

OCADFA Annual General Meeting

14 November 2024

10:00 a.m. to 12:00 p.m.

RHA 420 and online via Microsoft Teams

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Land Acknowledgement

OCADFA acknowledges the sacred land on which we live and work. For over 15,000 years this land has been home to Indigenous people who have lived and continue to live in relation with the land in ways that have been proven to be ecologically sustainable and vital, and that deepen our humanity by honouring our relations.

This land is the territory of the Mississauga of the Credit First Nation, Anishnaabe, Haudenosaunee, Wendat, and Huron Indigenous Peoples.

Today, this meeting place of Toronto is still home to many Indigenous people from across Turtle Island and we are grateful to be here together, in conversation with Indigenous histories. We are committed to working in solidarity with Indigenous-led activism and to upholding the values and practices that protect the land, care for the people and make it possible to plan for a peaceable future.

Agenda

1. Land Acknowledgement
2. Motion to Approve Agenda
3. Remembrance of those who've passed
4. Motions to Approve Previous Minutes
 - a. 2023 Annual General Meeting
 - b. 2024 Spring General Members Meeting
5. Negotiations Chair Report
6. Nominations and Election
 - a. Recognition of service for exiting OCADFA Leadership
7. By-Law Changes
8. Financial Report
 - a. Draft Statements
 - b. Budget Report
 - c. Motion to re-appoint our auditors, Mehta Professional Corp.
9. President's Report
 - a. Motion to accept the 2024 OCADFA Annual Report
10. Vice President's Report
11. JHSC Report
12. Grievance Report
13. Executive Director's Report
14. New business
15. Adjournment

Previous Minutes

2023 Annual General Meeting - November 20, 2023

Meeting starts at 10:02 A.M.

Attendance: 38 members + 1 staff

1. LAND ACKNOWLEDGEMENT
2. **Motion to Approve the Agenda**
 - a. **Moved by Cliff, Seconded by Richard**
 - b. **Those in favour 18, no opposed, 2 abstentions**
3. Minutes of Previous Meetings
 - a. **Motion to approve minutes from May 10, 2023 Spring General Meeting**
 - i. **Moved by Cliff, seconded by Richard**
 - ii. **In favour 17, opposed 0, and 4 abstentions**
 - b. **Motion to approve minutes from November 8, 2022 Annual General Meeting**
 - i. **Moved by Cliff, seconded by Annie**
 - ii. **In favour 14, opposed 0, 3 abstentions**
 - c. Business arising from the minutes
 - i. No business from the minutes
4. Report from OPSEU 576
 - a. Delivered by Lex Burgoyne
5. Negotiations Chair Report
 - a. Delivered by Annie Tung (from Annual Report)
6. Nominations and Elections
 - a. Chaired by Gerald Grison
 - b. TA/RA Director (BOARD)
 - i. Chris Leithead
 - c. Director-at-Large (Board)
 - i. Ross Bullen
 - d. Representative for Probationary and Tenured Faculty (Negotiations)
 - i. Roderick Grant
 - e. Representative for Teaching Assistants and Research Assistants (Negotiations)
 - f. Ross Bullen and Roderick Grant both gave brief comments introducing themselves
 - g. **Chris Leithead, Ross Bullen, and Roderick Grant were acclaimed**
 - h. Representative for Teaching Assistants and Research Assistants (Negotiations) remains vacant
7. President's Report
 - a. Delivered by Clifford Caines
 - a. **Motion to accept the 2023 OCADFA Annual Report**
 - i. **Moved by Clifford Caines, Seconded by Natalie Waldburger**
 - ii. **26 voted in favour, 1 opposed, 0 abstentions**

8. Financial Report
 - b. Draft Financial Statements for 2022/23
 - c. Presentation of Budget for 2023/24
 - d. Motion to re-appoint our auditors, Mehta Professional Corp.**
 - i. Moved by Cliff, and seconded by Richard**
 - ii. 16 voted in favour, 0 opposed, 0 abstained**
9. Joint Health & Safety Committee Report
 - a. Delivered by Gerald Grison
10. Grievance Report
 - a. Delivered by Ali Qadeer and Richard Hunt
11. Vice President's Report
 - a. Delivered by Natalie Waldburger
12. Executive Director's Report
 - a. Delivered by Graeme Reniers

