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CRITICAL UPDATES FOR SESSIONALS

SESSIONALS COUNT

Cuts loom large

Undoubtedly many of us have heard the University is once again in dire financial straits due to chronic underfunding by the provincial government. To address that underfunding it appears that once again the Administration is pushing to significantly increase class sizes.

While that undoubtedly would increase the workload associated with teaching any particular course, it will also likely mean less sections will be available for Sessional appointments. That makes it more important than ever to be vigilant in monitoring Sessional hiring, including making sure the Right of Reappointment is respected.

Hiring Procedure

The language concerning Sessional hiring in our [Memorandum of Agreement](#) has not changed, but it is important for Sessionals to keep in mind the University is posting a greater percentage of Sessional teaching opportunities than before. While some people will still be reappointed without having to reapply, we're urging Sessionals to be vigilant in checking the job posting board, available [here](#).

This means even if you've been reappointed to some courses, you should still check the job posting board to see if there are other courses you may want to apply for. Sessionals can teach a maximum of four studio half-credit courses, or three Liberal Arts & Sciences half-credit courses.

Right of Reappointment

If you have the Right of Reappointment for a particular course, you can exercise that right for one section of that course every term it is available for Sessional appointment. If you haven't been offered to teach a course you have the Right of Reappointment for, please let our Executive Director Graeme Renier know (greniers@ocadu.ca), so he can check on why that might be the case. It is possible that a course is simply not available for Sessional appointment, but we want to monitor such instances.

Likewise, if you've taught a course three times and aren't offered a fourth appointment, which would qualify you to apply for the Right of Reappointment, please also let Graeme know so we can keep track of any such instances.



OCUFA Advocacy Day at Queen's Park

On March 20th, 2024, Acting-President Cliff Caines joined OCUFA's Advocacy Day at Queen's Park as an ambassador representing more than 18,000 Ontario faculty, academic librarians, and academic professionals to conduct meetings with Members of Provincial Parliament and their staff from all parties and ridings across the province. Along with a team of delegates representing TMUFA and UWOFA, Caines met with Leader of the Official Opposition of Ontario, MPP Marit Stiles, MPP Peggy Sattler, MPP Chris Glover, and MPP Jessica Bell to discuss critical issues facing Ontario's universities and offered solutions proposed by OCUFA for our thriving university sector, including:

- **Increasing funding for Ontario universities by compounded annual increases of 11.75 per cent for five years to bring Ontario up to the national average in per-student funding**
- **Helping Ontario universities meet and enhance their missions through sustained, long-term investment, to ensure universities can thrive as educational, economic, and cultural hubs in Ontario communities**
- **Scrapping the proposed performance-based funding model for universities**
- **Supporting the establishment of a strategy for faculty renewal and pathways for contract faculty towards permanent jobs and stability in their professions**

In meetings with MPPs, Caines championed the positive social, cultural and economic impact of OCADU faculty and students specifically, but highlighted in stark contrast the exploitative working conditions and precarity of Sessional Instructors at OCAD University caused in-part by chronic provincial underfunding.

OCUFA's Advocacy Day took place ahead of the 2024 Ontario Budget, which was tabled in Queen's Park on March 26. The budget included a previously announced 1.3 billion for Ontario's colleges and universities over the next three years. This drop-in-the bucket, OCUFA replied, is less than half of the amount recommended by the government-appointed Blue-Ribbon panel and eight times less than OCUFA's recommendation for university funding to reach just the Canadian funding average. The same funding announcement included \$15 million directly to private for-profit companies with no expertise or ties to public postsecondary education tasked with finding "efficiencies" through reviewing data on university finances that is already available and reported by universities. OCUFA President Nig Narian clapped back,



"The government is giving gifts to private consulting firms instead of reducing red tape and administrative burdens for universities that are already highly efficient in their operations. Ontarians deserve transparency and accountability from their government, not unnecessary spending on private interference in our public universities."

OCADFA will continue to work with OCUFA in their advocacy in support of a well-funded, world-class public university system.

Notes from the Sector - including the ARTS Sector

After being on strike since February 26th, **CUPE 3903 reached an agreement with York University**. The agreement will see CUPE 3903 members receive an additional 14.8% in raises over the next three years and settles their outstanding Bill 124 period, bringing their total raises to 17.8% over a 6-year period. They also agreed to several other new funds and increases to existing funds, and successfully fought back changes to contract faculty job security. The agreement was ratified on April 19th.

Graduate Teaching Assistants at Western University, members of PSAC Local 610, went on strike as of April 11th. Key issues for the 2,000 members are real monetary increases, no clawbacks on non-TA funding, eligibility for TAships, and housing support. This is the second strike at Western University this academic year, as

Western's Operating Engineers (members of IUOE Local 772) went on strike for four days last October, also primarily over pay.

