

MAY DAY 2023!

Happy International Worker's Day

Happy May Day 2023! This day is marked with labour solidarity marches and actions around the world to represent worker power. Taking up space in the public with a collective consciousness towards labour justice is especially important in our Neo-liberal culture as it is a mark of defiance, identity formation and solidarity. OCADFA members are part of a union that is unique in our sector, we represent labour categories that are often pitted against each other in other universities. Sessional faculty and permanent faculty are colleagues who do similar labour, have similar qualifications and yet our compensation is widely inequitable. The norms of the Neo-liberal university assume a permanent precariat class in our institution and set up a divide & rule culture predicated on fear. Fear of poverty makes timid workers. And we are seeing growing poverty all around us. Instead of fear, events like May Day help to bolster a different response to poverty - anger and resolve to change the systems that normalize inequality and poverty. OCADFA's broader goal is to build a university system that is not aligned to corporate values but social values. We want post-secondary education to be stitched into the fabric of our society and part of public education available to all, regardless of income. Money should never be a barrier to accessing education. Similarly, money should never determine whether you have access to shelter. Housing is a human right as is education - from kindergarten to post-secondary. OCADFA is a union with a social vision and we know we can build this together, united.

Our long term goals are to fight for job security and fair pay for all who work at OCAD University. Universities have the highest pay disparity in one worksite, between the soaring salaries of university Presidents and the poverty level

wages of contract faculty is a universe of market prices set by lawyers and stock holders who approach education just another hedge fund. We keep hearing about austerity and financial crises in academia, which has led to program cuts disguised and loss of tenure-track jobs, but the salaries of university presidents seem to be limitless. [This article](#), which argues for provincial legislation to cap the salaries of university presidents, cites the example of Suzanne Fortier's enormous compensation package when she left the post of Vice-Chancellor and Vice Principal at McGill University. Fortier was awarded an \$861,000 financial perk upon her departure. Keep in mind, her base salary was \$479,000. Closer to home, our former OCAD University President Sara Diamond [negotiated a bonus package that pays handsomely](#), as President Emerita she receives 50K annually for five years and other benefits. Administrative bloat is increasingly taking a bigger bite out of our total budget as we see the rise of consultants, advisors and Vice Presidents in senior admin. This paper, ['What's That Smell? Bullshit Jobs in Higher Education'](#) illustrates that this rise in admin spending is a trend in our sector, not unique to OCADU.

When a university commits a higher proportion of their budget to administrators' salaries and administrative costs - other costs are squeezed. Like hiring permanent faculty, equitable compensation for faculty and staff, and resources for our library and programs. Putting our money into these costs is what strengthens the student learning experience and materializes our social mission as a public university.

In solidarity,
Min Sook Lee, President, OCADFA

International Workers' Day, also known as **May Day**, originated in the late 19th century as a commemoration of the Haymarket affair, a labour protest in Chicago in 1886.

The first International Workers' Day was celebrated on **May 1st, 1890**, as a way to honor the sacrifices made by those who fought for workers' rights. Since then, it has become an important day for labour movements around the world to organize and advocate for workers' rights, including better wages, improved working conditions, and the right to collective bargaining.

Today, International Workers' Day is observed in **over 80 countries** and is an important symbol of solidarity among workers globally. It serves as a reminder of the ongoing struggle for worker's rights and the continued need for collective action to achieve social and economic justice.

MAY DAY 2023

SESSIONALS
COUNT

#FairPayOCADU



OCADFA

Aylan Couchie (2023)

In this Special May Day issue: Featured Artwork by Marton Robinson, Chair, First Year Art

- #FairPayOCADU
- Year End Grievance Report
- Who Runs OCAD University? (Infographic)
- A Year in Images: Reflections on 2022-23 by Cliff Caines, OCADFA VP
- Negotiations Year end Summary
- Spring Membership Meeting and Afternoon Social



No le digas a mi mano derecha lo que hace la izquierda
Marton Robinson
Documentation: Video-performance Instalation
Museo de Arte y Diseño Contemporáneo
San José, Costa Rica



La Virtualidad del Cuerpo Aparecer y desaparecer en tiempos de Guerra
Marton Robinson
Primera Trienal Internacional de Performance DEFORMES
Santiago de Chile, 2020

Costa Rican artist Marton Robinson's art, which is informed mainly by African-American traditions, challenges the conventional representations of black identities in art history, mainstream culture, and the official national narratives, especially those of Costa Rica. With an often ironic and rhetorical take on the constructs of racism, this practice endeavours to confront the hierarchies and conceptions inherited from colonialism in order to subvert the mindsets and prejudices ingrained in our social experience. Robinson's work exposes the nuances present in the Afro-Latino experience, enriching the critical discourse of contemporary works of the African Diaspora.

