

OCADFA Annual General Meeting

November 25, 2021

10:00 a.m. to 1:00 p.m.

Online via Microsoft Teams

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Agenda

LAND ACKNOWLEDGEMENT AND WELCOME – Min Sook Lee, President

1. Motion to approve the agenda
2. Minutes of Nov 5, 2020 AGM – will be distributed before the AGM
 - a. Motion to approve the minutes
3. Business arising from the minutes
4. Joint Health & Safety Committee Report
5. Report from the Sustainability Committee
6. OCADFA Housing Project
7. Decolonizing Conflict Resolution at OCADU
8. Sexual Violence Policy
9. Commemoration of OCADFA members
10. TA Report
11. Sessional Report
12. Website Report

BREAK

13. Bylaw changes
14. Nominations and Elections
15. President's Report – Min Sook Lee
 - a. Motion to accept the 2021 OCADFA Annual Report
16. Vice President's Report – May Eileen Wennekers
17. Negotiations Chair's Report – Eric Steenbergen
18. Grievance Chair's Report – Natalie Waldburger
19. Secretary-Treasurer's Report – Christopher Bennell
 - a. Audited financial statements 2020/21
 - b. Presentation of budget for 2021/22
 - c. Motion to re-appoint our accountants Robert Moses, C.A.
 - d. Motion to re-appoint auditors Mehta Professional Corp
20. IP and Pension Report – Richard Hunt
21. Communications Report – JJ Lee
22. Executive Director's Report – Graeme Reniers

ADJOURNMENT

Documents Relating to Agenda Items:

Sexual Violence Policy

... *forthcoming* ...

TA Committee Terms of Reference

1.) Mandate:

The OCADFA TA/RA COMMITTEE will meet regularly to share information about TA/RA working conditions and other concerns at OCADFA.

It will serve as OCADFA's first point of contact to engage OCADFA's TA and RA membership.

It will provide recommendations on strategic planning, proposed and ongoing campaigns specific to TA/RA working conditions and mobilization initiatives, and inter-organizational communication to the OCADFA Board of Directors.

2.) Structure of committee:

The OCADFA TA/RA COMMITTEE shall be a standing committee and the Board shall take all reasonable action to ensure that it remains operational.

The Committee shall be composed of

- a.) One Co-chair selected from the OCADFA Board who is not a TA/RA member
- b.) The OCADFA Board Member-at-Large tasked with TA/RA organizing and mobilization
- c.) The OCADFA Executive Director (ex-officio)
- d.) At least three members-at-large who shall be appointed by the Board annually (n.b. Once we have the committee composed, we should set that appointment date to on or by October 10th)

3.) Reporting and accountability:

The OCADFA TA/RA COMMITTEE shall report its activities and recommendations to the Board of Directors through the Committee Co-Chairs.

The Board of Directors may at times consider resolutions recommended by the OCADFA TA/RA COMMITTEE.

Resolutions that are approved by majority vote will be considered adopted by the Association as a whole.

As per OCADFA bylaws 16.01, Standing Committees shall have no authority to bind the Association without Board approval by resolution.

Proposed Bylaw Changes

The three proposed bylaw changes all affect the composition of the Board. Please note that should these proposed changes be approved by the membership, as the call for nominations has already gone out, they will be in effect at the 2022 Annual General Meeting and today's elections will proceed as per how the bylaws are currently written.

Motion 1

Be it resolved that OCADFA designate one Director-at-large position for a TA/RA representative to be nominated and elected from the OCADFA membership. Be it further resolved that this position be for a term of one year.

Motion 2

Be it resolved that OCADFA adopt term limits of no more than three (3) consecutive full terms served by any member of the Board in a specific position, and that an individual serves no more than four (4) full terms in any position. Be it further resolved that this limit can be waived for one additional year if a two-thirds majority of the membership vote to approve this waiver.

Motion 3

Be it resolved that OCADFA that the term of office for Negotiations Chair run from the date of their election until the Annual General Meeting (AGM) following signing of the next Memorandum of Agreement.

Should these motions be approved, Article 3 of the Bylaws shall be changed amended as follows (**bold** = language being added; ~~strikethrough~~ = language being removed):

3.00 BOARD OF DIRECTORS

3.01 The affairs of the Association shall be managed by a Board of nine (9) Directors, consisting of the President, Vice-President, Secretary/Treasurer, the Chair of the Grievance Committee, the Chair of the Negotiations Committee, **the Teaching Assistant/Research Assistant (TA/RA) Director**, and ~~four (4)~~ **three (3)** other Directors, elected as provided hereinafter.

3.02 The Board of Directors shall be a rotating Board, with all Directors **other than the Chair of the Negotiations Committee and TA/RA Director** being elected for terms of three (3) years each, **or until their successor has been duly elected. The term of the Negotiations Chair shall run from the date of their election until the Annual General Meeting following the signing of the next Memorandum of Agreement. The TA/RA Director will be elected for a term of one (1) year.** ~~and with three (3) Directors retiring and being elected each year, subject to Article 3.03.~~

3.03 Members of the Association may hold specific Director positions for no more than three (3) consecutive full terms, and may serve no more than four (4) full terms in any position on the Board. Term limits may be waived by a two-thirds majority vote at the Annual General Meeting the Director is seeking re-election.

~~3.03 At the Annual General Meeting of the Association held in November, 2008, the following Directors shall be elected to hold office, or shall continue to hold office, for the following terms:~~

- ~~a. three (3) Directors, one of whom shall be the President, shall be elected to hold office for terms of three (3) years each or until their respective successors have been duly elected;~~
- ~~b. one (1) Director shall be elected to hold office for a term of two (2) years or until his/her successor has been duly elected;~~
- ~~c. those two (2) Directors who are the Chair of the Negotiations Committee and the Chair of the Grievance Committee shall continue to hold office for their remaining terms of two (2) years each or until their respective successors have been duly elected; and~~
- ~~d. three (3) Directors, one of whom shall be the Vice-President and one of whom shall be the Secretary/Treasurer, shall be elected to hold office for terms of one (1) year each or until their respective successors have been duly elected.~~

~~3.04 Following the terms of office set out in Article 3.05, each Director shall thereafter be elected to hold office for a term of three (3) years, or until his/her successor has been duly elected.~~

3.054 Each Director shall be at the date of, or become within (10) days after his/her election, and thereafter remain throughout his/her term, a member of the Association; be a least eighteen (18) years of age; and not be an undischarged bankrupt nor a mentally incompetent person.

3.065 If a Director ceases to be a member of the Association or becomes bankrupt or a mentally incompetent person, he/she thereupon ceases to be a Director, and the vacancy so created may be filled in the manner provided for hereinafter.

3.076 The Association may from time to time increase or decrease the number of its Directors by special resolution.

3.087 The members of the Association may, by resolution passed by at least two-thirds of the votes cast at a General meeting of which notice specifying the intention to pass such resolution has been given, remove any Director before the expiration of his/her term of office, and may, by a majority of the votes cast at that meeting elect any person in his/her stead for the remainder of his/her term.

3.098 A Director may resign his/her office by notice in writing delivered to the Secretary/Treasurer and such resignation shall become effective on the later of the date of the receipt thereof and such date of resignation specified in such notice.

