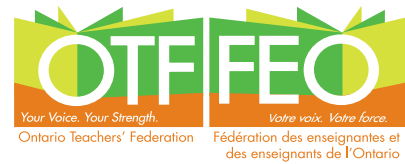


# WE THE TEACHERS OF ONTARIO



## About OTF and its Affiliates

Your Voice. Your Strength



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# 1

# The Ontario Teachers' Federation



## The Ontario Teachers' Federation

(OTF) was set up by the *Teaching Profession Act* of 1944 as the professional organization for teachers in the province. All teachers (as defined in the *Teaching Profession Act*) are required by law to belong to the Federation as a condition of teaching in the publicly funded schools of Ontario. The four teacher Affiliates: L'Association des enseignantes et des enseignants franco-ontariens, the Elementary Teachers' Federation of Ontario, the Ontario English Catholic Teachers' Association, and the Ontario Secondary School Teachers' Federation, are affiliated with OTF. Most of the Affiliates had formed voluntary teacher organizations 20 years before the *Teaching Profession Act* was passed in 1944. Teachers recognized the need for a Federation which would be acknowledged by provincial authorities as the professional association of all teachers in the province. At the teachers' requests, the *Teaching Profession Act* was passed.

## Organization

In June 1944, following the passing of the Act, elected representatives of the Affiliates met to organize the Federation and to prepare the Regulation to be set up under the *Teaching Profession Act*. It was agreed that the former voluntary organizations should retain their individual

autonomy within the new Federation. Each Affiliate works within its own constitution and sends representatives to the OTF Board of Governors, which is the governing body of the Federation.

## Board of Governors

A Board of Governors of 40 members deals with matters that affect all the teachers in the province. The Board of Governors meets at least three times a year; the Federation Executive, consisting of 12 members elected by the Board of Governors and the Secretary-Treasurer, currently meets ten times a year.

## Representation

The Ontario Teachers' Federation is the official liaison between the teachers of the province and the Minister of Education. Representatives of OTF meet with officials of the Ministry of Education on a regular basis to discuss matters of an educational or professional nature. OTF is a member of the Canadian Teachers' Federation (CTF) and sends representatives to national, international and provincial educational conferences. OTF names representatives to committees set up by the Ministry of Education and other educational organizations.



**OTF is the affiliate member of the Canadian Teachers' Federation and sends representatives to national, international and educational conferences.**

## Committees

Standing committees are named in the Bylaws and are made up of one teacher from each of the affiliated bodies. The committees report to the Board of Governors. Other special committees and work groups are appointed from time-to-time by the Board of Governors and the Executive, as the work of the Federation requires. These committees and work groups have at least one representative from each Affiliate.

## OTF Fee

The work of the Ontario Teachers' Federation is supported entirely by the members' Federation fees. The Board of Governors approves the OTF fee and the CTF fee is approved at the Annual General Meeting of CTF.

**The Affiliates collect both their own fee and the OTF fee. The OTF fee is then forwarded on a scheduled basis by the Affiliates to OTF. The OTF affiliate fee to CTF is paid only on behalf of affiliates who are members of CTF.**

## OTF Curriculum Forum

The OTF Curriculum Forum was created to provide a professional interaction among the independent Subject and Special Interest Associations and between the Associations and OTF. It also provides a liaison between the Associations and the Ministry of Education.

Members of the OTF Curriculum Forum are OTF, the Affiliates of OTF and some 50 associations. There is an open invitation to all established Associations to be part of the Forum. Associations can become members by application to the Ontario Teachers' Federation Executive. The Curriculum Forum usually meets three times during the school year.

## OTF Communications

OTF communicates with the membership and the public in several ways. *Interaction* is OTF's newsletter and *Communiqués* are issued on pension matters. The OTF website may be found at [www.otffeo.on.ca](http://www.otffeo.on.ca).



## Awards & Grants

### *OTF Fellowship*

The OTF Fellowship was inaugurated in 1964 to commemorate OTF's 20th anniversary. The first award was presented to The Hon. George A. Drew, who was Minister of Education and Premier when OTF was established under the *Teaching Profession Act*. Fellowships are awarded for outstanding service to education and/or to Federation. Each year, one fellowship may be awarded to a non-member.



