

**MINTUES OF THE OCADFA GENERAL MEETING HELD ON MONDAY,  
APRIL 27, 2009 AT 10:00 A.M. IN ROOM 627**

**Directors Present:**

Sandra Altwerger, President  
Tanya d'Anger, Vice-President  
Christopher Bennell, Secretary/Treasurer  
Bill Leeming, Negotiations Chair  
Marie-Josée Therrien, Grievance Chair  
Frederick Burbach, Director  
Lewis Nicholson, Director  
Tony Kerr, Director

**Invited Guests:** Legal Counsel Natasha Meissner and Cathy Lace  
Nicky Davis and Antoinette DeSimini-Caruso (Benefits Portion of Meeting)

**Attendance:** Attached

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**1. Motion to Approve the Agenda**

**Moved by Laura Millard, Seconded by Scott Sawtell**

**Motion Carried: 36 in favour, 2 proxies**

**2. Motion to Approved Minutes of January 26, 2009**

**Moved by Terry Shoffner, Seconded by Nicole Collins**

**Motion Carried: 26 in favour, 10 abstentions**

**3. Business Arising**

**Unionization Issue**

This item will be discussed after the President's report

**4. President's Report from Sandra Altwerger**

Sara Diamond Town Hall Meeting – March 27, 2009

Along with other announcements President Sara Diamond announced the proposed closing of Foundry. OCADFA filed a grievance and within a short time the College reversed its decision to close the Foundry. Sandra pointed out that even though OCADFA cannot be involved in curricular changes it can oversee collegial procedures.

### Ottawa CAUT Conference – April 23- 26th

Sandra attended a CAUT Conference which involved meeting with the Association Presidents from the four art Colleges across Canada. CAUT goes to great lengths to accommodate the art colleges who are set up with their own meeting room to discuss relevant issues.

### CAUT Prurchase Plan of Student Art Work

CAUT has a large office building in Ottawa and would like to purchase student art. The four colleges communicated this opportunity to their students and Sandra Altwerger acted on behalf of OCADFA by communications with the students via the Student Union and Job Posting Board. We got a good response and 70 OCAD submissions were received. Further jurying and shortlisting took place with the assistance of faculty members Paul Sloggett and John Deal from the Faculty of Art. Continued jurying took place in Ottawa between the four Art College Presidents. 15 works were selected, five of which came from OCAD students. The Executive Director will make the final decision. This has raised OCADFA's profile in the community as well as given the students an opportunity to make money and have their work shown permanently.

### Motion to Establish a Sessionals Sub Committee

On April 16th OCADFA held a meeting with the Sessional Faculty which was well attended to discuss their concerns. It was decided that at this meeting we would establish a subcommittee of OCADFA to include three members one of which was previously elected as a Sesseional Rep on January 26/09, Natalie Waldberger..

#### **Motion**

**Moved by Tanya d'Anger, Seconded by Ted Hunter**

**To establish a Sessional Sub Committee to include 3 members (Natalie Waldberger), Tanya d'Anger and Jill Glessing**

**Motion Carried Unanimously**

## **5. Election of Negotiations Representative from the Faculty of Liberal Studies**

Archie Graham has had to step down from this position due to a conflict of interest with his position as Chair of Academic Council.  
(Archie Chairs Academic Council)

#### **Motion:**

**Moved by Marie-Josée Therrien to open nominations**

**Seconded by Lewis Nicholson to close nominations.**

**No nominations came forward. It was decided to move the nomination for a Liberal Studies rep to our General Members Meeting in November, 2009.**

## 6. Unionization/Arbitration

Cathy Lace, our legal counsel explained the background of OCADFA's status as a union. We are recognized as a union by the Labour Relations Board. In the year 2000 OCADFA was given voluntary recognition under the Labour Relations Act agreed to by the College. This means that instead of having a unionization drive OCADFA is recognized as a union voluntarily by the College.

Under these circumstances the employer is required to bargain, we have all sorts of legal protection, i.e. grievance/arbitration procedures. If agreement is not met an arbitrator can resolve the differences. On the matter of arbitration vs right to strike, OCADFA has chosen to have mediation in place of a strike clause because going on strike is very disruptive. This is what we have negotiated for the latest Memorandum for 2007-10.

If members feel we are not progressing in certain areas such as Intellectual Property, OCADFA can go to Arbitration. Bill Leeming addressed a member's concern about arbitration by saying either side can walk away from the table and demand arbitration. We should have clearly defined issues.

A member from the floor wanted to know if we would have more "teeth" if we were in a bigger union. Cathy commented that we could have a large group represent us, however, most full-timers are represented by Associations. Some sessional groups are represented by CUPE such as York.

Member Query: What is collegial process? An example of this would be management putting forth proposals without peer review. Management does have to follow due process.

At the Town Hall Meeting President Sara Diamond brought forward many issues without giving us time to respond. Collegial dialogue is essential and we must ensure that is respected. The OCADFA President can call its own meeting as a follow up to any Town Hall Meeting or the members can request a follow up meeting with provided 20 signatures are put forth as per our By Laws.

## 7. **Invited Guest, Nicky Davis, Director, Human Resources and Antoinette DeSimini-Caruso, Human Resources Administrator**

The purpose of their invite is to re-open the MOA and to discuss proposed changes to the LTD. Our members currently pay 20% and the College pays 80% which if collected would be taxable income. However, if the employee paid 100% of the cost of LTD the income would not be taxable. Nicky presented a Power Point Presentation.

This is a negotiated item and regardless of our decision OCAD is changing **our LTD carrier, however, staying with Great West Life for benefits.**

**8. Grievance Report from Marie-Josée Therrien, Grievance Chair**

Marie-Josée reported that she attended the CAUT Grievance Chairs workshop last December and that has since dealt with eight enquiries and 3 grievances 2 of which are from the Faculty of Art, sans grounds for arbitration.

**9. Negotiations Report from Bill Leeming, Negotiations Chair**

Bill took the membership through a Power Point Presentation specifically prepared for the meeting. Bill went through a report of developments and main points of differences regarding the Intellectual Property Committee. He also reported on central points of difference between the University and OCADFA raised at Joint Committee. These differences focused on Faculty Workload and credits for supervising graduate students. Bill also talked about issues pertaining to sessionals and research assistants.

The meeting adjourned at 1:00 p.m.

Attendance

**Attendance - April 27 - OCADFA General Meeting**

**Present**

Debbie	Adams
Sandra	Altwerger
Christopher	Bennell
Frederick	Burbach
Cathy	Berry
Rudolf	Bickers
George	Boileau
Colleen	Brzezicki
Frederick	Burbach
Jack	Cassady
David	Chavel
Wendy	Coburn
Nicole	Collins
Mike	Constable
Emily	Cook
Cathy	Daley
Judith	Doyle
Tanya	d'Anger
Bonnie	Devine
George	Docherty

**Proxy Vote**

Beth Alber  
Ginette Legare

Paul	Epp
Richard	Fung
Gail	Geltner
Candida	Girling
Archie	Graham
Christina	Halliday
Ted	Hunter
Susan	Hynds
Jean-Christian	Knaff
Tony	Kerr
Stan	Krzyzanowski
Colette	Laliberte
Francis	Le Bouthillier
Bill	Leeming
Hugh	Martin
David	McIntosh
Laura	Millard
Lewis	Nicholson
Diane	Pugen
Ryan	Randall
Joseph	Salina
Scott	Sawtell
David	Scopick
Terry	Shoffner
Marie-Josée	Therrien
Ken	Vickerson
Natalie	Waldburger
Sylvia	Whitton
b.h.	Yael