Nominations and Elections

There are (12) open positions for which elections will be held. Any member of OCADFA can nominate themselves or be nominated by someone else to any of these positions and every member has a vote. Charles Reeve and Mary Eileen Wennekers are heading up the Nominations Committee and will oversee free & fair elections.

The twelve positions to be filled are:

- Vice President: 2021-2024
- Secretary Treasurer: 2021-2024
- Grievance Chair: 2021-2024
- Associate GC: 2021-2024
- Negotiations Chair: 2020-2023 (2 years left on term)
- Director-at-large: 2019-2022 (1 year left on term)
- Director-at-large: 2020-2023 (2 years left on term)

And all seats on the Negotiations Team:

- (TIS, CLTA, Continuing)
- (Tenured/Tenure-Track)
- (Technicians)
- (Sessionals)
- (TAs)

For Your Information

In the case of the vacant Negotiations Chair and two Director-at-large positions, the vacancies address the fact that the duly elected member in this position has stepped down or is stepping down before the AGM.

Eric Steenbergen, our Negotiations Chair, has advised that he will be stepping down effective November 24th.

Mary Eileen Wennekers, our Interim Vice President, has advised that due to having no active contract at OCADU this academic year she will not be running for Vice President.

Natalie Waldberger, our Grievance Chair, has advised that she will not be running again for the position of Grievance Chair.

During its October meeting, OCADFA's Board voted unanimously on a motion that supports the in-principle need for a dedicated TA/RA representative on the Board. A bylaw change to that effect will be proposed during the November 25th AGM. In the

interim, the Board wishes to encourage TA/RA members to stand for one of the vacant Board Member-at-Large positions.

If you want more information on what the duties of the vacant positions entail, you can find descriptions in the OCADFA bylaws here: <http://ocadfa.ca/documents/by-laws/#14>

If you are interested in running for a position, please use the attached nomination form. You can nominate yourself or be nominated by someone else (in which case you must accept the nomination to be on the list of candidates up for election).

Nomination forms must be signed and scanned and sent to the Nominations Committee (creeve@ocadu.ca, mwennekers@faculty.ocadu.ca). Please also CC our Executive Director, Graeme Reniers (graeme@ocadfa.ca).

The deadline for nominations via email is November 22nd at 11:59PM. Nominations can also be made during the AGM on the 25th and will be accepted until the end of the AGM.

The election will be conducted via secure online vote. Voting will open shortly after the AGM with a complete list of nominees and their statements, if they have provided one. The voting period will end at 11:59PM on December 1st, and the results will be announced December 2nd.

Thank you for engaging with your Association.

In solidarity,

Charles Reeve and Mary Eileen Wennekers

OCADFA Nominations Committee 2021

Current Nominees

Eric Steenbergen (he/him)
Candidate for Negotiations Team – Technician Rep

Gerald Grison (he/they)
Candidate for Director at Large

Annie Tung (she/her)
Candidate for Negotiations Chair

I am a 100% Teaching Stream (TS) member in the Faculty of Design teaching studio-based courses in the Material Art & Design (MAAD) program.

As a former team member in our most recent negotiations (2019-2021), I have valuable experience with the bargaining process and our MOA, having done so under an unusual

set of circumstances: Bill 124, a pandemic and pivoting to online teaching. I learned a tremendous amount about labour relations, activism, and the power of our collective ability to effect change and improve our working conditions. I learned this from participating in the process, but I understood your issues better by listening and hearing your concerns from fellow negotiation committee members, at Teams meetings or just chatting with you on campus.

Bargaining is about power and it's an opportunity to develop an effective strategy based on equity, inclusion, and democratic participation. You, the membership, set the mandate for negotiation during bargaining— the process is driven by you. I believe that my experience, understanding of the employer's position, and level-headed demeanour will help the team negotiate effectively. If elected as Negotiations Chair, I will take on this responsibility with my full commitment.

OCADFA Community Support Fund

INTENTION:

OCADFA members who are in financial need can apply to this fund, and if their request fits within the fund's mandate, can receive up to \$250 of financial assistance within 10 days of applying for it.

RATIONALE:

The OCADFA community support fund addresses situations where OCADFA members are experiencing a significant life event that places them in a position of economic, food, or housing insecurity.

While OCADFA recognizes that this is not a long term solution to the endemic and long-term poverty experienced by some of our members, it will provide material assistance which we hope will alleviate the most catastrophic consequences this poverty entails.

Examples of such situations where the fund may be accessed by OCADFA members:

- Dental and vision care costs for members or their dependents who do not have access to a health care plan
- Unanticipated medication costs for members or their dependents who do not have access to a health care plan
- Unexpected vehicle maintenance costs
- Equipment repair costs (for laptops etc.)
- Extraordinary, temporary caregiving expenses
- Fees associated with counselling support required on an emergency basis for members who have experienced assault or other forms of violence, including gender-based violence
- Income gap associated with the time difference between prepping course and its first pay period which may result in the possibility of housing insecurity

FINANCIAL RESOURCING AND DISPERSAL DATES:

Member access to the OCADFA Community Support Fund will commence on January 1 2022.

Beginning on 1 January 2022 OCADFA will make \$833.33 available to this fund on the first of each month until June 1 2022, representing a total of \$5000 to be dispersed.

Beginning on July 1 (the beginning of the fiscal year) \$833.33 will be made available until June 1 of the following year, for a total of \$10,000 to be dispersed each fiscal year.

Any remaining funds available at the end of each month will be rolled over into the following month's funds.

WHAT IS THE PROCESS BEHIND ALLOCATING THIS FUND?

The OCADFA Community Support Committee will be composed no later than January 1st of each calendar year.

The OCADFACSC will vet applications to ensure that they correspond with the rationale of the OCADFA Community Support Fund. It will be appointed by the Board and chaired by the Negotiations Chair. If you are interested in participating in this committee please contact OCADFA's Executive Director (graeme@ocadfa.ca).

Applications for the fund will be received by the OCADFA Executive Director.

The Executive Director will inform the applicant by the end of the next business day that their application has been received. They will then redact all identifying information from an application before forwarding it to the OCADFACSC.

The OCADFACSC will vet each application. The Chair of the OCADFACSC will inform the Executive Director if the application has been approved within 5 days of receiving the application.

Once the Executive Director has received approval of the request from the OCADFACSC, the Executive Director will request the OCADFA Secretary/Treasurer to dispense the funds to the member via e-transfer by the end of the next business day.

Occasionally this process may take more than ten days after receiving your request (for instance, if you apply the day before a long weekend). However, it will be OCADFA's goal to respond materially to your request within 10 days of receiving it.

HOW CAN I ACCESS THIS FUND?

Any OCADFA member can apply to access this resource.

If you are an OCADFA member experiencing a situation that will result in economic, food or housing insecurity, please feel encouraged to apply to this fund.

Your application will be confidential, so that your dignity and right to privacy are upheld.

You can apply made through a secure form which can be accessed through the OCADFA website.

You will be asked to give a description of the need that your request is arising from, and to specify the amount (up to \$250) that you are requesting.

You will receive a confirmation that your application has been received by the end of the next business day.