2024 Spring General Members Meeting - May 27, 2024

Attendance: 62 online and 13 in person

Meeting Starts at 10:34 AM

1. LAND ACKNOWLEDGEMENT
2. Motion to Approve the Agenda
 - a. **Moved by Clifford Caines, Seconded by Richard Hunt**
 - b. **Vote: 32 in favour, 0 opposed, 1 abstention**
3. Financial Report
 - a. Financial Statement – Year End 2023
 - i. The Association ran a surplus of \$65k for year-end 2023. Note was made that we usually run a surplus except in years we don't for negotiations, when we run a sizable deficit. Surpluses are needed to afford the legal costs associated with bargaining mediation and potentially interest arbitration
 - b. Interim Financial Report and Budget – Year End 2024
 - i. Can provide fresh numbers because we brought bookkeeping in house, which allows for much more timely reporting
 - ii. The unaudited surplus for Year End 2024, as of today, is roughly \$94K

c. Presentation of Budget – Year End 2025

Revenue	
Dues	425,000
Interest	6,000
Total	\$431,000

Expenses	
Legal	250,000
Accounting	10,000
Staff Benefits	4,000
Payroll	195,000
Association Dues	60,000
Office, General, Insurance	2,500
Meetings, Functions, Promotion	2,500
Travel	5,000
Scholarships & Donations	10,000
Total	\$539,000

Surplus **-\$108,000**

- i. Note was made that we expect to spend a lot more on legal fees this year, because we're getting into the high-cost part of

negotiations. Surpluses in previous years were by design to cover for this year's deficit.

- ii. **Motion to Approve the Budget**
 - a. **Moved by Chris Bennell, Seconded by Richard Hunt**
 - b. **Vote: 43 approved, 0 opposed, 2 abstentions**
- 4. Negotiations Report
 - i. Presented by Annie Tung
- 5. Grievance Report
 - i. Presented by Ali Qadeer and Richard Hunt

MOTION TO EXTEND

Moved by Cliff, Seconded by Ali

22 in favour (online and in-person); 3 opposed, 3 abstentions

- 6. Motion in Response to Student Encampments

WHEREAS student-led encampments have emerged on university campuses across much of the world to demonstrate their demands that universities divest and disaffiliate from what the International Criminal Court has called a plausible genocide.

WHEREAS on November 22, 2023, the Canadian Association of University Teachers (CAUT) issued a public statement on academic freedom in times of conflict which recognizes that “it is during times when political threats to academic freedom intensify, that the need for academic staff to contribute to public discourse becomes even more important” and that “if institutions fail to defend academics from illegal harassment or true threats, they violate their obligation to uphold academic freedom.”

WHEREAS the systematic destruction of the post-secondary education system in Gaza is not only a clear threat to academic freedom, it also undermines the ability of Palestinian academic staff to fulfill effectively their public obligation to teach, research, and disseminate knowledge.

WHEREAS on October 20, 2023, the General Council of the International Trade Union Confederation (ITUC) – the largest trade union federation in the world – called for a ceasefire by all parties and the return of all hostages and people held in Gaza and Israel without legitimate legal basis to their homes.

WHEREAS in November 2023, Education International (EI) – representing 32 million teachers in 178 countries who are part of 383 member organizations including the General Union of Palestinian Teachers (GUPT) and the Palestinian Federation of Unions of University Professors and Employees (PFUPPE) - called on the

international community to push for the implementation of a humanitarian ceasefire to stop the killing of students, teachers, and all civilians in Gaza.

WHEREAS in January 2024, the Canadian Labour Congress (CLC) Executive Committee voted unanimously to support the International Trade Union Confederation (ITUC)'s call for an immediate ceasefire.