### *Greer Award*

Established in 1947, the Greer Award is a memorial to the late Dr. V. K. Greer. The fund was administered by the Canadian Education Association until 1989 when it became OTF's responsibility. The award recognizes an individual or organization for outstanding service to Ontario education. A cash award is presented to a charitable organization or cause designated by the recipient. The annual recipient is named by the four OTF Affiliates on a rotation basis.

### *Blanche E. Snell Estate Fund*

This fund is administered by the OTF International Assistance Committee. It assists foreign students or educators, engaged in an educational venture in Ontario, to enhance their educational experience in Canada through related travel-study and professional development. Recipients must be citizens of a developing country and must return to that country to work in education. The number of grants and their size vary.

### *OTIP Teaching Awards*

Ontario's Teaching Awards Program began in 1991. Honourees have covered a range of disciplines, teaching methods, age groups and geographical locations. What they have in common is an energetic interest in doing their best, at being creative to achieve their goals and, most of all, putting students first. Up to three awards are given each year to outstanding teachers in the categories of elementary, secondary and beginning teachers.



## International Assistance

Each year, OTF's International Assistance Fund provides support to some 30 to 40 small, locally initiated educational projects, undertaken by teacher organizations, schools, and other groups in developing countries. The fund is administered by a committee of teachers, representing each of OTF's Affiliates. Among the supported projects each year is at least one project initiated by CODE (the Canadian Organization for Development through Education), and several projects funded under the auspices of the Canadian Teachers' Federation (CTF). The International Assistance Fund is financed through the OTF's membership fee. The fund has been in existence for over 36 years now.





## Pensions

The Ontario Teachers' Pension Plan is a partnership between the Ontario Teachers' Federation and the Government of Ontario. Before 1989, the Teachers' Superannuation Fund was entirely under the control of the Government of Ontario. In 1989, it was set up as a separate corporation as the Ontario Teachers' Pension Plan. In 1991, a partnership was formed between OTF and the Government. The Ontario Teachers' Pension Plan was created by the Teachers' Pension Act of the Ontario Parliament.

**The Federation and the Government each appoint four members to the Ontario Teachers' Pension Plan Board.**

**The Government and OTF jointly name the Chair.**

The Partners' Committee is the means by which the Partners—the Government and the OTF Executive—meet to fulfill their responsibilities to the Pension Plan. Each partner names three representatives to the Partners' Committee. The teachers' representatives are officers of OTF—the President, the First Vice-President and the Past President. The teacher representatives change as the officers of OTF change.

**Since the Ontario Teachers' Pension Plan is a partnership between teachers and the Government, both partners share the good and the bad.**

This means that when the investments of the Pension Fund do well and the Plan has an actuarial gain, the Partners negotiate how these gains are spent. If the investments do poorly, the Partners have to share in the responsibility of making up the shortfall. OTF is the bargaining agent, on behalf of all members of the Plan in these decisions.



# 2

## OTF Affiliated Federations and Associations



*With passing of the Teaching Profession Act in 1944, federations became the affiliated bodies of the Ontario Teachers' Federation. They remain, as far as possible, autonomous bodies, working under their own constitutions. Every member of the Ontario Teachers' Federation is a member of one of these Affiliates, and it is by and through the Affiliates that nearly all matters that concern the individual member are handled. Each Affiliate provides special services — sickness benefits, legal advice, publications, etc. — for its members, and the members decide what services they want and what fee they wish to pay for these services. Following is an outline of the organization of each of the Affiliates, and the services it provides at present. The fees are listed in the Regulation under the Teaching Profession Act.*

### Association des enseignantes et des enseignants franco-ontariens (AEFO)

The Association des enseignantes et des enseignants franco-ontariens (AEFO) was founded in Ottawa on May 12, 1939. It represents some 9,500 members teachers or education workers in Ontario's elementary and secondary French-language schools, both public and Catholic, as well as workers in other French-language institutions in Ontario. The Association's provincial office is located in Ottawa.