The OCADFACSC will vet your application, and you will be notified if it has been approved within 10 days of your receiving confirmation that your application was received. If your request is appropriate to the purpose of this fund, you will receive your requested support via e-transfer by the next business day.

If the funds for a month have been exhausted before the month is over, the form for applications will close, and will reopen on the 1st of the following month. In that event, the OCADFA website will indicate to you that the funds for the current month have been exhausted.

- If you find that the application form is not available when you try to access it, you can try again on the 1st of the following month.
- This is so that you do not go through the process of applying only to learn that your application is not approved due to scarcity of funds.

We ask that you provide OCADFA with receipts associated with your application within 30 days of receiving your funds. This is very important as it will allow us to remain accountable to the membership as a whole. It will also help the Board and Negotiations Committee better understand the lived experience of our membership.

**Ontario College of
Art & Design
Faculty Association**



**ONTARIO COLLEGE OF ART & DESIGN
Faculty Association**

Annual Report
November 25, 2021

www.ocadfa.ca

OCADFA Committees

Board of Directors

Min Sook Lee, President
Mary Eileen Wennekers, Vice President
Eric Steenbergen, Negotiations Chair
Natalie Waldburger, Grievance Chair
Christopher Bennell, Secretary Treasurer
Richard Hunt, Director and Associate Grievance Chair
Tannis Nielsen, Director
JJ Lee, Director
Laura Lovell-Anderson, Director

Negotiations Committee

Eric Steenbergen, Negotiations Chair, Faculty of Art
Min Sook Lee, OCADFA President (ex-officio), Faculty of Art
Annie Tung (representing TIS, CLTA, and Continuing Faculty), Faculty of Design
Charles Reeve (representing full-time permanent Faculty), Faculty of Arts and Sciences
Dan Panasyev (representing Technicians), Studio Management
Mary Eileen Wennekers (representing Sessional Faculty), Faculty of Arts and Sciences
Tanner Sersen (representing Teaching Assistants), Faculty of Arts and Sciences

Grievance Committee

Natalie Waldburger, Chair
Richard Hunt, Associate Grievance Chair
Min Sook Lee
Eric Steenbergen
JJ Lee

Joint Committee

Eric Steenbergen, co-chair
Min Sook Lee
Natalie Waldburger

Joint Health & Safety Committee

Gerald Grison, co-chair
Nicole Collins
Tony Kerr
Greg Bauer

Joint Pension Committee

Richard Hunt

OCADFA Nominations Committee

Charles Reeve
Mary Eileen Wennekers

President's Report, Min Sook Lee

This is my second year in office as OCADFA President. I've spent this year focusing on regularizing operational structures with our Board of Directors, executive team and Executive Director, Graeme Reniers. Our current Board of Directors is a phenomenally talented and committed group. I'd like to thank each member of this board for their service: Secretary Treasurer Chris Bennell, Vice President Mary Eileen Wennekers, Grievance Chair Natalie Waldurger, Negotiations Chair Eric Steenbergen, Associate Grievance Chair Richard Hunt and Directors at Large Laura Lovell-Anderson, Tannis Nielsen and J.J. Lee. It has been incredible to see the clear benefits to our union work from having a committed and experienced staff person working alongside an extraordinary Board. The degree of consistency, professionalism and structure our ED brings to our organization's capacity to fulfill our mandate for ALL our members is notable: TAs/RAs, contract and sessional faculty as well as permanent faculty, Studio Technicians and IT staff.

As OCADFA's President, I was recognized with OCUFA's 2020-2021 Status of Women and Equity (SWEC) Award of Distinction. The SWEC Award of Distinction celebrates the outstanding contributions of OCUFA members whose work has contributed meaningfully to the advancement of professors, academic librarians, and/or academic staff who are Indigenous, women, racialized, LGBTQ2S+, living with disabilities and/or belong to other historically marginalized groups.

Internal structural work

We have spent time reviewing our stipend structure and have struck a stipend review committee that will submit recommendations in the spring of 2022. A new policy on Sexual Violence, bi-laws amendments to support TA/RA activation and policies to apply term limits to OCADFA board positions have been introduced. Additionally we have been working on strategies for conflict resolution processes that challenge the legalistic, colonial modes of relations.

Membership Activation

We hired a TA/RA coordinator, Elene Chou, on a short-term contract to produce an excellent TA/RA handbook for which is an essential resource. VP Mary Eileen Wennekers produced a Sessional handbook with the input from Cliff Caines. We've also implemented regular monthly membership meetings which have been well attended. We have introduced a schedule of workshops to support our members skill bases. We are in developing an all-day equity training workshop for OCADFA board members and members of our negotiations committee to be delivered in January 2022. Our social media platforms have been activated through the work of Communications Committee led by J.J. Lee.

Negotiations

Our latest round of negotiations, led by Negotiations Chair Eric Steenbergen and an awesome Negotiations Committee resulted in a new MoA that secures historic wins for our members. In particular, job security for Sessionals and Teaching Stream faculty. We also won improvements to parental leave, the sabbatical fund and support for TAs/RAs. Please see Eric's report for details on the latest MoA. For the next round of negotiations we are actively recruiting new committee members to represent the diverse labour categories in our union. We will begin meeting in January of 2022.

OCADFA advocacy with OCAD U

We took on a number of campaigns this year. The long view: collegial governance, academic integrity and decent work are ongoing issues of concern. The triple combo of FLOW, COVID-19 and fiscal austerity have delivered a tough season for faculty at OCAD U.

In February 2021 we responded to OCAD U Administration's proposed revisions to equity related policies with a demand for more transparency and community engagement. You can read the full report on this issue [here](#). Scroll down the page to find the section on policy revisions. There were sweeping changes proposed, in large part the changes made the RWLEP process more opaque, unaccountable and presented barriers to accessing equity and human rights protections at OCAD University. The over-arching corporate treatment of equity & human rights in the proposed revisions stemmed from a liability/risk mitigation framework and not from a decolonizing, anti-oppression framework. Stuningly, the proposed revisions were drafted by Administration's legal firm without consultation with ODESI, the university office tasked with administering our equity policies and programs. OCADFA advised Administration revise their timelines and engage in a truly consultative and transparent process that advances the considerable work that has already been done on our RWLEP by members of our community.

On June 1st OCAD U Administration laid off four senior academic librarians as part of a library reorganization that was trumped as 'decolonial'. The termination of four senior librarians and elimination of two library positions at OCADU has stripped our library to the core. This failure to engage with staff or faculty is a violation of the spirit and word of OCADU's negotiated agreements with OPSEU Local 576 which is explicit about the importance of collegial governance and treating all employees with "dignity, respect, fairness, equality and integrity". OCADFA's position is that any reorganization of the library must go through the Senate to respect the principle of collegial governance on academic matters central to our sector. The librarians' day-to-day work intersects squarely with the academic, pedagogic, student-facing function of the university. This work goes to the heart of what we do. Librarians are equal partners in our academic mission and are recognized and treated as such in most universities across Canada. OCAD University's Senate weighed in to support the four terminated librarians and demand transparent and meaningful consultation on the library's reorganization at the May meeting of Senate. However, legal jurisdiction over the library remains with the Administration and the cuts were approved by the Board of Governors.