WHEREAS on February 14, 2024, the American Association of University Teachers (AAUP) joined the labour movement's call for an immediate ceasefire and end to the siege of Gaza.

WHEREAS at the recent CAUT Council delegates passed a motion calling for an immediate and permanent ceasefire, release of all hostages and detainees, and calling on Canadian institutions to support the Scholars at Risk and Palestinian Students and Scholars at Risk Programs.

WHEREAS OCADU's Mission Statements vow to "Decolonize and Indigenize art and design education and advance equity."

BE IT RESOLVED that OCADFA calls for an immediate and permanent ceasefire and the immediate and unconditional release of all hostages and detainees unlawfully held in Gaza and Israel and for both parties to adhere to standards of international law and Geneva Convention rules of warfare concerning the welfare and security of civilians.

BE IT RESOLVED that OCADFA calls on OCAD University to support the Scholars at Risk and Palestinian Students and Scholars at Risk Programs.

BE IT RESOLVED that OCADFA calls on OCAD University to implement an admissions process from an inclusive lens to ensure Palestinian or other similarly displaced students can equally access education.

BE IT RESOLVED that OCADFA calls on OCAD University to affirm it is engaged in responsible investment process and is not aware of any investments in companies that are contributing to or benefiting from the current Palestinian Humanitarian Crisis.

BE IT RESOLVED that OCADFA calls on OCAD University to disclose an annual report of all investments and holdings, to be publicly available on the OCAD University website.

BE IT RESOLVED that OCADFA calls on OCAD University to establish a responsible investment working group that will review best practices and make recommendations with respect to how the University approaches environmental, social, and governance (ESG) factors in its investments, with particular attention to companies involved in arms manufacturing and delivery and/or benefiting from military action in Palestine or elsewhere.

BE IT RESOLVED that OCADFA will call on OCAD University to declare that criticism of Zionism or the State of Israel is not anti-Semitic and claims that they are, are made to further the oppression of the Palestinian people.

BE IT RESOLVED that OCADFA endorses the student organized "Petition for OCAD U Administration to immediately commit to demands of OCAD Students for Palestine" to disclose investments, cut ties with all RBC partnerships and the Bezalel Academy of Art and Design.

MOVED by Clifford, seconded by Maria-Belen
AMENDMENT MOVED by Tannis, seconded by Andrea Fatona
39 in favour, 0 opposed, 0 abstained

Larger Motion:
40 in favour: 0 opposed: 0 abstained

7. Discussion: OCAD's "Financial Sustainability Plan"
(Presented by Natalie Waldburger)
8. New Business
9. Adjournment

Nominations and Election

There are three open Board positions:

- **Vice President** (term ends 2027)
- **Secretary Treasurer** (term ends 2027)
- **TA/RA Director** (term ends 2025)

Ahead of the AGM, the Nominations Committee received the following nominations:

- **Vice President:** June Pak
- **Secretary Treasurer:** Parantap Bhatt
- **TA/RA Director:** Casper Sutton-Fosman

If there are no further nominations, the above three members will be acclaimed. You can read the submitted Candidate Statements below:

June Pak – Nominee for Vice President

My name is June Pak. I am a visual artist and a sessional instructor in the Faculty of Art. I began teaching at OCAD University in 2018 in the Cross-Disciplinary Program. Currently, I serve as a Sessional Representative on the Negotiations Committee. Alongside Cliff Caine, our current OCADFA acting president, I have been actively involved in the Sessionals Count campaign, which successfully raised awareness of the demands and rights of our sessional members. Last year, I organized Sessionals Drop-in sessions with many active sessional instructors, building a sense of community. I continued to advocate for our working conditions and sessionals' rights. Since joining the Negotiations Committee last year, I have gained valuable insights into the role of the OCADFA and the importance of effective communication among all members, not just sessional instructors. I am truly excited about the prospect of working alongside such a dedicated governing body. More importantly, this would be an invaluable opportunity to bring my experience to support my colleagues at OCAD University.

