

Bargaining Report

After a summer hiatus, negotiations are scheduled to resume with dates on **Oct 17 and 24**, and **Nov 16**. Your Negotiations Committee looks forward to hearing the Administration's responses on our proposals to improve faculty and academic staff working conditions at OCAD U. You can follow along with negotiations and read our bargaining mandate on our website: <https://ocadfa.ca/bargaining/>

Our Memorandum of Agreement expired on June 30, but its terms and conditions remain in force until an agreement is reached on a new Agreement, or until a settlement is Awarded by an Arbitrator.



From left to right: Eric Steenberg, Min Sook Lee, Maria-Belén Ordóñez, Graeme Reniers, Annie Tung, June Pak, Roderick Grant

New Pay Rates and Retro Pay

We've updated the salary scales on our website to reflect the Bill 124 Award increases. Faculty members can find their new rate [here](#), and academic staff [here](#).

A correction from Eric Steenberg, Past Negotiations Chair,

When I originally announced the Bill 124 award on July 6, 2023, I said the Ses1 rate would increase by \$441 per course for the upcoming year. I made a calculation error, the correct value is \$364 per course. I did not retain the spread sheet I used to make my original calculation and I have not been able to replicate the error. It must have been a transcription error and I apologize to the impacted members. The Ses2 and Ses3 rates have gone up \$425 and \$485 respectively.

Sincerely,
Eric

Non-Sessional faculty and Permanent/ Probationary Academic Staff members should have received their retroactive pay on September 1. Contracted members can expect to receive it added to your regular pay on the next payday.

For appointments that ran between July 1, 2021 and December 31, 2021, Sessionals can expect to see retroactive payments on a per-course basis of \$64, \$75, or \$85 (Ses1, Ses2, and Ses3). For appointments that ran between January 1 and June 30, 2022, those figures would be \$129, \$151, or \$172 per course. For appointments that ran last academic year (July 1, 2022 to June 30, 2023), you can expect retroactive payments in the amount of \$245, \$287, or \$327 per course.

Teaching and Research Assistants who worked last year can expect retroactive payments of \$0.76, \$1.05, or \$1.20 per hour, depending on what appointment you worked.

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Fall Calendar

SEPTEMBER MEMBERSHIP MEETING

WHEN: SEPT 27TH, 10:00 – 11:00 A.M.,

WHERE: MCA 284 / HYBRID

WELCOME BACK SOCIAL

WHEN: SEPT 27TH, NOON – 2:00 P.M.

WHERE: GRANGE PARK (LOOK FOR OUR OCADFA FLAGS!)

BARGAINING FORUM

WHEN: OCT 19TH, 1:00 - 2:30PM

WHERE: MCA 544 / HYBRID

ANNUAL GENERAL MEETING

WHEN: NOVE 20TH, 10:00 - NOON, FOLLOWED BY

LUNCH WHERE: MCA 284 / HYBRID

If you did not receive these invitations, or know a new OCADFA member who did not receive them, please let Executive Director, Graeme Reniers know.

President's Message | Fall 2023

Welcome to all new and returning OCADFA members!

I am humbled to be serving as Acting-President this year in support of President **Min Sook Lee** who is currently on Sabbatical. I want to welcome and thank **Natalie Waldburger** who will be serving in the role of Acting Vice-President during this time. Thank you to our returning Board of Directors **Annie Tung, Ali Qadeer, Richard Hunt, Christopher Bennell, Lina Nasr Hag Ali, Dorian Lynde,** and **Gerald Grison** for their continued efforts in support of improving working conditions at OCAD University. I want to welcome back our *Communications and Membership Engagement Coordinator* **Aylan Couchie** who will continue to energize our public and social media presence in support of OCADFA's activities this Fall. Follow OCADFA on your preferred social media [here](#). I also want to take a moment to thank our *Executive Director* **Graeme Reniers** whose tireless contributions remain essential to the operations of our Faculty Association.

Bargaining! Bargaining! Bargaining!

