

November 22nd 2019



Adam Bereza  
Director, Academic Relations  
OCAD University  
100 McCaul St  
M5T 1W1

Dear Adam,

Please accept this letter as serving Notice to Bargain as per Article 11.2 of the OCADU & OCADFA Memorandum of Agreement (MOA) expiring on June 30th 2020. Our membership has directed us to seek changes to the following articles of the MOA. We reserve the right to add additional articles as required to address this list of issues or new issues which may arise. Further, we anticipate that as the full scope of curricular changes currently underway become clear additional articles will need to be added or amended. This is a pivotal time in our University, we look forward to a constructive and collaborative discussion of the issues that, together, we must resolve. We await your list of proposals with interest.

**Sessional security.**

Articles 16.1 sessional , 23.3 & 23.4 hiring of sessional faculty external and internal.

**Studio TIS course load reduction.**

26.1 definition of course load.

**Broaden access to benefits.**

19.1, 31.1, 31.4 Appendix C & D. Intention is to provide benefit access to labour categories which do not currently have access.

**Contract Faculty and Technician transition to permanency.**

16.2 definition of TIS, 16.4 Definition of Continuing, 31.1 definition of contract Technician & Academic Counselor.

**Faculty Complement Language.**

16.1.3 to be replaced by a new article defining faculty complement independent of the sessional hiring process

**Improvements to benefits.**

Appendix C & D.

**Pregnancy/Parental Leave Improvements & language updates.**

All occurrences, as there are many, inclusive of Appendix C & D. Intention is to 1) update language to reflect current EI usage. 2) reflect 12 & 18 month leave options. 3) improve/introduce top up.

**Teaching Assistant Assignment Process & Formula for the allocation of TA hours.**

34.5 Hiring of Teaching Assistants, new articles will be required, likely within article 26.

**Compensation increase including ATB.**

Appendix C & D, any pay rates which are not reflected in these appendices are to be disclosed and reviewed for inclusion or exclusion, except where previously agreed.

**Sessional service.**

16.1 definition of Sessional Appointment, Appendix C.

**Teaching Assistant mentoring to provide for training in pedagogy & teaching support.**

34.5, 34.6 Hiring of Teaching Assistance, 20.2.1 teaching related responsibility, 26.2.1 distribution of course load, 37.4 Definition of Teaching Assistant responsibilities.

**Elimination of contract scales (ie Ac as opposed to A).**

Appendix C & D.

**Faculty review and promotion.**

24 faculty review and promotion.

Sincerely,



Eric Steenbergen,  
OCADFA Negotiations Chair

c.c. Caroline Langill, Acting President, OCAD University  
Nicky Davis, Director Human Resources, OCAD University  
Min Sook Lee, OCADFA President  
Derrick McIntosh, OCADFA Legal Counsel  
OCADFA Board of Directors & Executive Assistant