Casper Sutton-Fosman – Nominee for TA/RA Director

Since early 2022, I've held just about every position under the TA/RA umbrella; I've been a tutorial leader (in-class, lecture and studio), marker/grader, and graduate research assistant. I've worked both during my graduate study and afterwards, and watched the changes from year to year in the processes and policies of hiring, contracts, and responsibilities. I am aware of the ways support for TAs and RAs is lacking, from difficulty in contract renewal and uncertain hours to lack of a clear path for further career development. I have a deep desire to advocate for my fellow RA/TAs and a significant understanding of how our roles within the university function. I hope you'll allow me the honor of representing you on OCADFA's Board of Directors!

Proposed By-Law Changes

Proposed Bylaw Amendment #1:

Motion:

Be it resolved that OCADFA amend the by-laws to specify that terms on the Board of Directors shall commence on the first day of the month following the meeting in which the Director was elected.

3.00 BOARD OF DIRECTORS

...

3.09 Terms on the Board of Directors shall commence on the first day of the month following the membership meeting in which the Director was elected.

Proposed Bylaw Amendment #2:

Motion:

Be it resolved that OCADFA amend the by-laws to change the timing of the Annual General Meeting to the Spring, and the General Meeting to the fall.

25.00 ANNUAL AND OTHER MEETINGS OF MEMBERS

25.01 The Annual General Meeting of members shall be held in the month of ~~October~~ April or May of each year unless the Board of Directors determines otherwise by resolution, but in any case not more than 15 months after the last preceding Annual meeting, at a time, place and date determined by the Board.

25.02 A General Meeting of members shall be held in ~~May~~ October or November of each year, unless the Board of Directors determines otherwise by resolution.

Annual Report

Acting President's Report

Cliff Caines

Departures & Returns

President Min Sook Lee's welcomed return from leave at OCADFA's 2024 Annual General Meeting will mark the end of my role as *Acting President*. Coincidentally, the AGM will also mark the end of my term as *Vice President*. I was elected *Vice President* in November 2022, and I was appointed to the role of *Acting President* on July 1, 2023. I will not be running for reelection, as I am happy to share that after 18 years as a Sessional Instructor at OCAD University, I have accepted a full-time teaching position externally starting January 2025. The past 15-months working as *Acting President* has been a deeply meaningful and humbling experience for me. It has been a privilege representing our membership. I am grateful for everything that I have learned in my roles with OCADFA, and I am proud of the progress we have made. I am especially proud of our work on the Sessionals Count campaign (launched in 2022) which we leveraged against the employer in the creation of a long-overdue *Sessional Placement Tool* and the subsequent progression of a significant number of Sessional Faculty from the Ses1 to Ses2 pay level. There is still much work to be done in terms of placement, but it was a meaningful gain for Sessional Faculty ahead of bargaining. Moving forward, I have every confidence in OCADFA's leadership as they continue the fight to improve working conditions for our all our members.

Thank you

The vital work of OCADFA would not be possible without the efforts of our exceptional Board of Directors, along with the steadfast support of our *Executive Director Graeme Reniers*. I cannot express enough my gratitude for Graeme and his caring work on behalf of our members. Thank you to our previous *Communications and Membership Engagement Coordinator Aylan Couchie* who was responsible for revitalizing OCADFA's social media and website this past year, including our "Raise the Bar" campaign posters. I want to welcome and thank our new *Communications and Membership Engagement Coordinator Ashley Waithe* for seamlessly stepping into the role this past month. Follow OCADFA on your preferred social media [here](#).

I want to individually thank our OCADFA Board of Directors for their service this past year: *Acting Vice President Natalie Waldburger*, outgoing *Secretary Treasurer Christopher Bennell* (following 18 years in the role!), *Grievance Co-Chairs Richard Hunt* and *Ali Qadeer*, *Negotiations Chair Annie Tung*, *Directors at Large Gerald Grison* and *Ross Bullen*, as well as

our outgoing *TA/RA Director* **Chris Leithead**. Finally, I want to thank our returning *President* **Min Sook Lee** whose fierce activism on behalf of our membership inspired me to join the work of our Faculty Association.