Association  
des enseignantes  
et des enseignants  
franco-ontariens

#### Mission Statement

**AEFO is a francophone labour organization which represents workers in public and private French-language institutions in Ontario. The Association defends the individual and collective rights of its members, promotes their professions and advocates for "la francophonie".**

As part of its mission, AEFO:

1. protects the individual and collective rights of its members:
  - by ensuring compliance with the collective agreements;
  - by defending members who face job-related accusations or legal actions;
  - by helping its members access services and training;
2. maintains close ties with its members:
  - by offering them quality services;
  - by ensuring equitable access to its services in all regions of the province;
  - by encouraging them to participate in the democratic processes of their labour organization;
3. advocates for "la francophonie":
  - by promoting the development of a full range of quality services in French in Ontario;
  - by ensuring that French is used as the language of instruction, work and communication in Franco-Ontarian institutions;
  - by unionizing other French-language employee groups;
4. exercises social leadership:
  - by participating in the promotion of francophone rights in Ontario through effective political action and close collaboration with other organizations with similar goals.



## *Organization*

### **AT THE PROVINCIAL LEVEL**

Policy Convention - AEFO's first line of authority is its Policy Convention, which is held every two years, in even-numbered years, usually during the March break.

All members of AEFO have the right to be heard at the Policy Convention in a consultative capacity; however, only persons elected to the Executive Committee of AEFO, Association representatives on the OTF Board of Governors, the members of the Board of Directors, and Branch Affiliate and Local Unit representatives have the right to vote.

The Policy Convention establishes the Association's general policies, broad objectives, major initiatives, and priorities. It also elects the members of the Executive Committee, sets member contributions and establishes Association Bylaws.

**Annual General Meeting** - Once a year, the Board of Directors holds a general meeting to receive annual financial statements, auditors' reports and Association activity reports.

**Board of Directors** - The AEFO Board of Directors is composed of the members of the Executive Committee, AEFO representatives on the OTF Board of Governors, the President and one other representative from each of the twelve Branch Affiliates, a representative from the School Authorities Regional Unit and a representative from each Regional Group composed of Local Units.

The Board of Directors meets three times a year. It sets AEFO's budget and is responsible for all decisions made between Policy Conventions.

**Executive Committee** - The AEFO Executive Committee is composed of nine members, eight of whom are elected for a two-year term at the Policy Convention: the President; two Vice-Presidents; the immediate Past President; at least three Executive Officers, and the AEFO representative on the OTF Executive. The final member is the General Secretary of the Association.

The Presidency of AEFO is a full-time position and its incumbent works at the provincial office of AEFO.

The Executive Committee meets every month and is responsible for the execution of activities determined by the Policy Convention, the Annual General Meeting, and the Board of Directors. It is also charged with overseeing the regular operations of the Association.

**Provincial Standing Committees** - AEFO is a dynamic and constantly evolving Association which owes much of its vitality to its Provincial Standing Committees. These committees, which are composed of AEFO members who work in a variety of settings, constitute an important source of new ideas and perspectives concerning the Association's programs and activities.

The Provincial Standing Committees are:

- the Budget Committee;
- the Legislation Committee;
- the Long-Term Disability Insurance Committee;
- the Relief Allocation Committee;
- the Collective Bargaining Advisory Committee;
- the Professional Development and Labour Education Advisory Committee;
- the Political Action Advisory Committee;
- the Status of Women Advisory Committee.

### **AT THE REGIONAL LEVEL**

**Branch Affiliates** - AEFO has 12 local Branch Affiliates, (whose respective territories correspond to those of the 12 French-language school boards) and one School Authorities Regional Unit (for remote communities). A Branch Affiliate comprises teachers -both regular and supply- who are employed by the corresponding school board. The School Authorities Regional Unit is composed of the regular and supply teachers employed by the various School Authorities. AEFO is represented at each school or workplace by a Union Delegate.

Every Branch Affiliate holds an Annual General Meeting at which it elects an Executive Committee.

Each Branch Affiliate represents its members vis-à-vis the provincial AEFO, the school boards and the community. It takes part in negotiating the collective agreement and oversees the management of that agreement, with the support of the provincial office.

**Local Units** – A Local Unit is comprised of professional, administrative and support staff who work in schools and other French-language institutions in Ontario. Each Local Unit holds an Annual General Meeting at which it elects an Executive Committee. AEFO is represented at each school or workplace by a Union Delegate.