In this new feature of our Dispatch we will regularly showcase the work of OCADFA members. Marton Robinson is Chair, First Year Art in the Faculty of Art

#FairPayOCADU

On April 12th, OCADFA launched our Fair Pay OCADU campaign to raise awareness and garner support in protesting OCAD University's use of the unconstitutional Bill-124 in wage negotiations. This campaign was led by a joint-statement issued on March 30th by OCADFA and OPSEU Local 576 and can be read here: [BILL 124 HAS BEEN RULED UNCONSTITUTIONAL, OCAD U ADMINISTRATION NEEDS TO PAY FAIR WAGES.](#)

As part of our campaign launch, on the afternoon of April 12th, OCADFA and OPSEU Local 576 members set up a table in OCAD University's main lobby at 100 McCaul, to inform to students and faculty of our concerns through conversation, hand bills, buttons and a QR code connected to online resources and information (OCADFA President Min Sook Lee shares her photos from the day with us on page 6).

Since our campaign launch, we've been working to raise the issue through social media in an attempt to direct Members to our [#FairPayOCADU webpage](#) where they can find information, resources and graphics to share on their own social media platforms, as well as a link to an anonymous feedback portal where faculty can share their concerns and experiences.


We continue to receive submissions and have shared as many as possible on our social media accounts, and we're sharing some of the feedback comments below. We thank everyone who has taken the time to submit their thoughts and concerns. **We encourage members to continue to [#HaveYourSay](#) by submitting comments and using your online platforms to speak out about #FairPayOCADU.**

Aylan Couchie, OCADFA Communications and Membership Engagement Coordinator

#FairPayOCADU

How have OCADU wages impacted you?

"Increased workloads and out of control inflation coupled by an administration that refuses to acknowledge that faculty, staff and students have any value or are even human means **we just do more with less**. Increased rent, rising transit costs and daily life just gets worse while our administration reaps benefits and rewards to be squandered on themselves and their pet projects. We have two fully compensated presidents with car allowances and more Vice Presidents and directors than most multinational banks. The money is bad, but the messaging is even worse. Students, staff and faculty are fungible.
Choose respect, not benign neglect."

Submit your own thoughts anonymously through our online form found at the link below. 

Have your say.
Join our campaign.
<http://bit.ly/FairPayOCADU>



How have OCADU wages impacted you?

"I am a tenured Professor at OCAD U. So far I've been able to buy monthly groceries for my family because I have overdraft protection at my bank. However, every month, I have to go into the red to the tune of \$500-1000 just to keep food on the table, pay our utility bills, etc. I recognize that I am by no means the worst effected by the wage freeze combined with run-away inflation, but I expect that my situation is very similar to many employees of the University. I am beginning to feel very hopeless about ever recovering from the massive debt I've incurred during the course of my advanced studies and I now have little opportunity to travel for research and research dissemination as travel costs have exploded and the professional development fund has not increased. I used to feel comfortable going into a bit of debt to fund professional development, but given the difficulties I am now experiencing with basic costs of living, I can't justify this anymore. Without a wage increase that accounts for inflation I will be forced to try to find employment with better pay and benefits and / or in a location with a lower cost of living."

- comments continued on next page

stay up to date

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Miss an update?

Navigate to our [Linktree](#) in our Social Media bios or find all dispatches and bulletins on the [OCADFA website](#)



#FairPayOCADU How have OCADU wages impacted you? //

"Having your labour consistently undervalued is hard enough, but to be undervalued in this two-tiered system, where some people, with similar educations and accolades, doing the same work have benefits, much higher rate of pay, stability, and a pension, is particularly hard on ones mental health. I know that, at times, myself and others in my position have allowed it to affect our sense of self-worth and dignity."

"In an institution that lauds itself so loudly for its progressive strategic plan (which I'm, of course, supportive of), it's shocking to me that so many comfortable faculty and administration are happily complacent with this class system."