In solidarity with OPSEU Local 576, OCADFA led a national campaign against the library reorganization. We collected [letters of support](#) from universities across the country and garnered almost two thousand signatures on a [petition](#) in support of the four terminated librarians. On June 3, 2021 OCADFA filed a policy grievance alleging the University administration has unreasonably overridden and/or interfered with collegial governance processes critical to the determination of education policy contrary to the Ontario College of Art & Design Act and our Memorandum of Agreement, in its restructuring of the library without meaningful consultation with the senate. In settlement of the grievance, the Teaching and Learning Committee (TLC), which includes five faculty members, will review and provide recommendations to the Policy & Planning Committee of Senate by December 15, 2021 with respect to how, in light of the recent reorganization, the Library will support faculty and students

in support of teaching, learning and research. We are still waiting to have this issue come back to Senate in December.

At the intersection of COVID measures, Flow implementation, and the external review, there have been a number of drastic changes made to curriculum delivery. Online modes of delivery, once an emergency stop gap measure, are now being viewed as potentially permanent features of how we teach at OCAD U. The online portal expands money-saving measures like dual delivery – which means faculty teach two groups of students at the same time, in the classroom and online. This hyflex mode has already proven to be disastrous to the student learning experience and labour intensive. OCADFA believes online courses need to be developed as online courses from the design and concept stage and the development work should be resourced adequately. We have spoken at Senate and with Administration in Joint Committee that modes of delivery must be developed in consultation with faculty at Senate. Any moves online need to be faculty led, driven by pedagogy and informed by creative practice. Finally, online has proven to be disastrous on mental health – for faculty and students. People need each other in person, not as on screen avatars.

Returning to campus requires COVID-19 safety protocols that are robust and transparent. We need to know what steps are being taken to insure our campus is safe. Through the summer of 2021, OCADFA worked with a coalition of faculty associations across the GTA on developing a COVID Safety plan that represented the interests and values of our members. We presented a [COVID Safety Checklist](#) to Administration and continue to engage with Admin representatives via the Joint Health and Safety Committee, the Gradual Re-opening Committee and the Joint Committee on securing information what steps are being taken to monitor and implement COVID safety protocols on campus. We have also worked with members on informing you about OCADU's vaccine policy and advocating on a case-by-case basis on behalf of members who seek exemptions or accommodations to the policy on recognized human and labour rights codes. We are currently seeking a full report on the COVID safety checklist we submitted at the start of the term. With Administration's announcement that a portion of classes will return to in-person teaching in the winter term, we know it is vital our members.

In 2021 OCADFA undertook Solidarity Political Action. Some highlights include:

- In February 2021, OCADFA [released a statement](#) on the International Holocaust Remembrance Alliance's (IHRA) Working Definition of Antisemitism. The IHRA working definition of antisemitism misconstrues antisemitism to include a broad range of criticism of the State of Israel. The IHRA definition thus undermines important anti-racist and decolonial initiatives in Canadian educational institutions. It can also be used to censor political speech and restrict the academic freedom of teachers and researchers who have developed critical perspectives on the policies and practices of the State of Israel.
- In April 2021, Laurentian University was gutted by cuts. Over 100 faculty lost their jobs and 60 programs were eliminated. Administration cited fiscal exigency. Longstanding underfunding of post-secondary education in Ontario alongside an Administration incentivized to apply a private corporate model of reorganization decimated the university and its associated degree-granting colleges. For an account of the LU crisis read [here](#). OCADFA developed [political/cultural action](#) to support faculty, students and community at Laurentian University with OCUFA, Laurentian U's faculty association, students and community members. A full update of our solidarity work can be found in the [April newsletter](#).

- IN April 2021, OCADFA [supported](#) the Canadian Association of University Teachers (CAUT) censure of the University of Toronto because of the Administration's failure to resolve concerns regarding academic freedom stemming from a [hiring scandal](#) in the Faculty of Law.
- In May of 2021, OCADFA joined members of UNIFOR Local 252, striking workers at the Nestlé chocolate factory to support their fight for job security. This [picture](#) includes our VP Mary Eileen Wennekers, Associate Grievance Chair and Director Richard Hunt, and Secretary Treasurer Chris Bennell on the picket line with workers.
- In November of 2021 we donated solidarity funds to the University of Manitoba's Faculty Association who are [on strike](#). Salaries have been frozen since 2015 due to austerity measures.

In the next year I'd like to work with our executive to strengthen our internal staffing support. Additionally, I will continue to build stronger relationships with our fellow art & design university associations and faculty associations through our membership with CAUT and OCUFA.

OCADFA work can't always be responding to crisis. This curtails our capacity to dream and build the world we want. OCADFA is introducing an emergency fund for our members. We have seen COVID-19 and austerity in our sector hit the most precarious members hardest. The emergency fund will be open to all members and the application process will be streamlined. Details will be shared at our 2021 AGM.

In the past year I have been working on an affordable housing project for our members. I'm pleased to report that we now have an OCADFA Artist's Housing Co-op caucus comprised of myself, our VP Mary Eileen Wennekers and Lillian Allen. The caucus has been in discussions with our City Councilor Joe Cressy to build a non-profit housing co-op for our members. We will provide an update on our activities and details on the project in the next few months. Ric Amis and Johanna Householder, two of the original founders of the Beaver Hall artists' co-op located at 29 McCaul Street will attend our November AGM to share a bit of history on the founding of that building. OCADFA's artist housing co-op will be owned by our members for our members who are comprised of permanent faculty, graduate students, studio technicians, IT staff, independent artists and part/time sessional instructors. The co-op will house *up to* 100 units that will be live/work studio spaces. OCADFA will identify federal, provincial and municipal funds to support the project. We will also identify possible developers with experience in building non-profit housing as partners for the co-op.

We dream big because without our dreams, we are left with the status quo. And that is unacceptable.

In solidarity,

Min Sook Lee

Grievance Chair Report, Natalie Waldburger

I have stepped into the Grievance Chair role for just under a year. I will be stepping away from the role so that I can focus on my sabbatical work. In the last 11 months I worked closely with the ED of OCADFA, Graeme Reniers, President Min Sook Lee, the Associate Grievance Chairs,

Camille Turner and Richard Hunt, and OCADFA's Grievance Committee comprised of a number of OCADFA Board Directors. I have found this role highly gratifying, a lesson in realistic expectations, and also a very transformative experience for me. I really can't thank the OCADFA Board enough for my experience over the past year.

In this role, I also participated in Joint Committee meetings between OCADFA and university Admin Executive to represent some of the following membership concerns.