Acting President Activities

In addition to supporting OCADFA's day-to-day operations, my focus as *Acting President* this past year has been on community outreach, solidarity, and advocacy. The following is a list of activities I would like to highlight as part of my work this past year:

- Nov 1, 2023 – Emergency Statement on Academic Freedom in Times of Conflict
- Nov 22, 2023 – OPSEU Local 576 Solidarity Demonstration
- Nov 28, 2023 – IndigiNations Statement of Concern
- Mar 20, 2024 – OCADFA at OCUFA Day of Advocacy (at Queen's Park)
- Mar 26, 2024 - Student Leadership Awards, The Beautiful Trouble Award
- Apr 4, 2024 - AGO Strike Solidarity
- Oct 21, 2024 – Raise the Bar, CAUT Fair Employment Week

On **November 1, 2023**, I worked with our Executive Director **Graeme Reniers** in the release of an [Emergency Statement on Academic Freedom in Times of Conflict](#). OCADFA joined the **Ontario Federation of Labour** and a growing number of other organizations and individuals in calling for an immediate ceasefire and end to violence in Israel-Palestine, and an end to the blockade on Gaza to allow aid to flow into areas where it is desperately needed. Joining our affiliations **CAUT** and **OCUFA**, our statement called for the protection of academic freedom reaffirming our position to defend the right of our members to exercise their academic freedom and to engage in public debate, both within and outside their areas of disciplinary expertise. Our Board of Directors adopted the Academic Alliance Against Antisemitism, Racism, Colonialism & Censorship in Canada (ARC)'s motions for a call to action, listed [here](#). OCADFA called for an immediate ceasefire and called on post-secondary administrators to recognize their obligation to uphold academic freedom, and the responsibility of universities and colleges to resist threats to institutional autonomy. On December 11, 2023, OCADFA staff joined in the Global Strike to demand an immediate ceasefire in Gaza.

On **November 22, 2023**, I joined [OPSEU Local 576](#) for a Solidarity Demonstration held in Butterfield Park. Thank you to OPSEU Local 576 President **Julian Higuerey Nunez** for inviting OCADFA and the OCAD community to stand in support of administrative staff at OCAD University who were in bargaining at the time.

On **November 28, 2023**, OCADFA stood in solidarity with IndigiNations and signed the [Statement of Concern from Members of the International Indigenous Arts Community to Institutions Worldwide](#). OCADFA and IndigiNations' statement was made in response to a recent trend towards institutional backsliding, specifically regarding decolonization and Indigenization of public art institutions as evidenced by Wanda Nanibush's recent departure

as the Art Gallery of Ontario's first curator of Indigenous art. See OCADFA's full statement [here](#).

On **March 20, 2024**, I 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, I 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, I 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 OCADU caused in part by chronic provincial underfunding.

OCUFA's Advocacy Day took place just 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, replied OCUFA, 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* responded, "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.

On **March 26, 2024**, I was invited to OCAD University's annual **Student Leadership Awards** ceremony to present *The Beautiful Trouble Award* to its inaugural 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.

Fourth-year Illustration student Blake Reategui'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.

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

On **April 4, 2024**, I joined AGO Workers (OPSEU Local 535) on the picket line. I presented a statement of solidarity along with a donation to their strike fund on behalf of OCADFA. 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 had been significantly affected by Bill 124, which imposed limitations on their pay increases and had yet to be addressed.

On **October 21 & 22, 2024**, as part of our final "Raise the Bar" campaign push in support of our current round of MOA bargaining, I coordinated OCADFA's campus tabling during CAUT's [Fair Employment Week](#) (Oct 21-25, 2024). Fair Employment Week is CAUT's annual event designed to raise awareness about precarious employment on campus and to support your local association's organizing efforts to improve the working conditions of contract academic staff (CAS). Thank you to all our tabling volunteers, **Graeme Reniers**, **Ashley Waithe**, **Gerald Grison**, **Richard Hunt**, **David Thorne**, **June Pak** and **Robin Tieu**.