"I am beginning to feel very hopeless about ever recovering from the massive debt I've incurred during the course of my advanced studies and I now have little opportunity to travel for research and research dissemination as travel costs have exploded and the professional development fund has not increased."

"Bill 124 and the administration's unwillingness to fairly raise wages in light of the bill's annulment has left me in a position where just over 50% of my income goes toward rent, even though I live in a building that's below market rate. I really worry for my fellow OCADU coworkers and their housing situations as inflation and the general cost of living continues to rise."

"Without a wage increase that accounts for inflation I will be forced to try to find employment with better pay and benefits and / or in a location with a lower cost of living."

"We have two fully compensated presidents with car allowances and more Vice Presidents and directors than most multinational banks. The money is bad, but the messaging is even worse. Students, staff and faculty are fungible. Choose respect, not benign neglect."

"I am currently struggling to pay rent and food. Sometimes I eat noodle cups at the end of the month so I can stretch my budget, which is getting tighter. I am currently looking for a new job so I can actually make a living instead of constant struggle."

"In my 12th year at OCAD as an Associate Professor, I learned that I made less than the starting salary of an Assistant Professor at University of Toronto in a comparable program in the same year."

"What I find frustrating, as a sessional, is that because I need to find other ways to supplement my income, I have less time for research and art practice, which ends up impacting my ability to then apply successfully for other, more remunerative positions. So it's hard not to feel like I've let myself fall into a dead end, despite trying my best."

"Without a wage increase that accounts for inflation I will be forced to try to find employment with better pay and benefits and/or in a location with a lower cost of living."

[Add your voice to these testimonials.](#)

'How have OCADU's salaries impacted you?'

#HaveYourSay





Photos from #FairPayOCADU Table

On April 12th, OCADFA & OPSEU Local 576 held an information table at 100 McCaul. We handed out pamphlets and buttons to educate our community on OCADU Administration's continued reliance on Bill 124 to freeze our wages at 1%.

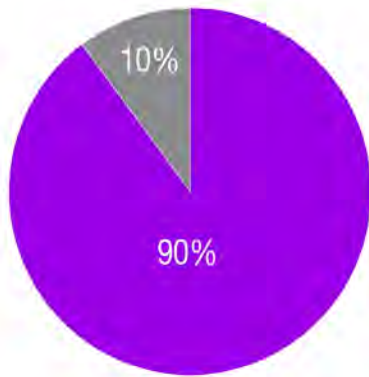
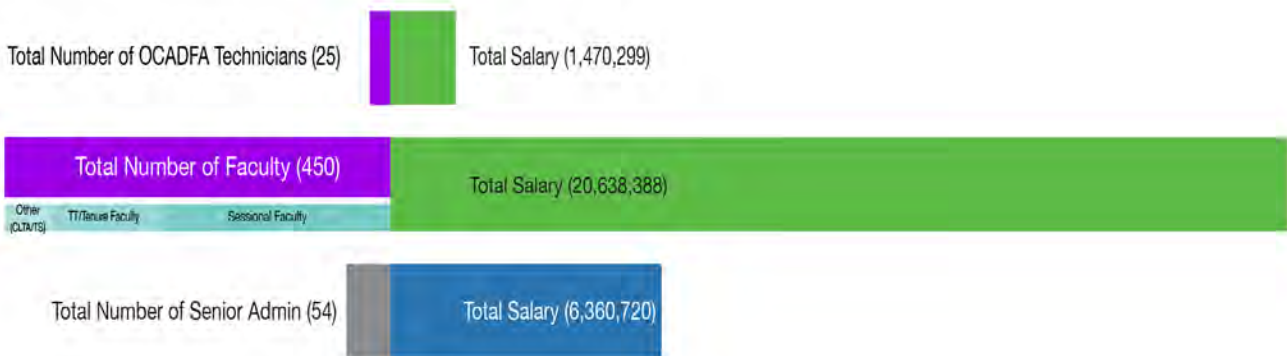
Pictured here are Min Sook Lee (OCADFA) and Julian Higuerey Nunez and Heather Evelyn (OPSEU Local 576). Not pictured but very active that day was OCADFA board member Gerald Grison, former Negotiations Chair, Eric Steenberg and Aylan Couchie on our social media platforms. We have produced buttons that you can pick up from the INTM audio/visual sign out desk on the 3rd floor at 100 McCaul Street.