Labour strife at McGill University continues to intensify, with a supermajority of the Association of McGill Professors or Law (AMPL) voting in favour of an unlimited strike starting on April 24th, unless the University agrees to a collective agreement. According to AMPL, the McGill administration refuses to even agree on dates to negotiate.

OCADFA expresses its congratulations to CUPE 3903 and solidarity to PSAC 610 and AMPL!

STRIKE at the AGO

After ten months of negotiations failed to produce an agreement, the 430 members of OPSEU Local 535, staff members at the Art Gallery of Ontario (AGO), went on strike as of March 25. A key issue is management's growing reliance on precarious, part-time employment and the outsourcing of jobs. Additionally, the workers have been significantly affected by Bill 124, which imposed limitations on their pay increases and which has yet to be addressed.

OCADFA expresses its solidarity with AGO workers, and urges its members to TAKE THE PLEDGE!

Stand with workers on strike – pledge to not cross our picket line! Workers have shut it down – now it's time to **take action** and bring home the message to the gallery's management, Board of Trustees, and donors: **No Deal means No AGO.**

No Deal, No AGO - take the pledge!

You can also **show your support for AGO workers** by joining the picket line at the corner of McCaul and Dundas, **weekdays between 8:00 a.m. and 5:00 p.m.**

The arts matter.
So do we.

AGO workers are **on strike.**



**An expired contract
means a
frozen contract.**

**BARGAIN
NOW!**



**RAISE
THE
BAR!**



BARGAINING UPDATE

OCADFA's Negotiations Committee continues to hammer away towards a renewed Memorandum of Agreement. As of our March 20th meeting with the Administration's team, every non-monetary proposal have now been discussed at length at the bargaining table. We're currently in a brief hiatus from the table as both sides work internally head of our next meetings with the Administration on May 15th and 28th. We expect fulsome responses from the Administration on all our non-monetary proposals that are still on the table.

Stay tuned to our [Bargaining Bulletins](#) for an update after every meeting with the Administration, and learn more about how we're trying to Raise the Bar through our website's [bargaining section](#).

Photo (left to right): Roderick Grant, Isra Amsdr, Eric Steenbergen, Annie Tung, Graeme Reniers, Maria-Belén Ordóñez. Not pictured: June Pak and Min Sook Lee.



RSVP for this September's **2024 Grassy Narrows River Run** and learn how you can support their decades-long fight for mercury justice on our [Solidarity Actions page](#).

Beautiful Trouble

Award Winner



Award winner Blake Reategui with OCADFA Acting President Cliff Caines

Congratulations to our **Inaugural Beautiful Trouble Award Recipient**

Blake Reategui!

The Beautiful Trouble Award, supported by OCAD Faculty Association, recognizes a student who courageously advocates for social justice and material change in defiance of structural and systemic inequality and the powers that uphold the status quo. This award recognizes changemakers' activities on or off campus.

Blake is a fourth-year Illustration student. Blake's nominators detailed their work building community and advancing equity for queer communities of colour. Their work has had a far-reaching impact, both inside OCAD U and beyond. Blake was cited for their involvement in the Eco, Gender and Sexuality Alliances and Zonta International Toronto branch communities, with Associated Youth Services of Peel's Youth Beyond Barriers, and through their role as a youth leader in the YES4MH initiative.

Inside the classroom, Blake's nominators celebrated their contributions to discussions about how illustration has been used as a tool of oppression, subversion and activism, and how their authentic voice has helped build a community that engages in social justice. Blake was honored by their nominators for their dedication to advocating for queer communities of colour in a time when this can be dangerous work, and for their ability to validate others, and a leadership approach that centres love and kindness.

Congratulations Blake!