Each Local Unit represents its members vis-à-vis the provincial AEFO, the employers and the community. It takes part in negotiating the collective agreement and oversees the management of that agreement, with the support of the provincial office.

### *Member Services*

**Collective bargaining** - AEFO is the negotiating agent on behalf of its members. It provides training to bargaining teams and supports them throughout the bargaining process. A senior-level provincial officer of AEFO acts as a spokesperson at the bargaining table.

**Management of collective agreements** – AEFO, the Branch Affiliates and Local Units ensure that collective agreements are complied with and oversee the adjudication of grievances on behalf of members.

**Professional relations** - AEFO offers information, counselling, intervention and support services, and, in some instances, legal support services, to members who experience professional or personal difficulties.

**Professional development and labour education** - AEFO offers a variety of training sessions to its members. The Association also cooperates with other organizations to develop training sessions and resources for its members.

### **Communications**

- the bimonthly newsletter *En bref*
- *Infifax*
- various publications
- web site: [www.aefo.on.ca](http://www.aefo.on.ca)

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## Elementary Teachers' Federation of Ontario (ETFO)

The Elementary Teachers' Federation of Ontario was formed in 1998 and represents the coming together of two predecessor organizations—the Federation of Women Teachers' Associations of Ontario (FWTAO) and the Ontario Public School Teachers' Federation (OPSTF). These two federations had represented elementary teachers in public schools in Ontario since the early part of this century.

**The Elementary Teachers' Federation of Ontario (ETFO) represents 73,000 teachers and education workers in elementary public schools across the province. ETFO members work in 38,000 classrooms in over 2,500 schools. They teach more than 950,000 children ranging in age from four to 14 years.**



### **OBJECTS OF ETFO**

1. To regulate relations between employees and employer, including but not limited to securing and maintaining through collective bargaining, the best possible terms and conditions of employment.
2. To advance the cause of education and the status of teachers and educational workers.
3. To promote a high standard of professional ethics and a high standard of professional competence.
4. To foster a climate of social justice in Ontario and continue a leadership role in such areas as anti-poverty, non-violence and equity.
5. To promote and protect the interests of all members of the Federation and the students in their care.
6. To co-operate with other organizations, in Ontario, Canada, and elsewhere, having the same or like objects.

## ETFO PRIORITIES

1. To protect the collective bargaining rights of all members.
2. To defend publicly-funded public education.
3. To serve the needs of the membership.
4. To provide for the professional development of members.
5. To promote social justice in the areas of anti-poverty, non-violence, and equity.
6. To support international assistance and co-operation.
7. To promote the care and protection of the environment.
8. To actively engage members in the Federation.
9. To promote and protect the health and safety of members.

## PROVINCIAL ORGANIZATION

**Annual Meeting** - The Annual Meeting of ETFO is held in August each year. Each local has a minimum of two voting delegates. Additional delegates are calculated on the basis of one per every one hundred and twenty (120) members, or major portion thereof, of the local.

**Provincial Executive** - The Provincial Executive consists of the President, First Vice-President, two Vice-Presidents (one of whom must be a woman), OTF Table Officer, and eight or nine Executive members (four of whom must be women) for a total of fourteen members. The provincial Executive meets monthly.

**Administrative Committee** - The Administrative Committee of the Executive consists of the President, First Vice-President, Vice-Presidents, the General Secretary, and the Deputy General Secretary. The Administrative Committee meets weekly.

**Representative Council** - The Representative Council consists of the Executive, the General Secretary (in a non-voting capacity), the presidents of each local and, depending on the size of the local, additional representatives from the locals. The Council meets three times a year.

There are three Committees of the Representative Council - the Council Steering Committee, the Budget Committee, and the Selection Committee for Standing Committees.

**Provincial Standing Committees** - There are twenty-five (25) provincial standing committees. Members are appointed to committees by Executive motion, based on recommendations received from the Selection Committee for Standing Committees.

## LOCAL ORGANIZATION

**Locals** - ETFO is represented by thirty-two (32) teacher locals, thirty-one (31) occasional teacher locals, two (2) education support personnel locals, and one (1) professional support personnel local at the district school board level. The locals provide services to ETFO members employed by the district school board and bargain on their behalf.