OCADFA now has an arbitration date set to re-open our compensation package from the previous round of negotiations. Just days ago, [arbitrators awarded nurses](#) an additional 0.75 per cent wage increase for the year starting April 1, 2020, an additional one per cent for the following year and an additional two per cent for the final year. We feel confident we will win and yet would genuinely prefer not to have to go through the expense and time-consuming battle to force OCAD University administrators to do what is fair and just.

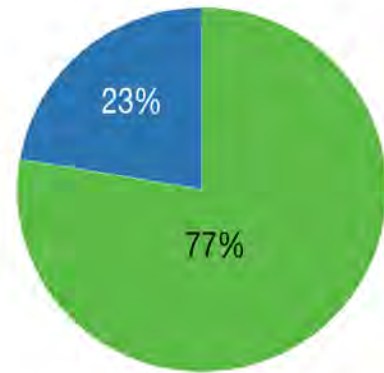


WHO RUNS OCAD UNIVERSITY?

We ran the available numbers on OCADFA members salaries compared with the salaries of Senior Administration.



DOES THIS LOOK FAIR?



Data from Nov. 1 Report and Ontario Sunshine List (2022)

June Pak, Sessional Instructor in the Faculty of Art and member of OCADFA Bargaining Committee

Negotiations Year End Summary

Update

Progress on collective bargaining with our employer for a renewed Memorandum of Agreement (MoA) has been slow compared to the previous round (2020-2023 MoA) I participated in. We know firsthand how important improving our working, teaching, and learning conditions has been since the pandemic began. So, we have been preparing since January 2022 to bargain on your behalf. We have been ready and keen to exchange proposals since March. To give you an idea of the delayed timelines, we have a tentative date to exchange proposals with the employer in late May 2023. In contrast, previously, we began meeting the employer in February 2020.

What have we done?

Spring 2022

- Consult with you, our members, at labour-specific meetings, monthly membership meetings, and via the Sessional Task Force (kudos to our colleagues Cliff Caines and June Pak for spearheading this).
- I participated with other OCADFA members in the Organizing for Power workshop.

Summer 2022

- Based on the (ongoing) consultation, we developed a survey to determine your bargaining priorities.

Fall 2022

- Bargaining mandate was developed based on bargaining survey results; then, we drafted proposals based on the mandate.
- We gave the employer Notice to Bargain on November 22, 2022; Graeme and I had an informal meeting with them (Satoshi Uyede and Eleanor Antoncic from the People and Culture Office) in December.

Winter 2023

- Negotiations Committee met in person for the first time; draft proposals continued to be developed and edited; we pressed the employer for bargaining dates; finally, both teams met to present bargaining pillars on March 10.
- We consulted with Indigenous faculty on specific proposals on March 20.
- Sessional representative June Pak and I attended the CAUT Collective Bargaining and Organizing Forum in Ottawa on March 24-25.
- On April 26, the Negotiations Committee met for feedback on the updated proposal package.

Next Steps

After attending the CAUT Collective Bargaining and Organizing Forum, I learned of organizing practices at other faculty associations that would be exciting to implement at OCADFA. This addresses member education and engagement for succession planning on the Negotiations Committee and ideas for building a community on campus now that we are primarily working, teaching, and learning in person. Shout out to our Negotiations Committee (Min Sook Lee, Maria Belen Ordonez, Michelle Forsyth, Roderick Grant, Eric Steenbergen, June Pak, Cybele Sack) and Executive Director Graeme Reniers for their service, insights, and experiences.

Annie Tung, Negotiations Chair



Photo from CAUT Collective Bargaining and Organizing Forum, March 24, 2023.

From left to right: Linda Dyer, PhD, Professor of Management, Concordia University (CUFA), Emma Piirtoniemi, Studio Technician, Nova Scotia College of Art & Design University (FUNSCAD), Annie Tung, Assistant Professor, Ontario College of Art & Design University (OCADFA), June Pak, Sessional Faculty, Ontario College of Art & Design University (OCADFA)

Year End Grievance Report

Over the past year, OCADFA has dealt with inquiries and grievances on various matters, including initial and current placement on the sessional pay scale.