While Grievances are highly confidential, this report can provide a general overview of issues that the Grievance team is currently working on, in some form. This work is done in conjunction with the OCADFA Board as a whole and would not be possible without this community of support:

1. Information sessions with OCADFA membership regarding the grievance process
 - a. Crucially, I would like to assure all members that speaking to OCADFA does not automatically launch a grievance.
 - i. Confidentiality
 - ii. Permissions
 - b. The first step of the grievance process is like a mediation.
 - i. We talk to the parties concerned
 - ii. Represent membership interests and concerns to the university
2. Online teaching
 - a. Increased workload due to the online teaching format
 - b. Protections for Intellectual property and updating our current IP Policy to reflect this new reality of teaching online, sharing resources, lectures, and course content
 - i. This is particularly important for non-permanent faculty who have been teaching their courses for a long time and are removed from them abruptly and without notice.
 - c. Faculty consultation in planning online courses
 - d. Hybrid pilot project
3. Changes to curriculum delivery
 - a. New proposed models of curriculum deliver 2022/23 that encompass a range of online, in-person, and hybrid delivery models
 - b. A survey is currently being conducted by the university through the vehicle of scheduling by Chairs
 - i. Any implementation of new delivery modes requires a healthy consultative process with the faculty at large who now have the best insight into the labour ramifications of these multiple modes and how various modes of delivery substantially impact course content and the time that it takes to interact with students. In particular, consultation must take place with those faculty who have been teaching in courses designated with "Priority Access 2c", which requires teaching in-person in designated studios while also teaching to students online. The issues encountered with this type of *blended/flexible* learning has not been documented and is particularly flawed.

- ii. Priority Access 2c (*blended and flexible modes*) amounts to triple the workload for faculty teaching and is not sustainable or equitable. It creates a whole other level of labour because it requires three modes of delivery simultaneously:
 - 1. Teaching to students in person while
 - 2. Teaching to students online synchronously while
 - 3. Teaching to students online asynchronously
 - iii. Not enough consultation has been undertaken to understand the safety, ethical, and workload implications of this model.
 - iv. Recently this was brought to Senate for a “special” meeting of Senate on Friday Nov.
 - 1. To those who attended this felt more like an information session
 - 2. Dialogue was discouraged from the outset
 - v. In addition, consultation should consider the work done by faculty on the hybrid pilot overseen by the FCDC this spring. These hybrid courses are running right now and should be evaluated upon their completion to determine how hybrid models affect learning and faculty workload. There has been little to no discussion or follow-up with faculty teaching these courses with a feedback questionnaire going out to the faculty on September 2nd before the classes started. The hybrid pilot is an excellent way to gauge the practical implications of blended models.
 - vi. Process issues: The Learning Modes proposal of was formed through committees that had limited or no faculty participation
 - 1. The increased pressures and quick turnaround time for implementation
 - 2. The Survey was distributed by Chairs PRIOR TO the Senate special meeting
 - vii. Sessionals, **whose workload is NOT protected by our MoA**, are deeply impacted by these changes as they teach most of these under-resourced large-format. There has been no consultation with sessionals
- c. We are following up on these changes through the Grievance process**
- 4. Complications due to the convergence of a number of factors: Flow, COVID, and External Third-Party Review (Trick report)
 - a. Course cap increases and workload issues
 - b. New learning models that
 - c. Erosion of resources: TA support, reduced budgets
 - 5. Sessional salary scale and developing transparent processes for sessional advancement on the scale. This has been a years’ long **successful grievance** process which ended up in mediation/arbitration. I would like to thank our sessional OCADFA member for the commitment, courage, and perseverance that paves the way to negotiate new policy.
 - a. Currently almost all sessionals are placed at the S1 pay level and most have been there for 10 plus years.
 - b. This individual sessional grievance has provided a precedent-setting arbitration in which the institution’s lack of policy has been challenged
 - c. The benefit to the individual sessional has been palpable including retro-active remuneration

- d. The impact of this ruling has resulted in our ability to bring this to the next round of Negotiations and also to share these results with our sessional membership and encourage them to inquire about moving up the Sessional payscale S1-S3 and be acknowledged for the incredible experience they bring to the school and to their teaching.
- e. OCADFAs commitment to SUPPORT OUR SESSIONALS
- 6. Grievance regarding TA hours, job designations, and hiring processes. I would like to especially thank our TA OCADFA member for their courage, and clarity throughout this process and trusting us as representatives. We have struggled to make pathways on supporting TA/RA working conditions and this grievance will open up another avenue of advocacy.
 - a. TA designations – Marker/Grader seems to be the default contract provided to TAs in your classes instead of Tutorial Leader
 - i. Marker/Grader pay per hour is lower than Tutorial Leader pay per hour
 - ii. Traditionally Marker/Graders are not required to attend classes and their only role is to grade students out of the context of in-class experiences
 - 1. If we value studio-based learning then this is unthinkable
 - 2. Deeply contradicts the Wholistic Approach to Curriculum and teaching methods across all Faculties that take into account the students’ lived experience and student individual accommodations
 - b. OCADFAs commitment to SUPPORT OUR TAs and RAs
- 7. Ensuring Memoranda of settlement are honoured by the university
 - a. Increased TA hours for large format classes (MoS signed Dec 4, 2019)
 - b. MoA Interest Arbitration award mandating equitable hiring processes (signed May 7 2021)
- 8. Accommodations for members
 - a. Ensuring OCADFA members are having their needs met as part of a human rights requirement
 - b. Supporting OCADFA members through the Grievance process in relationship to accommodations
- 9. Student Accommodations - Supporting OCADFA members with issues arising through the Student Accessibility Services such as
 - a. increased faculty workload
 - b. transparency in the accommodations process
 - c. protecting contract faculty who are asked to fulfill accommodation requirements past their contract end dates.
- 10. Supporting OCADFA members involved in various university policy processes such as the Respectful Workplace and Learning Environment Policy (RWLEP) and Accommodations
- 11. COVID protocols and return to school mandates
- 12. Library restructuring Grievance
 - a. Lack of consultation with faculty, Senate, and OCADFA demonstrates a failure of process
 - b. Importance of librarians for teaching support and research
 - c. Advocating for more faculty consultation in the current library restructuring through Senate
 - i. Restructuring will take place in consultation with Senate Committees

- ii. Though Senate proper has a majority faculty vote, the individual committees often do not. This is why rubber-stamping committee decisions at the Senate level is highly problematic. Recognise that we respect Committees of Senate but this fundamental ratio should be acknowledge.
 - 1. TLC- 5 fac/10 non-fac/2 students
 - 2. Senate Academic Policy and Planning Committee (SAPPC) – 2 fac/7 non-fac/1 student
- 13. Support for program Chairs in the Faculties of Art, Design and Arts and Sciences
 - a. Support for open letter to Admin for clarity and equity in Chair positions written by Min Sook Lee and bh Yael.
 - b. Advocating for increased transparency for the role
 - c. Recognition of increased workload and barriers for racialized faculty in administrative positions
 - d. Collaboration with HR on a Chairs' Handbook
- 14. Concerns about non-renewal of Sessional and Continuing contracts
- 15. Initial discussions regarding a Standard Workload Form that will articulate the service requirements (if relevant), teaching load and teaching responsibilities, and other responsibilities for all faculty prior to the start of the academic year.
- 16. Intellectual Property Policy - updating the current policy.
 - a. Currently there are no university-wide protocols for protecting faculty IP, which is described in the IP policy: "Copyright protection applies to all original pedagogical, scholarly, scientific, literary, dramatic, musical, artistic, designed and recorded works in any fixed medium or material form, provided such works meet the criteria set out under the Copyright Act of Canada, as amended from time to time, for copyright protection to subsist."
 - i. This should include anything for which authorship can be assigned including pedagogical materials such as curated readings and resources, lectures, notes, course design, etc.
 - b. **Proposal:** OCADFA has formulated a proposed framework to start the policy discussion especially where material is provided to faculty members teaching a course for which course content from other faculty may be provided.
 - i. **CCCR**
 - 1. **Consultation** – Any shared material must be given in consultation with faculty member who holds the IP for the material.
 - 2. **Contracts** – where necessary appropriate contracts should be drafted to protect IP
 - 3. **Copyright** – IP should be publicly cited and acknowledged as in any academic paper or formal presentation of work
 - 4. **Removal** – Faculty members using the IP will remove all materials from their hard drives and be taken off the Canvas course after it closes.
- 17. Ongoing information sessions for OCADFA membership about Grievance processes
 - a. Designing clearer messaging, documentation, and administration of grievances by Graeme Reniers
 - b. Grievance flowchart designed by Richard Hunt
- 18. Member-to-member conflict and resolution strategies
- 19. Flow implementation