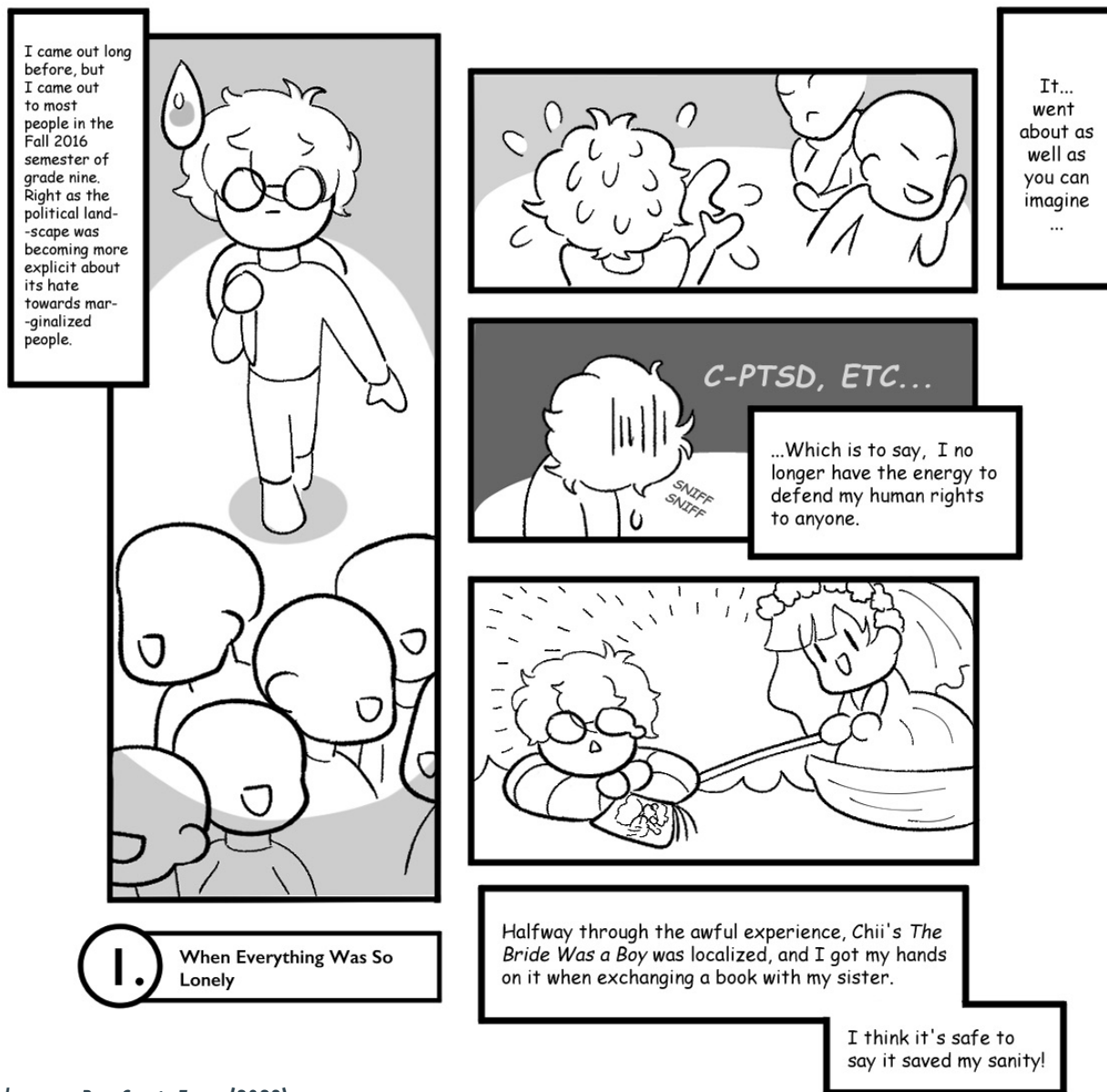


Award winner Blake Reategui with nominator Suharu Ogawa

This year's nominees were: Suhaib Bamaarof, Blake Reategui and Jugraj Khinda. We thank Suharu Ogawa, Assistant Professor, Tenure-Track, Illustration, Faculty of Design for nominating Blake for this inaugural award!

Blake (they/them) is a current fourth-year Illustration artist who strives to create beautiful art and take their sweet time in the process. They are a disabled, queer, trans, artist of colour who tries to tie every assignment to one of their special interests one way or another. That usually involves desserts, video games or ballet, but expect them to scathingly criticize colonial-capitalist society when asked. Look forward to what's sure to be a surge of riso art in their work!!

Click on Comic Panel below to view entire comic on our [Blog](#)



The Bride was a Boy Comic Essay (2023)
Blake Reategui
Digital

I submitted this comic essay with a focus on Chii's *The Bride was a Boy* (2016) graphic novel and its impact on me as a queer, trans person of colour for my Contemporary Illustration class last year. In the comic essay, I discuss how furiously colonialism continues to this day—how as gender-diverse people, even in the imperial core, are heavily policed. In this piece, I tackle this in scrutinizing how bureaucracy is the tool for stifling and robbing gender diverse futures across racialized diasporas, how even in the imperial core, our “normal” is to have our liberation, meaning real love and care for each other, constantly denied.

Follow Blake Reategui on Instagram: [@maybe_choclo_who_knows](#)

Workload Survey Results: Accommodations and Graduate Supervision Workload Survey

We received **107 responses to our recent Student Accommodations and Graduate Supervision Workload survey**, which was sent to all faculty members of OCADFA in mid-March. The survey was developed in response to the many reports OCADFA has received pointing to increased workload associated with student accommodations and graduate supervision. The detailed anonymized results have been shared with the OCADFA Board of Directors and Negotiations Committee, and will help us better advocate on behalf of our membership.