Administration has a mechanism for placing a sessional on the pay scale grille, but they have refused to share it with OCADFA. OCADFA has filed and won several grievances defending the Right of Reappointment of Sessionals, adherence to proper hiring practices, TA hour allocation on behalf of both TAs and faculty, working environment concerns, and how RWELP investigations are conducted. We have had success in getting individual recognition for sessional Right of Reappointment, election of Faculty eligible to serve on committees, and the technician pay scale and probationary period.

In the wider grievance landscape of Ontario universities, representatives of the Ontario Confederation of University Faculty Associations (OCUFA) have recently expressed concern about the increasing tendency for universities to treat students as customers, resulting in faculty being required to change course materials and other aspects of teaching that are matters of academic freedom in response to student complaints. **We see echoes of this larger issue within our own institution as many of our grievances have been the result of administrative overreach in terms of faculty discipline and academic freedom. We would like to remind all members that you are entitled to have an OCADFA representative present for any disciplinary meeting your supervisors call you into.**

Other issues that we share with faculty at other universities are increased workload resulting from blended and hybrid courses. Another matter of wide concern is the recently-passed Bill 26, with the somewhat Orwellian name Strengthening Post-secondary Institutions and Students Act, 2022, which overrides institutional policies outlined in collective agreements, and is focused on addressing sexual violence on campus perpetrated by faculty. While we strongly support addressing sexual violence, OCADFA and OCUFA are concerned about the narrow focus of the act on faculty, as the bill proposes no meaningful changes to stop sexual violence on campus, and ignored prevention strategies previously suggested by OCUFA.

Have a great summer, and we'll continue be available if you have any questions or problems, whether they are potential grievances or if you need other kinds of support.

Richard Hunt & Ali Qadeer, Grievance Co-Chairs

Reminder

Professional Development Expense Forms

Due: May 31st

Under the MOA, each Tenured, Probationary and Continuing Faculty member is allotted \$1000 per year for eligible expenses relating to their professional development. In addition, Teaching Intensive Stream faculty and Permanent Technicians are also allotted \$750 annually, for eligible professional development expenses.

Access the form here:
[PD Expense Form \(PDF\)](#)

OCADFA



Reminder: OCADFA Members Survey has been delivered to your inbox.

The membership survey helps us understand the changing demographics and diversity of OCADFA members. It informs and guides us on building a more inclusive Faculty Association that meets our members' needs.

If you haven't already, please take some time to provide us with this valuable information.

We appreciate and thank you for your time.

CALL FOR ACTION: #SessionalsCount

We encourage all members to add their name to the growing list of voices demanding meaningful job security that recognizes the long-term contributions many Sessionals make to OCAD University. **Take Action Here:** [Sessionals Count Petition](#)



A Year in Images

Reflections on 2022-23 by Cliff Caines, OCADFA VP

The 2022/2023 academic year saw historic mobilization and action led by and for Sessional Faculty at OCAD University. To celebrate this work and our Sessional members, here are a few highlights from the past year in our fight for #FairPay and #JobSecurity!

Sep 19, 2022 - Sessionals Count! Campaign Launches

OCADFA launches [#SessionalsCount](#) campaign with campus-wide postering.



Sep 20, 2022 - OCADFA Social & Banner 'Sew-in'

OCADFA Members Social in Grange Park with banner 'sew-in' led by Faculty Shannon Gerard.





A Year in Images

Oct 18, 2022 - OCADFA Sessional Forum

OCADFA holds historic Sessional Town Hall with guest speakers from CAUT and OCUFA followed by deeply moving testimonials from Sessional Faculty speaking to the effects of poor working conditions for Sessionals at OCADU. President Ana Serrano was invited to attend but declined. Sessionals requested an official statement from the President's Office on Sessional working conditions following the town hall. The request was declined.

**SESSIONALS
COUNT**

**More than 60% of all
OCAD University faculty
are Sessional.**

**OCAD U Sessionals are the
LOWEST PAID
sessional faculty out of all
Ontario universities.**

#SessionalsCount OCADFA

Oct 19, 2022 - CAUT Fair Employment Week Day of Action

OCADU Sessional Faculty take action on social media joining CAUT's Fair Employment Week Day-of-Action on October 19, 2022.
#sessionalscount #fairness4cf





A Year in Images

Feb 7, 2023 - Sessional Drop-In

This Winter 2023 term, OCADFA held an inaugural series of monthly Sessional Drop-Ins. Our topics included Sessional Right-of-Reappointment, Sessional Barriers, and Sessional Bargaining Goals.