Negotiations Char Report

For this annual report, I reflect that it has been two years since OCADFA served notice to bargain. The extended timeline is a product of the mediation-arbitration process outlined in our *Memorandum of Agreement* (MoA). This report will be brief; I anticipate we will have more detailed news to share after November 19.

As of today, we have had:

- 17 bargaining meetings with the employer;
- 16 proposals agreed to prior to meditation;
- two days of mediation (November 7 and November 8);
- The third mediation date is coming up on November 19 for a renewed *Memorandum of Agreement*.

While we cannot discuss what occurs during mediation, OCADFA has been advocating for the priorities you gave us, and we brought 23 proposals before mediator William Kaplan. I am grateful and honoured to work with thoughtful and passionate committee members who represent six labour categories. I look forward to sharing the results of the mediation process with you soon.

On **April 19, 2024**, Natalie Waldburger and I presented on the themes of “Equity, Diversity, Inclusion, & Indigenization (EDII)” gains and areas for improvement to the Collective Bargaining Committee at OCUFA.

Graeme and I attended the *Bargaining Stronger Together: OCUFA’s Collective Bargaining Conference* on **September 27 – September 28, 2024** in Toronto where we heard from insightful and inspiring panellists on issues such as Decolonization, Reconciliation and Indigenization: Pathways for Indigenous Scholarship, Public Universities and the Economy: The Value Our Sector Delivers, and Building Union Power through Member Engagement and Community Solidarity.

As I have been teaching Friday mornings this term, Roderick and Graeme have attended the weekly CBC calls on my/OCADFA’s behalf.

OCUFA has been an excellent resource for networking and getting a sense of how and where other universities are getting gains in the bargaining process.

Thank you, OCADFA Negotiations Committee members:

- Isra Asmr, Representative Teaching Assistants and Research Assistants
- Roderick Grant, Faculty of Design – Representative for Probationary and Tenured faculty
- Min Sook Lee, (OCADFA President, ex-officio), Faculty of Art (on sabbatical 2023-2024)

- Maria-Belén Ordóñez, Faculty of Liberal Arts and Sciences – Representative for TS, CLTA and Continuing faculty
- June Pak, Faculty of Art – Representative for Sessional faculty
- Eric Steenbergen, Studio Services – Representative for Technicians
- Graeme Reniers, OCADFA Executive Director

Grievance Co-Chairs Report

OCADFA has frequent inquiries about various matters about the working conditions, the MoA, how it is applied, and we give advice on how members can protect themselves and obtain just treatment. Sometimes we can settle issues informally, with a conversation with management, ‘Stage 1: Complaint,’ normally the first stage of the grievance process. If this is unsuccessful, we often move to Stage2: Formal Grievance, and with the advice of our lawyers, Goldblatt, continue, eventually, to Stage 3: Arbitration.

The past year has been busy on the grievance front, with several wins for members. Inquiries and support have included such matters such as, in no particular order, workload issues, accommodations, promotion and placement on the salary scale, the Right of Reappointment process, hiring processes, review of administration renewal processes, academic freedom, lack of consultation with faculty on course assignments, toxic workplace and workplace safety.

Grievances are a valuable part of our tools in the negotiation process, so please don’t hesitate to ask if you think something is not right.

Below is a list of formal grievances (that is Stage 2: Grievance, or Stage 3: Grievance Arbitration) that we have been active since the last AGM.

Grievance Number	Issue	Status
OCADFA-2022-02	Individual – Sessional Pay	Referred to Arbitration
OCADFA-2023-03	Policy – Prolonged RWLEP Investigations	Active
OCADFA-2023-05	Individual – Right of Reappointment	Resolved in Mediation
OCADFA-2023-07	Individual – Right of Reappointment	Referred to Arbitration
OCADFA-2023-08	Individual – Right of Reappointment	Referred to Arbitration
OCADFA-2023-09	Individual – Workplace Safety	Resolved
OCADFA-2023-13	Individual – RWLEP	Resolved
OCADFA-2024-01	Policy – Collegial Governance	Resolved
OCADFA-2024-02	Individual – Academic Freedom	Resolved