This year – based on a strong mandate from our membership – bargaining for a new collective agreement is at the top of OCADFA's agenda. Our current Negotiations Committee, led by Negotiations Chair **Annie Tung**, submitted our proposals this past Spring 2023 and negotiations are scheduled to resume mid-October. I want to thank the current negotiations team **Annie Tung, Min Sook Lee, Maria Belen Ordonez, Michelle Forsyth, Roderick Grant, Eric Steenbergen,** and **June Pak** for their incredible work representing OCADFA members. Our team is prepared and ready to bargain for us!

It's time to Raise the Bar!

This year, above all, our negotiations team needs your support. Our recent gains are cause for celebration; and yet our working conditions, benefits, and pay at OCAD University lag well behind sector norms. I am excited to announce that this Fall we will be launching a new campaign, "**Raise the Bar!**" to support this year's bargaining efforts. I am calling on all OCADFA members to add your voice to the campaign. Join OCADFA's Mobilization Network and be part of the movement to improve our contract. We are planning actions during Fair Employment Week (Oct 16-20). We need designers, rabble rousers, strategists, tabling, and interventions. Together, we will "Raise the Bar!" at OCAD U.



OCADFA's 2023 Spring Social - Grange Park

*In Solidarity,
Cliff Caines*

*Acting-President, OCADFA
Sessional Instructor, INTM, FoA*

Notes from the Grievance Desk

Our Grievance Committee continued its work over the summer to represent members on a variety of issues and to field an assortment of inquiries. Many of these, especially those pertaining to individual members, are confidential, but we're happy to announce one grievance settlement that is of particular importance to Sessional members.

Over the summer OCADFA filed a policy grievance on the requirement for Sessional Instructors to undertake **mandatory cyber security training** without compensation. We were able to quickly reach a positive settlement, and the University will offer each Sessional Instructor compensation at the rate of \$44.90 per hour upon completion of the mandatory cyber security training.

The training takes an average of 30 minutes to complete, so Sessional members can expect to see an additional \$22.45 of compensation for completing this training. Its not a huge amount, but it's the principle that counts, and all work – including training – needs to be paid. All salaried and hourly members are encouraged to take this training during worktime.

*Graeme Reniers
Executive Director*

Member Handbooks

If you're a new (or returning) Sessional member make sure to review our **Know Your Rights!** handbook.

If you're a new (or returning) Teaching/Research, make sure to review our Handbook for **Teaching and Research Assistants.**

RAISE THE BAR!

Join the campaign to **Raise the Bar!**

OCAD lags well behind sector norms in terms of working conditions, benefits, and pay. Its time to raise the bar!

If you're looking to contribute towards improving your contract, we're calling out members to join our **Mobilization Network** to push the bargaining campaign forward. It's a great way to not only improve your working conditions, but to meet your coworkers, have some fun, and learn more about the bargaining process.

Specifically, we're looking for members to help us promote Fair Employment Week, which this year runs from October 16th to 20th. [Fair Employment Week](#) is an annual campus event across the country to promote fairness for precariously employed academic workers.

Reach out to Cliff Gaines (ccaines@ocadu.ca) if you can help out!

#MakeItFair
for Contract Academic Staff

“
Did you know that 55% of for-credit courses at OCAD are taught by precariously employed Instructors with little to no job security?
”

It's time to Raise the Bar! at OCAD University.

CAUT
ACRPJ

MAKEITFAIR.CAUT.CA

OCADU **Safe App**

Remember downloading that OCADU Safe App to upload your COVID proof of vaccination?

If you haven't checked out that App since then, we encourage you to do. That App has more to do than only COVID, you'll find all sorts of Safety information on there, including a variety of Emergency Procedures, such as what to do in case of fire, threatening or disruptive behaviour, medical emergencies, and more. You'll also find an interactive campus map, a Safe Walk function, and a button to call Security.

If you haven't checked out that App in a while, now is a good time to do so, and review safety procedures at the start of the new Academic Year.