Monthly Sessional Drop-ins
In-person and online via MS Teams

Scan the QR Code below for upcoming drop-in details
- or -
Check our Linktree at www.linktr.ee/ocadfa

OCADFA **Sessional Drop-in** 

The complex block features a top image of a white teacup with orange tea, a teapot, and fresh mint leaves on a light grey surface. Below the image is a green banner with white text and a QR code.

Feb 28, 2023 - OCUFA Social Media Day of Action

OCADU Faculty take action in solidarity with Contract Faculty for OCAD



SOLIDARITY IS OUR STRENGTH

OCAD Faculty in Solidarity with Contract Workers

OCUFA

The complex block consists of two parts. On the left is a black and white close-up portrait of a man wearing a beanie. On the right is a purple graphic with white and yellow text. The graphic features three stylized figures holding a sign that reads 'OCAD Faculty in Solidarity with Contract Workers'. The OCUFA logo is in the bottom left corner of the graphic.



A Year in Images

Apr 20-22 - OCADFA VP @ CAUT Council Meeting

Sessional Instructor and OCADFA Vice President Cliff Caines represented OCADFA as a delegate at the 94th CAUT Council Meeting held in Ottawa on Apr 20th to 23rd, 2023. Founded in 1951, CAUT is the national voice for academic staff representing 72,000 teachers, librarians, researchers, general staff and other academic professionals at some 125 universities and colleges across the country. CAUT is an outspoken defender of academic freedom and works actively in the public interest to improve the quality and accessibility of post-secondary education in Canada.



SPRING

Membership Meeting & Afternoon Social

Membership Meeting: May 10th, 10:30 am - 12:30 pm

This meeting is a hybrid meeting. You can join in-person but also online:

MCD 200 (115 McCaul, Room 200) and on MS Teams

Then, join us for our

In-person Afternoon Social: 1:00 pm – 3:00 pm

Grange Park (weather permitting)

OCADFA

Tentative Agenda

1. **Land Acknowledgement**
2. **Recognition of Retiring and Departing OCADFA Members**
3. **Celebration of our accomplishments in the past year**
4. **Priorities for the next year**
 - a. **Bargaining: Updates on Bill 124 and the new round of negotiations**
 - b. **Special Guest: Julian Higuerey Nunez, President, OPSEU Local 576**
5. **Proposed Bylaw Amendments**

The following proposed bylaw amendments will be moved at the Spring Membership Meeting:

These proposed amendments are to bring our bylaws inline with recent changes to the Ontario Not-for-profit Corporation Act, which requires a dissolution clause, and for consistency with our Articles of Incorporation.

1. 23.01 A member who ceases to be a faculty member or technician academic staff by reason of termination of employment, retirement or death shall cease to be a member of the Association.

2. 38.00 Dissolution (NEW)

38.01 In the event of the dissolution of wind-up for the Association, all assets shall be assigned to a successor organization of faculty and academic staff at OCAD University. Should a successor organization not exist at the time of dissolution or wind-up, the assets shall be transferred to a person or corporation designated by the Board of Directors as trustee. The trustee shall pay all liabilities and hold all remaining assets on terms and conditions established by the Board of Directors pending the establishment of a successor organization. Should no successor organization be established within two years of wind-up of the Association, any remaining assets of the Association shall be turned over to the Harry Crowe Foundation to advance the collective defense of academic freedom.

OCADFA Board of Directors

President: Min Sook Lee, Faculty of Art

Vice-President: Clifford Caines, Faculty of Art

Negotiations Chair: Annie Tung, Faculty of Design

Grievance Co-Chair: Ali Qadeer, Faculty of Design

Grievance Co-Chair: Richard Hunt, Faculty of Design

Secretary/Treasurer: Christopher Bennell, IT Technician

TA/RA Director: Dorian Lynde

Director: Natalie Waldburger, Faculty of Art

Director: Gerald Grison, Studio Services

Director: Lina Nasr El Hag Ali, Faculty of Arts & Science

For Negotiations and Grievance Committee Members, please refer to our website: [About Us](#)