emergency medicine doctor: to take care of people. But I also know in my heart that if we don't make tough decisions right now, we will not be able to care for our patients and communities for the long run.

The employees whose positions are being eliminated this week are our valued colleagues. If you are part of this group, thank you for all you've done. Today is not a reflection of your value or the quality of your work. And for those who are not directly impacted, I know that the changes happening across our health system are causing disruption and anxiety. If you need support, please use [the Lyra app](#) and any other employee health resources available to you.

Out of respect for colleagues who are being notified, and to ensure they hear from their leaders first, we will provide additional detail once most individual notifications conclude. We'll also host town halls in the coming days to answer questions.

Thank you,

Steve

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