- a. Monitoring the impact of Flow on workload
 - b. Ensuring supports for teaching faculty as class sizes increase
 - c. Advocating for sessional contracts and job security
 - d. Online teaching in relation to Flow
20. Participating in discussions regarding university policy revisions
- a. RWLEP (ODESI)
 - b. Non-Academic Misconduct (Human Resources)
 - c. Response to Violent or Threatening Behaviour policy (Human Resources)
21. Pay equity Grievances
22. Transparent sessional hiring processes
23. Discussion on restructuring OCADFA Grievance Chair/Associate Chair roles
24. Vaccination policy and members concerns
25. Early discussion of an OCADFA sexual harassment policy
26. Facilitating conversations with ODESI and OCADFA on how better to support members.
- a. Ongoing consultation has been proposed to support Complainants and Respondents in RWLEP processes
 - b. Recognizing the roles of the RWLEP process and Grievance process in providing the best support for faculty. These are not mutually exclusive, and can provide different but complementary processes to speak to individual faculty needs.

1. Rethinking Grievance Chair structure

- **The Grievance Chair role associated with an individual faculty member raises a number of issues**

- i. There is a high turnover rate of Grievance Chairs because of the, often personal, connection and individual stakes of doing this work with peers in one's own place of work. It is challenging to not only absorb the emotional energy from members who have been affected but also to take a leading role in representing the members and witnessing the ongoing practices used by the employer that often is counter to members' interests, safety, and labour rights.
- ii. Risk – Because of the possibility for reprisals, Grievance Chairs should be tenured faculty. Even, as tenured faculty, the risks are still considerable and may affect one's relationships and access to opportunity in the institution, and effect their work and research.
- iii. Perceived bias by OCADFA member. A faculty member sitting as Grievance Chair may deter some members from coming forward if there is a past issue or relationship with that faculty member.

2. Proposal: An increase to the ED's grievance responsibilities supported by a part-time hire for additional administrative support. By removing the Grievance Chair and Assoc GC the 20k stipend can go to this hire. The structure might look like this:

- A grievance committee made up of Board members would support ED's work through regular Grievance meetings.
- Faculty expertise can be provided in these committee meetings as Directors will be able to represent their areas and knowledge base.

- Directors can also be assigned to members participating in a grievance.
- Graeme has considerable experience with Grievances, he will remain a constant though OCADFA directors may change, and the ED can act as a neutral party whose only objective is to support members.
- Additional Director might be helpful though this would reduce the amount available to the admin assistant hire.
- Members of the grievance committee might be ex officio members, past OCADFA directors or GCs who are not currently sitting OCADFA directors.

I am grateful to have worked with such supportive fellow Directors on the OCADFA Board over the last year. It has been a pleasure to represent the Grievance process and to co-chair some of the Membership meetings. It has been an honour to be a part of this team and to represent and support the OCADFA membership.

Negotiations Chair's Report, Eric Steenbergen

We had an interesting round of negotiations, which was largely defined by bill 124. The presence of bill 124, which caps compensation increases for all public sector employees at 1% per year for 3 years, made this round about non-compensation workplace improvement. We had great success on several key issues. The most obvious is sessional security through a Right of Reappointment; however, there are other very important changes I want to highlight here as well. I'm very proud of the improvements we achieved for:

- Pregnancy and parental leave
- Teaching Assistant (TA) hiring and training processes
- Improvements to TIS Security and Equity language, both of which are being finalized.

Preparations for the upcoming round of bargaining have already begun. The Memorandum of Agreement (MOA) is currently being finalized and will expire in at the end of June 2023. In November 2022, OCADFA will give the administration notice to bargain.

There are several important monetary issues that we were unable to address this round that we may wish to pursue. Some of these issues include:

- TIS course load parity for Studio and Liberal Arts
- Sessional movement through the pay scale
- The technician pay scale, which is 1) falling behind OPSEU pay for similar work; and, 2) the lower levels of the scale are below those for TAs, whom technicians are often asked to train.

At this time I am stepping down from the role of Negotiations chair. It has been a very rewarding and educational experience, and one that I have highly valued. I am stepping down now to give the next chair the time to deepen their understanding of the issues at hand and build a strong set of proposals before the next round of bargaining formally

begins. I will be standing for the negotiations team as the Technician representative to both represent my peers and to support the next chair. I am proud of the work we did as a team and of what we accomplished together this round. I look forward to building on that work as part of the next bargaining team.

Secretary Treasurer's Report, Christopher Bennell

... presented at the AGM ...

Intellectual Property Report, Richard Hunt

The Policy on Intellectual Property is part of the Memorandum of Agreement. Although it is reasonable, when it was written, online teaching was not on the horizon; it largely deals with commercialization, not OCAD's use of teaching materials.

(f) Intellectual Property means any result of intellectual, design, literary or artistic activity giving rise to a copyright, patent, trade-mark, industrial design or trade secret that accrues to intellectual property by statute, application, or registration, or other rights accruing under this Policy, whether or not protected by statute, including but not limited to: publications, notes, books, texts, articles, monographs, glossaries, bibliographies, cartographic materials, modular posters, study guides, laboratory manuals, correspondence course packages, interactive textbooks, websites, course work delivered on the Internet, including **distance education**, multimedia instructional packages, **course syllabi, tests and work papers, course lectures**, public lectures, choreographic works, unpublished scripts, films, filmstrips, charts, transparencies, other visual aids, video and audio tapes and cassettes, computer software, computer programs and code of all types, layouts, interfaces, applications and tools, all databases and database layouts, **live video and audio broadcasts**, programmed instructional materials, drawings, paintings, sculptures, photographs, works of visual art and music (including any software which expresses the said notes, manuals, artifacts or works), and productions (including sound, video, film, hypertext multimedia);

The matter of whether you are required to upload either your material or lectures has become something that is strongly encourage, if not demanded. **You are not required to record and disseminate your lectures or classes.**

The ownership of all Intellectual Property in works created by a Faculty Member shall belong to the Faculty Member responsible for the creation of such work, in proportion to his or her Contributions to the work, except as provided by this Policy.

Exceptions are contract work, and work done by Academic Staff as part of their job duties

We have had cases of people's work being

used for classes after they have stopped teaching a course.