Student Accommodation

Respondents reported receiving approximately one letter from Student Accommodation Services for every seven students enrolled in their sections. Providing these accommodations is even more time consuming than we predicted, and a key takeaway is we should have provided higher options when we asked how much time you spend engaging in student accommodations.

We can report that 60% of respondents indicated their workload associated with accommodating students have “grown significantly,” and a further 23% said it has “grown somewhat.” The most time-consuming accommodations are associated with extensions, making digital copies of course materials, work associated with overcoming student absences from class, and individualized instruction. **Among non-Sessional respondents 73% indicated they regularly work beyond the end of the semester to accommodate a student, and 58% of Sessionals indicated the same thing, even though it is not remunerated.**

Most of the key issues identified by members (particularly retroactive accommodations, extensions and exemptions) seem to result from accommodations being decreed instead of negotiated between the

student, the faculty member, and SAS. This tends to lead to accommodations that not only fail to consider the faculty member’s workload but also fall from optimal in terms of achieving learning objectives. What we can surmise in general is there does not appear to be any consideration of when a student accommodation creates what could be considered an undue hardship. That is, is it creating an excessive workload burden on others, and/or does the accommodation still allow/encourage the completion of core parts of the learning objectives?

Graduate Supervision

With a 17% increase in the number of (non-Sessional) faculty available to supervise graduate students since 2017, and a 28% jump in the number of graduate students during that time, its not surprising students are having a harder time finding supervisors. With that in mind, we were looking for a fuller understanding of why members are either supervising more or less students.

For those who are supervising less, or none at all, we heard a variety of reasons but primarily: lack of cross-over with student interests; other aspects (service and teaching) of the job have become too time consuming; and lack of recognition for the labour. For those who are supervising more, the key reasons provided were primarily due to the increased demand and inability of students to find other supervisors, and a desire to help students achieve their potential.

Overall, members report wanting to supervise more students but workload is a prohibitive factor. Hence, what would encourage members most to supervise more students, according to the survey, was overwhelmingly to recognize the work via credits towards a course release, followed distantly by reintroducing stipends.

Do you have a course load complaint?

News that OCAD will be introducing full-credit courses for students that will be worth only a half-credit in calculating the faculty's course load is alarming. The concern shared by many is that either (1) the student will be paying a full-credit worth of tuition for a half-credit worth of education, or that (2) the faculty member will be credited with only teaching a half-credit while actually delivering a full-credit worth of curriculum, is shared by OCADFA. What will likely happen is somewhere in between these scenarios, meaning **both the student and the faculty member will once again be bearing the brunt of the latest budget squeeze**. Or could also mean, problematically, that Technicians will be compelled to bridge the gap in curriculum delivery.

OCADFA is still exploring its options on how to address this latest news, as well as another round of intensive class size increases. In any event, **it is imperative for our non-Sessional faculty members to know what to do if they have a course load complaint**.

Definition of Course Load

Our [Memorandum of Agreement](#) defines course load in terms of "student contact hours." For Tenured, Probationary, CLTA, and Continuing faculty a maximum load is normally 7.5 hours per week, averaged over the academic year. This typically correlates to five half-credit courses over a year. For Teaching Stream faculty, the course load is either 10.5 or 9 student contact hours per week, depending on where you teach, which typically means six or seven half-credit courses over a year. (See article 26.1.1.5 of the MOA).

There are other factors that are supposed to be considered in determining your specific course load. These include class size and total student load, other course-related responsibilities (such as supervision), whether or not courses are new, etc. You can find a full list in Article 26.2.

In any event, your total Teaching & Teaching-Related Duties should normally comprise 40% – or 70% for Teaching

Stream – of your overall workload (see Article 27.4). If you're concerned your assigned course load will upset that balance, it needs to be addressed.

Submitting a Complaint

The procedure for disagreeing with your course load can be found in Article 26.3 of the MOA. Essentially, you're supposed to address those concerns with your Dean of Faculty, and if that doesn't bear a resolution, you can appeal the matter in writing to the VPAP. If you're still not satisfied, OCADFA can grieve on your behalf.

Before approaching your Dean, or if you have any workload concerns, reach out to OCADFA and we can assist you through this process. Contact either our Executive Director (greniers@ocadu.ca) or one of our Grievance Co-Chairs (rhunt@ocadu.ca or aqadeer@ocadu.ca).

In particular, we strongly encourage any faculty member assigned a 1.0 credit course, with only a half-credit towards your total course load, to reach out to us.



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