

16 September 2025

Ontario College of Art & Design University  
100 McCaul Street  
Toronto, ON M5T 1W1  
Attn: Ms. Arezes-Reis, Executive Director, People & Culture  
*Delivered by email*

**Re: Article 34.5.2**

Dear Ms. Arezes-Reis,

It has come to OCADFA's attention that in an attempt to act upon our agreement to prioritize current OCAD University Grad students for Teaching/Research Assistant appointments, in accordance with Articles 29.4.3.3.1 and 34.5.2, that the University has failed to engage the supervising faculty members in consultation prior to assigning Teaching Assistant appointments for the Fall 2025 semester. This is a clear violation of another provision of Article 34.5.2, which requires such consultation. This is also a departure from past practice, wherein faculty members were provided an opportunity for meaningful input on the hiring of Teaching Assistants.

While OCADFA has long advocated for the prioritization of graduate students for Teaching/Research Assistant opportunities, and continues to do so, we firmly believe it is important to consult with faculty members before making such appointments. Failure to do so is not only a violation of our shared Memorandum of Agreement, it also results in sub-optimal matching of individual areas of expertise and interests, and past teaching experiences and preferences, to the detriment of both faculty members and Teaching Assistants, and ultimately to the student learning experience. We believe it is possible to prioritize current OCAD University graduate students while also continuing to consult with faculty in regards to the Teaching Assistant appointments to their courses. We also want to emphasize that prioritizing the University's graduate students does not preclude the possibility that in some cases it may be more appropriate or necessary to hire other candidates.

OCADFA reserves the right to grieve any and all violations of Article 34.5.2 on behalf of itself and/or on behalf of any bargaining unit members. We also request confirmation of the University's commitment to adhere to this article for future appointments, and that the Teaching Assistant appointment process be included on the agenda for our next Joint Committee meeting.

Sincerely,



Graeme Reniers  
OCADFA Executive Director

cc. Eleanor Antoncic, Manager, Faculty & Employer Relations, People & Culture  
Ésery Mondésir, Grievance Co-Chair, OCADFA  
Gerald Grison, Grievance Co-Chair, OCADFA

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