We recommend putting copyright symbols with your name on lecture files, and you can remove material from your Canvas courses (you can download the class before doing so) after completing them. This might not entirely prevent your work being used, but it will help.

Moral Rights means the author’s right to claim authorship and to protect the integrity of a work under applicable law, including (i) the right of attribution of authorship or performership, (ii) the right not to have authorship or performership falsely attributed, and (iii) the right of integrity of authorship or performership, including but not limited to the right to object to any distortion, mutilation or other modification of, or other derogatory action in relation to the author’s or performer’s work which would be prejudicial to the author’s honour or reputation.

We are working on developing language that is better suited to the increase in online teaching and the recorded and online delivery (if you choose to make recordings of your lectures) of your intellectual property.

Richard Hunt
November 24, 2021

Pension Committee, Richard Hunt

As the new Pension Committee representative, I am still getting up to speed on the role; there have been no OCAD/OCADFA pension meetings since last year. (There are a minimum of two meetings per year.) We have, however, nearly established a Terms of Reference document for the joint Pension Committee, with advice from Goldblatt, OCADFA’s legal representative. This restates the membership

- Two (2) representatives of the Ontario Public Service Employees Union (OPSEU) Local 576;
- Two (2) representatives of the OCAD Faculty Association (OCADFA);
- One (1) representative of the Administrative Managers and Confidential Staff.

The Vice President, Finance, is the non-voting chair

In accordance with Ontario law, the mandate of the joint Pension Committee is

- a) To monitor the administration of the Plan;
- b) To make recommendations to the University, as Plan administrator, respecting the administration of the Plan;
- c) To promote awareness and understanding of the Plan among University employees

Overview of the plan

Unlike the majority of educational institutions in Ontario, OCAD has a defined contribution plan, as opposed to a defined benefit plan, with the great majority of eligible OCADFA members participating:

OCADFA Member count	160
High	137
Low	23

Instead of retiring with a guaranteed income for the rest of your life (as is the case with a defined benefit plan), the OCAD plan is essentially a savings plan, where you and the employer contribute a percentage of your salary to a fund that you are able to access once you retire, basically an RRSP. With the accumulated funds, you can transfer them, to a Locked-in Retirement Account (LIRA), a Life Income Fund (LIF), to another pension plan (if that plan allows it), or to buy a life annuity .

The advantages of a defined benefit plan is that it guarantees a specific amount of money which employees will receive as income each month during retirement. The disadvantages are that if an organization goes bankrupt, then the pension payments can stop. (However, bankruptcy of a publicly funded institution is very unlikely. Laurentian University has filed for bankruptcy protection, so is not bankrupt, and pensions continue to be paid. However, retirees or other former employees who want to 'cash-out' their pensions are now receiving only 66% of the value, rather than the 100% they did before.)

The advantages of a defined contribution plan are that (in Ontario) your contribution and the employers' contribution are 'vested', that is, they belong to you and can't be touched by creditors. The disadvantages are that there is no set amount that will be available at retirement, and generally, you are likely to have a smaller income.

OCADFA is interested in negotiating a defined benefit plan, though this is likely to be strongly resisted by OCAD, as they generally cost institutions more money. In fact, one point that the Trick report found to be positive in OCAD's finances is that OCAD has no pension liability. The establishment of such a plan would not be in the power of the Pension Committee, but could be a point of negotiation for the next contract.

Richard Hunt
November 24, 2021

Website Report, Laura Lovell-Anderson

The OCADFA Board is planning website revisions, focusing on improving the user experience for our members through optimising site maps, hierarchies, categorisations, navigation, and metadata. The goal is an improved information architecture to make the navigation and organisation more logical and intuitive. This includes navigation for topics including About, People/Committees, Events, Resources and Reports, Advocacy/Assistance and Contact.

We have started by reviewing the site analytics to understand how our members are currently interacting with navigation, consumption, and interaction pages within the site to indicate how we might approach the logic and hierarchy to navigating information.

Based on the data insights, our next steps are to conduct a member survey to understand how users currently interact with the website and identify the strengths, weaknesses, and opportunities for improvement. This will be followed by the development of low fidelity user flow maps and wireframes to create insight, usability testing, and implementation.

Executive Director's Report, Graeme Reniers

In some ways I can't believe it's already been a year as I'm still meeting members for the first time quite regularly and I've only set foot on campus once. In other ways I can't believe

it's only been a year, as OCADFA and its members have become such a big part of my life and I feel like I've been working with many of you for a long time. Looking back at my first year, while I understand the challenges ahead and how working conditions at OCADU need to improve more and more, I am proud of what I have already helped OCADFA accomplish.

One of my first projects was to develop an [Alternative Budget](#) in support mobilization efforts in response to David Trick's Third-Party Report, FLOW, and the University 2020/21 Operating Budget. This was an excellent opportunity to get to know the administration of the University, its financial health and history, and to work with Student Union, OPSEU, and OCADFA members to envision how the teaching and learning experience at OCADU can improve. This also provided a great opportunity to establish OCADUnited, an a cross-campus alliance between students, staff and faculty which I hope continues to develop over time. I've also enjoyed supporting the Board in its other mobilization and solidarity efforts, including solidarity campaigns in support of Laurentian University faculty and our OPSEU librarians. Our efforts in both these regards have been noted across the sector, and I think its fair to say our voice is louder than our relative size compared other Faculty Associations.

I also stepped into this role as our Negotiations Committee was heading into mediation. This made it challenging to be anything more than a supportive bystander at first, as I was still learning the issues and our bargaining priorities, but it was a fantastic opportunity to quickly get up to speed on our MoA and our negotiations history. As we inched closed to arbitration, I was able to play a larger role in terms of research and crafting language, and I look forward to expanding on that as we quickly approach the next round. Participating in bargaining mediation and arbitration has also positioned me well to enforce and oversee the administration of new MoA language, especially when it comes to the Sessional Right of Reappointment and the new equity provisions, which has been a major focus this past term and will continue into the winter.

I've also had the privilege of supporting our hard-working grievance committee, led by Natalie Waldburger, who has provided a detailed report above. I will restrain from adding too much to that report, but I want to emphasize how much more active OCADFA has become in terms of grievance handling in the past decade. According to the [2008 AGM report](#) OCADFA received 16 inquiries, supported faculty in 5 instances, and processed one formal grievance. I don't have the exact figure, but we now receive closer to 16 inquiries per month, instead of 16 per year. We've also formally filed six stage-two grievances since last year's AGM, and met with the employer on a further six stage-one grievances. This does not include the numerous inquiries that led to OCADFA intervention on behalf of members without utilizing the formal grievance procedure, nor the active files carried over from the previous year(s).

There are likely a variety of reasons why we receive more member inquiries than previously and one is our greater focus on membership outreach and education. Our MoA and your rights as employees of OCADU are only as strong as they are enforced, and that rests heavily on members understanding what their rights are. This is why I believe the introduction of [member handbooks](#) for TA/RAs and Sessionals is crucially important, and why I'd like to develop handbooks for all our labour categories going forward. Its also why

we delivered orientations to new members and TAs this past fall, and why we've held a series of workshops in the past year, such as the very well received grievance workshop, which we've been continuing this year. We've also made a concerted effort to increase member participation, through our monthly membership meetings, extensive TA/RA consults, and meeting regularly with our members currently in Chair or Associate Chair roles. We plan to continue and expand on these efforts in the year ahead, especially as we prepare for another round of negotiations. I believe we have substantially improved the two-way flow of communication between OCADFA and the rank-and-file, and that we're only beginning to see the fruits of those efforts.