Each local has a constitution and an executive. Each local receives a fee rebate and release time from the provincial organization.

**Workplace Stewards** - Each school or workplace has a steward, a representative of ETFO and the local. The steward shares information about upcoming meetings, conferences and workshops, and relays news from the local and provincial offices. Stewards assist in monitoring the collective agreement.

## SERVICES TO MEMBERS

### *Protective Services*

**Collective Bargaining** - ETFO is the bargaining agent for all ETFO bargaining units. ETFO collective bargaining staff provide direct assistance to locals to help them achieve and maintain strong collective agreements. The Representative Council approved the following bargaining goals for 2008-2010/12:

### **Collective Bargaining Goals for Teacher, Occasional Teacher, and ESP/PSP Locals**

Bargaining Goals for teacher, occasional teachers and ESP/PSP locals were approved by the Representative Council at the October 2007 Representative Council meeting.

### **The Collective Bargaining Goals for 2008-2010/12 for teacher and ESP/PSP members are:**

- To negotiate real salary increases.
- To negotiate compressed grids with improved beginning salaries.

- To negotiate a maximum class size of 20 in Grades JK-3.
- To negotiate a maximum class size of 22 in Grades 4-8.
- To negotiate student assessment and reporting time.
- To improve preparation time.
- To guarantee and improve working conditions.
- To defend and improve benefits.
- To negotiate a significant reduction in supervision time per five (5) day cycle.
- To negotiate pregnancy/parental top-up of 100% for 52 weeks.
- To negotiate language that ensures that vice-principals and principals have no teaching time
- To negotiate experience credit to include all occasional teacher work

**The Collective Bargaining Goals for 2008-2010/12 for occasional teacher members are:**

- To negotiate paid professional development.
- To negotiate experience credit to include casual days and long-term assignments.
- To negotiate language to provide priority hiring for permanent positions.
- To negotiate language to ensure that all long-term occasional teaching positions are hired from the occasional teacher list.
- To ensure that each teacher absence is covered by an occasional teacher.
- To negotiate benefit improvements.
- To negotiate capped lists.
- To negotiate real salary increases.

**Professional Relations**

ETFO professional relations staff provide information, advice, support, and intervention for members who are experiencing professional problems that are not covered by the provisions of their collective agreement.

**PROFESSIONAL SERVICES**

**Professional Development**

ETFO offers a number of professional growth opportunities to members:

- full and half-day workshops;
- credit courses recognized by QECO for category placement;
- summer curriculum courses across all grades and subjects;

- regional conferences with a strong curricular focus; and
- a curriculum resource inventory consisting of materials developed by classroom teachers working with the new curriculum.

Professional services staff work to foster a strong active membership, an effective leadership, and high public visibility and credibility for our federation both locally and provincially. Staff work to bring ETFO concerns to the attention of the government.

**Communications**

- *VOICE*, a magazine, mailed directly to each member.
- The ETFO website, [www.etfo.ca](http://www.etfo.ca)
- @ETFO/FEEO eNewsletter

**EQUITY AND WOMEN'S SERVICES**

**Equity in ETFO**

ETFO has designated positions for women on the provincial Executive and constitutional guarantees for programs for women and funding to provide them. The constitution and Bylaws of ETFO guarantee support, structures, and programs for aboriginal members, visible minority members, lesbian, gay, bisexual and transgender members, and members with disabilities. ETFO is an equity-seeking organization.

**AWARDS**

ETFO Awards include the following:

- Aboriginal Women in Education - Women's Program
- Anti-Bias Curriculum Development Award
- Arts and Culture Award
- Bev Saskoley Anti-Racist Scholarship Award
- Bev Saskoley Anti-Racist Scholarship Award – Women's Program
- Children's Literature Award
- Curriculum Development Award
- Curriculum Development Award – Women's Program
- Doctoral Scholarship Award
- Doctoral Scholarship Award - Women's Program
- ETFO Member Bursaries
- ETFO Bursaries (for sons and daughters of ETFO members)
- ETFO Bursaries (for members of designated groups)

