

Bill 124 Award, Retroactive Pay

When can you expect retro pay?

In case you missed it, earlier this month OCADFA's Bill 124 negotiations team, led by former Negotiations Chair **Eric Steenbergen**, met with the Administration and the Arbitrator to address the outstanding compensation issues. Arbitrator Kaplan has issued an award which will see OCADFA members' base salaries and hourly rates rise by an additional **5.5%** over the term of the last collective agreement. With the **3%** we received under Bill 124, the current salary and wage rates applicable to members have been increased by **8.5%** for the term covered in the last round of negotiations (July 2020-July 2023). As a result, OCADFA members will receive retroactive pay.

[View full Bill 124 award here.](#)

For salaried members, you can expect to receive that retro payment added to your regular pay at the **end of August**. For contracted members, you can expect to receive it added to your regular pay at the **end of September**, even if you don't have a contract this Fall. If you do not receive the retro payment by the end of October, contact our Executive Director (graeme@ocadfa.ca).

Starting immediately, with the upcoming July payment, your pay should include the across-the-board raises. We will update the pay grids for faculty and academic staff in the coming weeks. In meantime, the pay rates for Sessional and Teaching/Research Assistants for the 2023/24 academic year are listed in the table to the right.

[View our estimates on retro pay here.](#)

PLEASE NOTE: Your individual appointment offers will likely have the outdated pay rate but that shouldn't matter, you can sign the contract anyway and your actual compensation should still reflect the new pay rates.

Please keep in mind that we are already in a new round of bargaining as our Memorandum of Agreement expired on June 30th, 2023. As part of negotiating a renewed collective agreement, your Negotiating Team will be seeking additional across-the-board pay increases as our members continue to endure rising costs of living, and our pay continues to lag behind sector norms. You can keep up-to-date on our bargaining efforts here: <https://ocadfa.ca/bargaining/>

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NEW PAY RATES 2023/24

Sessionals:

Ses1 - \$6,871 (per section)

Ses2 - \$8,017 (per section)

Ses3 - \$9,160 (per section)

Teaching/Research Assistants:

Undergrad RA - \$21.31/hr

Marker/Grader - \$29.23/hr

Tutorial Leader - \$33.79/hr

Graduate RA - \$33.79/hr

- Salaried members can expect retro pay **end of August**.
- Contract members can expect retro pay **end of September**.





OCADFA Leadership Update.

Sessional Appointments & ROR

Sessional appointment notices have been going out steadily over the last few weeks. For those who have attained the Right of Reappointment (ROR), it's important to ensure that Right is being respected. If you have not been appointed for any courses for which you have the Right of Reappointment check the OCADU [Course Catalogue](#) to verify if the course is being offered again and if another faculty member has been assigned to it. It is possible that there were no sections available for Sessional appointment, or that another Sessional with the Right of Reappointment for that course has been appointed. If you're not sure your Right of Reappointment is being respected, or that the tiebreaker language is being used properly, feel free to reach out to our Executive Director Graeme Reniers at graeme@ocadfa.ca to verify.

If you have taught a course **4 times (in four different terms)** since the Fall of 2018, you are eligible to apply for the Right of Reappointment for that course. For those who are eligible, you should get an invitation to do so by early September, ahead of the **October 1st** due date. The eligibility window for ROR this year is from the 2018/19 academic year to the recently ended year 2022/23 (i.e. past fifteen terms). If you meet the criteria but haven't received an invitation to apply by September 15th, please reach out to our Executive Director.

NOTE: If you teach the fourth (4th) appointment of a course this year (2023/24), then you are eligible to apply for the Right of Reappointment in the Fall of 2024. If you are expecting your fourth appointment to any courses this year but it is not forthcoming, please reach out to us as well, as we'd like to keep track of any such occurrences.

Lastly, as mentioned in the Bill 124 update, all Sessional appointment offers thus far have the now outdated pay rate. You can sign the contract anyway, and your pay come September 30th should still reflect the new wages. If, however, you believe you've been assigned the wrong step on the pay grid (Ses1, Ses2, or Ses3), please contact us.

OCADFA Membership Survey

Thank you to all members who took the time to fill out our tri-annual membership survey this spring. With **172 respondents**, we beat our previous record by 10. This survey will be invaluable because our most important sources of information on working conditions is our members. This survey also helps us understand the changing demographics and diversity of OCADFA members, and inform and guide us on building a more inclusive Faculty Association that meets our members' needs.

Congratulations to Sessional Faculty **Bogdan Luca** who won the draw for \$100 gift card to [Maha's Egyptian Brunch](#). Enjoy!

With President **Min Sook Lee** on a one-year sabbatical, she's taken a leave of absence from the President's role with OCADFA. Vice-President **Cliff Caines** will be serving as Acting-President for the year, and Director **Natalie Waldburger** will be serving as Acting-Vice-President. These changes are in effect until July 1, 2024, although President Lee will continue to serve on the Negotiations Committee in an ex-officio capacity.

For a full list of **OCADFA Board Members**, the **OCADFA Negotiations Committee**, and the **OCADFA Grievance Committee**:

<https://ocadfa.ca/about/committee-board-members/>



Waterloo Statement

Statement on attack at University of Waterloo

We continue to think of the professor and students injured in the targeted attack on a gender studies class at the University of Waterloo on June 28, 2023. For those who missed it, we released the following statement on social media shortly after the attack:

Our thoughts are with the professor and two students injured in the targeted attack on the University of Waterloo gender studies class.

Right wing politicians, media and online trolls repeatedly name university classrooms as sites of "indoctrination."

There is a direct line between the rise of alt-right ideology that feeds misogyny and transphobia and this hate crime.

As faculty and academic staff committed to equity and social justice, we will continue to teach this every day.

This attack, and the growing threat of alt-right ideology and their targeting of critical thought and education, underscores the need to defend academic freedom as a vital component of post-secondary institutions and our society as a whole.

OCADFA supports the right of our members to work in a safe environment. If you have any questions or concerns about the safety and security of your working spaces, please contact your immediate supervisor and/or either our Executive Director Graeme Reniers (graeme@ocadfa.ca) or our Joint Health & Safety Committee Co-Chair Gerald Grison (ggrison@ocadu.ca).

For emergency safety issues involving immediate danger, contact Safety, Security & Campus Operations by picking up any Emergency phone on campus, or via Teams or ext. 511.