We have a passionate membership that cares about making OCADU a better place to work and learn, which has made it a pleasure to support the OCADFA Board and our various other committees throughout the past year in everything they do. Knowing this is the first time OCADFA has had an Executive Director I've kept a detailed spreadsheet of my hours to make sure we have a good sense of what the position entails and how it develops over time. My activities can be broken down into eight general areas, and the 1,580.75 hours worked in my first year were distributed across those areas in the following percentages:

➤ Grievances and Inquiries	27.2%
➤ Negotiations	8.0%
➤ Contract Administration and Legal	7.7%
➤ Committee and Board Servicing	10.3%
➤ Mobilization and Outreach	13.8%
➤ General Admin & Correspondence	24.1%
➤ CAUT & OCUFA	4.2%
➤ Professional Development	4.6%

It will be interesting to see how these numbers change overtime. Although there's a certain degree of control and prioritization of how my hours are spent, much of my time is in response to issues and developments outside our immediate control. That said, there are a number of projects lined up for the next year. One is the introduction of software to modernize OCADFA's tracking of grievances and inquires which will assist in contract administration as well as member mobilization. This software, called Mobilis, has been adapted by CAUT specifically for Faculty Associations, and is free to us through our affiliation with CAUT. I also want to contribute to the revamping of our website. Specifically, I want to create a members services section with a robust grievance subsection, as well as information on how OCADFA can support members seeking workplace accommodations or in pursuing RWLEP complaints. I also want to create a bargaining section if the website, where members can find information on our proposals and priorities and can be updated on any developments. Speaking of bargaining, OCADFA plans to service notice to bargaining next November, so assisting in the preparation for bargaining – including activating our members' collective power and knowledge – will be a top priority in the year ahead.

All in all, it's been a challenging but productive first year and I'm looking forward to the year ahead. I think OCADFA is getting stronger and stronger by the day, and I'm proud to be part of that.

In solidarity,



Graeme Reniers
Executive Director, OCADFA

Minutes from the 2020 AGM

Opening Remarks: Min Sook Lee, President

1. Motion to approve the agenda.

Moved: Bennell

Seconded: Eric Steenbergen

Discussion:

#11: Change "Cowperthwaite Mehta" to "Mehta Professional Corporation"

Typo in #6: misspelling of Isabel

Vote online: motion carried

2. Minutes of October 30, 2019 AGM

Motion to approve the minutes

Moved: Steenbergen

Seconded: Bennell

Discussion: None

Vote online: motion carried

3. Business arising from the minutes

-None

4. President's report, Min Sook Lee

Min Sook delivered remarks regarding her first year as OCADFA president and observations about the current moment. OCADFA response to pandemic. Workload, remuneration for sessional faculty online training. T2200 forms. Implementation of Flow curriculum. Group grievance: class caps. Sessional Committee. OCADFA Notes. Grievance campaign strategy. New OCADU leadership.

Discussion of new OCADFA staffing structure.

Motion to accept the 2020 OCADFA Annual Report

Moved: Maria Belen Ordonez

Seconded: Laura Lovell-Anderson

Discussion: –

Vote online

Motion to re-appoint our accountants Robert Moses, C.A.

Moved: Tony Kerr

Seconded: Laura Lovell-Anderson

Discussion:

Vote online

Motion to re-appoint auditors Mehta Professional Corp

Moved: Sylvia Whitton

Seconded: Ken Vickerson

Discussion: –

Vote online

5. Introduction of OCADFA's new Executive Director, Graeme Reniers

Introduction of new Exec Director: Graeme Reniers

Introductory statement from Graeme.

6. Survey: This is Us report, Mary Eileen Wennekers and Isabel Mireilles

Discussion of the goals of the survey, results. Presentation of survey results.

Discussion of survey.

Follow up on Flow, class caps.

7. Sessional report, Bogdan Luca

Update on sessional townhall. Sessional community building.

Projects in progress: communication campaign.

8. TA Report, Eric Steenbergen

Meeting with TAs to discuss issues facing TAs. Propose that we form a TA caucus.

OCADFA is in communication with Admin about bringing equity and consistency around hiring and allocating TAs. Many grad students are not TA'ing; this is a problem.

9. Joint Health and Safety Committee report, Nicole Collins & Gerald Grison

Statement from committee members. Good meetings recently.

Update on committee structure update, Terms of Reference, visit from ministry of labour, updates on meeting compliance around inspections process, JHSC training for committee members, on-site inspections, culture of the committee.

Discussion of access to facilities.

10. Negotiations report, Eric Steenbergen

Step-down of Bill Leeming from Committee. Charles Reeve appointed.

Invitation to stand for the position. No forthcomers, Charles Reeve is acclaimed to the position.

Welcome to Charles and thank you to Bill.

11. Honouring Derek McIntosh, Charles Reeve

Charles spoke to Derek's history with OCADFA, how his work impacted OCADFA over many years.

12. Nominations Committee, Charles Reeve and Elaine Chan-Dow

Introduction from Min Sook. Handed over to Elaine and Charles.

The following positions on the Board of Directors are open for election:

Grievance Chair (term ends 2021)

Negotiations Chair (term ends 2023)

Director at large (terms ends 2023)

Director at large (terms ends 2023)

The following position to be elected by the membership is not a Board of Directors position:

Associate Grievance Chair (term ends 2023)

Finalization of election slate of officers and directors to the OCADFA Board of Directors.

Negotiations Chair: Eric Steenbergen

Grievance Chair: No nominee

Assoc. Grievance Chair: Camille Isaacs

Director at Large: Richard Hunt

Director at Large: Mary Eileen Wennekers

Call for nominations from the floor.

Christopher Bennell nominated Laura Lovell-Anderson for the director at large position

Eric Steenbergen acclaimed as Negotiations Chair

Camille Isaacs acclaimed as Associate Grievance Chair

Three candidates for two director-at-large positions

- Laura Lovell-Anderson
- Mary Eileen Wennekers
- Richard Hunt

The Grievance Chair position remains vacant.

Each candidate made a brief statement.

Online voting will open shortly after the AGM ends and will remain open until Nov 10.

Voting instructions will be sent via email shortly after the AGM. Voting will not take place at the AGM.

14. Interim Grievance Chair's report, Richard Hunt

Update on grievance activity since the last AGM. Thanks to committee and members of the board.

15. Vice President's report, Surendra Lawoti

Surendra delivered his report, including discussion of nature of OCADFA's relationship with OCUFA.

Comments from Laura Chajet: would prefer if the union does not take political positions, as they may not align with personal political views.

16. Bylaw Update

Change to membership terms to anniversary of last dues payment.

This vote on this change will be included in the online vote.

17. New business

Charles Reeve: Think about organizing ourselves around presence at BOG meetings. Board takes notice when people do show up.

Discussion about organizing attendance at BOG meetings and OCADU Senate.

Important to make ourselves known and vocal.

18. Adjournment