- ETFO Bursaries – Women’s Program (for members of designated groups - Women’s Program)
- ETFO Bursaries (for Native Studies Qualifications)
- ETFO Local Website of the Year Award
- Health and Safety Activist Award
- Honorary Life Membership Award
- Humanitarian Award for a Non-ETFO Member
- Humanitarian Award for an ETFO Member
- Innovative Projects on Behalf of Children Living in Poverty
- Local Leadership Award
- Master’s Scholarships
- Master’s Scholarships - Women’s Program
- Multi-Media Award
- Multi-Media Award - Women’s Program
- New Teacher Award
- Newsletter Editor’s Award
- Occasional Teacher of the Year
- Outstanding Role Model for Women – Women’s Program
- Rainbow Visions Award
- Women Who Develop Special Projects in Science & Technology Award - Women’s Program
- Women Working in Social Activism on Behalf of Women and Children Award - Women’s Program
- Women’s Studies Scholarship
- Writer’s Award
- Writer’s Award - Women’s Program

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## Ontario English Catholic Teachers’ Association (OECTA)

### *OECTA Mission Statement*

**Recognizing our uniqueness as teachers in Catholic schools, we are an Association committed to the advancement of Catholic education. As teacher advocates, we provide professional services, support, protection and leadership.**

### *Organization*

**The Ontario English Catholic Teachers’ Association was incorporated by Letters Patent on September 8, 1944. OECTA now represents 43,000 who have chosen teaching careers in the elementary and secondary publicly funded Catholic schools of Ontario.**



### **OBJECTS OF OECTA**

- To promote the principles of Catholic education
- To develop a greater understanding among parents, teachers and students
- To work for the moral, intellectual, religious and professional growth of its members
- To improve the status of the teaching profession in Ontario
- To secure for teachers a leading role in education
- To co-operate with other teacher organizations in improving the standards of education
- To defend and promote the constitutional rights of the Catholic school system in Ontario and the fair and equitable funding of all publicly funded school boards
- To represent members in all matters related to collective bargaining
- To promote full protection of its members under the Ontario Human Rights Code



## PROVINCIAL ORGANIZATION

**Provincial Executive** – The Provincial Executive consists of the President, Immediate Past President, First Vice-President, Second Vice-President, Third Vice-President, Treasurer, two Councillors and the elected Association representative on the OTF Executive. The General Secretary and the Deputy General Secretary are non-voting members. The Provincial Executive meets monthly.

**Council of Presidents** – The Council of Presidents consists of the Provincial Executive, all Unit Presidents, and where the unit consists of more than one local teacher bargaining unit, a representative of each local teacher bargaining unit, the five elected members of the OTF Board of Governors. and one occasional local bargaining unit representative for each of the northeast, northwest, southwest and central regions. The General Secretary, Deputy General Secretary and chairpersons of standing committees and work groups are non-voting members. The Council of Presidents meets three times a year.

**Annual General Meeting** – The Annual General Meeting consists of delegates from each unit (one delegate for every 75 members or major fraction thereof, with a minimum of two delegates per unit) and the voting members of the Council of Presidents. The Annual General Meeting is held annually during spring vacation week.

**Provincial Committees** – The standing committees are: Audit, Awards, Beginning Teachers, Catholic Education, Collective Bargaining, Communications and Public Relations, Educational Aid, Elementary Schools, Finance, Health and Safety, Human Rights, Legislation, Occasional Teachers, Personnel, Political Advisory, Professional Development Steering, Secondary Schools, Status of Women, Teacher Education.

## UNIT ORGANIZATION

**Unit Executive:** The unit executive consists of the President, Immediate Past President, First Vice-President, Second Vice-President, Recording Secretary, Corresponding Secretary, Treasurer and Councillors. The unit executive meets monthly.

**Unit Annual Meeting:** The unit annual meeting consists of members of the unit and must take place before June 30 of each year.