Message from OPSEU Local 576



OPSEU/SEFPO local 576 bargaining updates

Dear Colleagues,

As you may know, the support staff that OPSEU represent at OCADU has been in bargaining with the University since last Fall. We have experienced several challenges during this process which started under the umbrella of Bill 124, moved into the declaration of unconstitutionality of the Bill and the resistance from the employer to engage in good faith in bargaining outside of the parameters that were stroke down, and continues with our team arguing for a new deal that hopes to get us closer to the wages our colleagues across the city and the province receive for equivalent work. At the outset of our negotiations, we calculated we were over 10% behind the wages of the support staff at Nipissing University who incidentally just reached a tentative deal that further increases this gap (Nipissing University has been one of the employer's favourite points of comparison in the past) and unfortunately, we received back proposals that seemed to consider neither the current rates of inflation nor the settlements other institutions have arrived at, much less how we compare to the sector.

Because the OPSEU Bargaining Team wants a fair deal, and the employer continues to operate under a very narrow mandate and seems unwilling to adjust it or provide other avenues to bargain; and because they take this approach while asking for concessions that fundamentally misunderstand the overextension and underappreciation staff continue to feel daily; we have under the advice of our negotiating team filed for conciliation. Our local has not required this kind of mediation since 2007, but we hope to reconvene in the next few weeks with assistance from the Ministry of Labour in what continues to be our committed attempt to reach a good deal for our members, who despite constantly expressing their appreciation for the community they support are being pushed into consider careers in other places. We sincerely hope the employer understands the decision to move to conciliation is a direct result of their failure to live up to their stated goal of being an employer of choice in the newest Academic and Strategic Plan, and like our team commits to finding deals that respects the work of all the people who make this institution run.

JULIAN HIGUERAY NUNEZ
Assistant Registrar, Curriculum & Scheduling
jhiguereynunez@ocadu.ca



You can find all
our *social media*
accounts at:
<https://linktr.ee/ocadfa>

IMPORTANT DATES 2023 - 24

September 1 – **Application for Sabbatical** due (MoA article 23.2.1.1)

October 1 – **Sessional Right of Reappointment** application due (MoA article 16.1.6.3) (Please note there will be a 1-month delay in the application for those in the Faculty of Art)

October 1 – **Promotion of Rank** application due (MoA: 24.1.2)

October 15 – Notifications due for **Leaves of Absence** (MoA: 23.2.1.2 / 34.2.1.1), **Change of Workload** (MoA: 23.2.1.3 / 34.2.1.2), **Retirement** (MoA: 23.2.1.4 / 34.2.1.3) for non-Sessional Faculty and permanent Academic Staff

October 15 – Indication of **interest in re-appointment** for Teaching Stream, CLTA faculty on expiring appointment due (MoA: 23.5.1; 23.7.1)

October 15 – Teaching Stream **Permanent Status Review** application due (MoA: 24.6.2)

January 31 – Submission of **Performance Reviews** (MoA: 24.3.3)

February 1 – **“Expression of Interest”** in re-appointment for Sessional faculty, Contract Technicians, and Teaching/Research Assistants (MoA: 23.3.1 / 34.3.1 / 34.5.1)

March 31 – Results of Teaching Stream **Permanent Status Review** and Sessional **Right of Reappointment** applications (MoA: 24.6.3 / 16.1.6.3)

May 15 – Results of **Merit Review** (24.6.16)

May 31 – deadline to submit **Professional Development** expenses

*Note: Important Dates and Deadlines
can be found year-round on the
landing page of our website.
www.ocadfa.ca*

OCADFA Board of Directors

Acting President: Clifford Caines, Faculty of Art

Secretary/Treasurer: Christopher Bennell, IT Technician

Acting VP: Natalie Waldburger, Faculty of Art

TA/RA Director: Dorian Lynde

Negotiations Chair: Annie Tung, Faculty of Design

Director: Natalie Waldburger, Faculty of Art

Grievance Co-Chair: Ali Qadeer, Faculty of Design

Director: Gerald Grison, Studio Services

Grievance Co-Chair: Richard Hunt, Faculty of Design

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

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