OCADFA-2024-03	Individual – Right of Reappointment	Unresolved
OCADFA-2024-04	Policy – ROR Teaching Reviews	Unresolved
OCADFA-2024-05	Policy – Collegial Governance	Unresolved
OCADFA-2024-06	Policy – Workload (Double Credit)	Unresolved
OCADFA-2024-07	Individual – Hiring	Resolved
OCADFA-2024-08	Individual – Sessional Course Cancellation	Resolved
OCADFA-2024-09	Individual – Course Assignment	Active
OCADFA-2024-10	Group: Workload (Thesis)	Active

The implementation of the Right of Reappointment that we won in the last MoA settlement is continuing to improve the job security of sessional members. It is not perfect, but it is an improvement on what we had (or didn't have) previously. Sessional members are continuing to reach the RoR stage; if you think you should have RoR, please inquire.

In the past, members of administration have, in a couple of cases, undermined RoR by appointing permanent faculty to teach courses formerly taught by sessional, in what seems to be a way of removing sessionals that they don't wish to rehire. As this does not breach the MoA, we ask permanent faculty to beware of this tactic.

Every year, sessional members at Sessional 1 are reaching the stage where we believe they are eligible to be raised to sessional 2. If you are in any doubt, please ask. There are ongoing questions with respect to what qualifies faculty for the Sessional 3 ranking.

We greatly appreciate the support of the Grievance Committee and the rest of OCADFA's board, who are a part of many grievance processes, and who also sit on many committees in which they advance the interests of OCADFA members. As always, we'd like to thank Graeme Reniers, our Executive Director, for his expertise, engagement, work, effectiveness and good nature on the grievance and other fronts over the last year.

Richard Hunt and Ali Qadeer

Secretary-Treasurer's Report

--- to be presented during the AGM ---

Executive Director's Report

These are challenging times, there is no use in glossing over that fact. We live in a society that increasingly undervalues higher education, even as it becomes increasingly important. The post-secondary sector continues to be woefully underfunded across the country, and no

where is that funding worse than in Ontario. Governments matter, and clearly OCAD is not immune from the consequences of a provincial government that prioritizes easy access to alcohol over access to education.

OCAD's administration has had to make some difficult decisions in the last few years, we can all acknowledge that, but that doesn't mean we have to agree with all those decisions. By increasing class sizes and further denigrated the ability of our faculty to offer student-centered studio-based learning, I fear OCAD is beginning to lose what makes it unique. While tabling at 100 McCaul during Fair Employment Week I had the opportunity to converse with many students. Unprovoked, many of them brought up how disappointed they were in class sizes. They were expecting a uniquely OCAD experience, instead of a typical big-box university experience. We need to protect studio-based learning, or OCAD will lose what makes it special amongst Ontario's universities. By continuously increasing class sizes in attempt to save OCAD, the administration risks losing what makes OCAD, well, OCAD. We need more creative solutions, and I know a greater voice for faculty will allow those creative solutions to rise to the surface.

The impact of OCADU's "Financial Sustainability Plan" has been felt by OCADFA members in every single labour category we represent. We now have some concrete numbers to back up. The significant class size increases are a direct result of a drastic reduction in course offerings. **Last year, OCAD offered 1,322 class sections, this year we're down to 1,099.** That's a loss of 223 teaching appointments, which has resulted in significantly less employment opportunities for Sessional faculty. We've lost 60 Sessional members in one year, a 20% reduction (see the membership report in the following pages). To make up for that, everyone else is teaching more students. We thus find ourselves in an oxymoronic situation wherein we have a lot of members (or now former members) without enough work, and a lot of other members with too much work.