**Collective Bargaining** - The Collective Bargaining Department supports the membership by advising local negotiating teams on all aspects of collective bargaining. The department also conducts regional and provincial workshops on the conduct of negotiations and bargaining priorities. It compiles and analyzes statistical information and produces bulletins, as needed, to inform local teams of trends and best practices in bargaining. With the approval of the Council of Presidents, the Collective Bargaining Department, led by the President, may enter into discussions on provincial-level issues with the Government of Ontario in order to facilitate local negotiations. In cooperation with other departments, Collective Bargaining produces the Association Representative Handbook, which is available online.

**Communications** - The Communications Department is responsible for delivering information about the Association and its positions to its internal and external audiences. Responsibilities include the provision of research; editorial, design and formatting support for all publications, the website and other projects including video, broadcast and print advertising; as well as media and community relations, with the Government Relations Department. Communications Department members edit and produce OECTA's newsletters, *Agenda* and *e-agenda*, and content for the website, [www.oecta.on.ca](http://www.oecta.on.ca). Staff are also available as communication consultants to OECTA's local units.

**Contract Services** - The Contract Services Department ensures that collective agreements are administered fairly and properly in accordance with their agreed terms. A key function is to facilitate the arbitration of grievances under the Ontario Labour Relations Act. As well, the department assists members with Employment Insurance, Long Term Disability and Workers Safety and Insurance Board claims. The department is also responsible for organizing the annual Grievance Officers Seminar, as well as the biennial Health and Safety Conference and regional workshops.

**Counselling and Member Services** - Teachers experiencing difficulties in their professional lives, or whose personal problems are affecting their work, can contact the Counselling and Member Services Department for confidential advice.



Members may require assistance in areas such as performance appraisal, professional ethics, pensions, interpersonal disputes and general and career counselling. With the approval of the Provincial Executive, the department provides legal advice and representation in Children's Aid Society, police and College of Teachers investigations. A member of the department represents OECTA on the OTF Pension Committee and its subsidiaries, monitors the activities of the Ontario Teachers' Pension Plan and delivers retirement planning workshops across the province. Member education also involves the delivery of workshops on topics such as Electronic Communications: Appropriate and Professional, Teacher Liability, Communicating with Parents, Managing Member Conflict and Progressive Discipline: Changes to Safe Schools. In addition, the department produces a number of publications to assist members, including *Reporting Abuse – Teachers and the Child and Family Services Act*, *Healthy Tips for Teachers*, *Positive Professional Parent Teacher Relationships* and *Be Wary Be Wise* (dealing with teachers and the investigation processes of police, Children's Aid societies and the College of Teachers). The department also monitors activities of the College of Teachers and represents the Association on the Safe School Conference Advisory Committee. Staff in Counselling and Member Services assist with grant applications for members and former members retired on pension who are in dire financial need.

**Government Relations** - The Government Relations Department oversees liaison between OECTA's provincial and local offices and the Ontario Government, as well as with Catholic and other education stakeholders, OTF and the Affiliates, and the College of Teachers. With the Communications Department, Government Relations is responsible for media and community relations and for maintaining a watch on all current political developments to ensure that the provincial executive, staff and units promptly receive relevant material and information.

**Professional Development** - The Professional Development Department provides a range of professional services to members. These include the development of publications, the sponsorship of conferences and workshops, the analysis of contemporary educational issues and the provision of Additional Qualifications Programs in Religious Education and other subjects, such as Special

Education, Reading, and Integration of Technology in the Classroom. Professional Development staff organize the biennial "Educating for the Common Good" conference and the annual Beginning Teachers Conference. The department acts as liaison and teacher advocate with such organizations as the Educational Quality and Accountability Office (EQAO), the Ministry of Education and the Institute for Catholic Education (ICE).

## AWARDS

OECTA awards include the following:

- The Rose M. Cassin Memorial Scholarship, the Reverend J.H. Conway Memorial Scholarship and the Doreen Brady Memorial Scholarship, of \$10,000 each, are available to qualified members each year for full-time or part-time post-graduate study.
- The Margaret Lynch Memorial Fellowship and the Cecilia Rowan Memorial Fellowship, of \$10,000 each, are available to members each year for full-time or part-time pursuit of Religious Studies.
- The Mary C. Babcock Memorial Fellowship, of \$10,000, is available to members each year for full-time or part-time study in labour studies.
- Joan Kamps Memorial Bursaries
- Marion Tyrrell Memorial Award of Merit
- Pearse Shannon Memorial Association Service Award
- Honorary Membership
- Life Membership
- Young Authors Awards/Prix Jeunes Écrivains
- Excellence in Communications Awards

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# Ontario Secondary School Teachers' Federation (OSSTF)

## *Introduction*

The Ontario Secondary School Teachers' Federation (OSSTF) represents teachers and educational support personnel employed by Ontario's public, separate and francophone district school boards, as well as universities.