Chairs and GPD members have done what they can to minimize the impact of these cuts. OCADFA has been diligent in filing grievances where we can. Your Negotiations Committee has also centralized workload and Sessional job security in our ongoing bargaining with the Administration. But more needs to be done. **Faculty and Academic Staff need a greater say in the direction of the University.** When OCADFA was formed in October 1965 (originally, we were then known as OCAFA), the impetus of that initial meeting was a desire for faculty to have a greater say in the direction of what was then the Ontario College of Art.¹ It's time to go back to those roots. To coordinate an immediate response to a global COVID pandemic, university administrations across the country centralized decision making. At the time, many were concerned that would be a permanent move, and those concerns have proven to be well grounded. We can look to OCAD's Senate for an example. The [OCADU Act](#) provides the

¹ See Morris Wolfe, *OCA 1967-1972: Five Turbulent Years* (Toronto: Grub Street Books, 2001), p.9.

Senate with “the power to determine and regular the educational policy of the University” (para 7.6) and specifies that Senate should be composed of at least two-thirds faculty (para 7(1)). Many important decisions, nonetheless, are made in sub-committees where faculty are in a minority position. This runs counter to the spirit of the Act, and with collegial governance.

It’s time to take the power back. OCADFA members have proven before that if you work together, you can get things done. Before our Sessionals Count campaign, only 10% of Sessional members were paid above the Ses1 rate. Now that figure is closing in on 40% and growing consistently. Because of those efforts, a third of OCADFA’s Sessional members have seen a 27% raise since the Winter 2020 semester (and that doesn’t include whatever results we get from the current negotiations). We’ve gotten results before, and we can get results again. I’m proud of the work we’ve done in the past year, as covered in all of the other reports, and I’m excited to do more.

All this is to say, as we head into a new year, and soon another bargaining round, we need to add collegial governance to what I call the Big Three: Compensation, Workload, and Job Security. **Faculty voices are needed most on how to deal with workload.** It’s not just class sizes, it’s things like how to best meet the needs of student accommodations, without compromising pedagogical integrity, and without simply demanding faculty members do more work.

I will close by recognizing the immense efforts both Christopher Bennell and Clifford Caines have put in for the Association. Chris has been OCADFA’s Secretary Treasurer for 16 years, performing an often thankless behind the scenes job that are extremely detail oriented, and even though most people don’t see the work being done, without it, OCADFA would not be able to exist. Cliff has also time and again stepped up in ways many don’t see, to ensure all the details are taken care of. It has been a pleasure working with both of them. Their unwavering commitment to OCADFA and their departures from the Board will inevitably be a big loss, but turnover can be a healthy thing: it presents an opportunity to renew OCADFA’s leadership as other members step into the void.

The entire Board and Negotiations Committee, as well as our members on the Joint Health and Safety Committee, are passionately committed to improving the working conditions of OCADFA members, which in turn will improve student learning conditions. It is a treat to work so closely with people who genuinely care not just about their own terms of employment, but the working conditions of all their colleagues, and the betterment of the University as a whole. A better OCAD is possible, and I enjoy working with people who are working towards that goal.

Graeme Reniers

Report on Membership Composition

	2017	2018	2019	2020	2021	2022	2023	2024
Tenured	98	101	109	109	101	97	99	102
Tenure-Track	38	40	36	28	32	34	34	30
Continuing	19	18	16	13	9	8	7	7
CLTA	30	12	1	1	2	3	4	5
TS	16	20	23	21	20	21	22	25
Sessional	268	291	310	261	265	284	281	221
Perm. Tech	19	19	22	22	19	17	16	16
Prob. Tech	4	3	1	0	0	2	2	3
Cont. Tech	6	6	2	0	6	6	5	7
Ac. Counsellor	1	1	1	1	0	0	0	0
TA/RA	125	120	120	132	162	147	190	217
TOTAL	624	631	641	588	616	619	660	633

Key take away:

- Using 2019 as a comparable, i.e., the last year before we see the affects of the COVID pandemic, we can see a significant decrease in the number of faculty members. In total, we now have 16 less non-Sessional faculty members, and 89 less Sessional faculty members. In total, that is a loss of 105 faculty members. The school has grown over this period. That means, objectively, we have less people doing more work. This attrition is unsustainable.