**OSSTF represents: teachers; educational assistants; office, clerical and technical employees; professional student services personnel; plant and custodial personnel; educational instructors; and other educational workers. OSSTF is a member of the Canadian Labour Congress (CLC) and the Ontario Federation of Labour (OFL).**



## *The pledge*

I solemnly dedicate myself to promote and advance the cause of education.

I will strive to achieve and maintain the highest degree of professional competence and will always uphold the honour, dignity, and ethical standards of my profession.



I pledge my loyalty and support to the Ontario Secondary School Teachers' Federation and will comply with the Constitution, Bylaws, Policies, and established practices, which govern its members.

## **ORGANIZATION AT THE PROVINCIAL LEVEL**

A Provincial Executive elected at the Annual Meeting of the Provincial Assembly every two years and consisting of President, two Vice-Presidents, Treasurer and three Executive Officers. The General Secretary and Associate General Secretary are non-voting members of the Executive.

### **A Provincial Council consisting of:**

- (a) Voting members as follows:
  - (1) Provincial Councillors selected by the Districts in accordance with the Bylaws;
  - (2) Provincial Councillors selected by the ESS and PSSP Sector Councils;
  - (3) a Provincial Councillor selected by the Teacher/Occasional Teacher Sector Council;
  - (4) the voting members of the Provincial Executive;
  - (5) in the case of a tie vote, the Chairperson shall be deemed a voting member.
- (b) Non-voting members as follows:
  - (1) the General Secretary;
  - (2) discretionary members such as provincial committee chairpersons as the Provincial Council shall decide;
  - (3) the members elected to the OTF Board of Governors;
  - (4) the OSSTF Table Officer
  - (5) the Chairperson of Provincial Council.

### **A Provincial Assembly consisting of:**

- (a) Voting members as follows:
  - (1) delegates to the Provincial Assembly chosen in accordance with the Bylaws;
  - (2) voting members of the Provincial Executive;
  - (3) members elected to the OTF Board of Governors;
  - (4) OSSTF Table Officer

- (b) Non-voting members as follows:
- (1) Chairpersons of standing committees/ councils;
  - (2) Chairperson of Provincial Council;
  - (3) Chairpersons of special or ad hoc committees established by the Provincial Assembly;
  - (4) members of the Secretariat;
  - (5) General Secretary and the Associate General Secretary and the CFO.

Provincial Standing Committees as designated in the Bylaws and appointed by the Provincial Council.

- (1) An Active Retired Members' Council to foster the development of a strong body of retired members and to provide a forum for retired members.
- (2) A Benevolent Council to make grants to any member or active retired member in financial difficulty.
- (3) A Certification Council and Appeal Board concerned with the evaluating and equating of teachers' academic and professional qualifications.
- (4) A Judicial Council to adjudicate cases of alleged violation of the duties of members.
- (5) A Mediation Council involved with guiding OSSTF in formulating and revising principles of professional conduct; encouraging and assisting members in resolving disputes; and educating and training members in managing conflict.
- (6) A Parliamentary and Constitution Council.
- (7) A Provincial Council Appeals Committee concerned with hearing appeals from a final decision of the Certification Appeal Board or the Judicial Council.
- (8) A Professional Student Services Personnel Sector Council concerned with issues relating to Professional Student Services Personnel members.
- (9) An Educational Support Staff Sector Council concerned with issues relating to Educational Support Staff members.
- (10) A Teacher/Occasional Teacher Sector Council concerned with issues relating to teacher members.
- (11) Comité des services en langue française involved with advising OSSTF on matters relating to the special needs of francophone and French speaking members.

#### **AT THE DISTRICT LEVEL**

OSSTF is divided into 37 districts. Each district has a district executive, a district council, and district committees, paralleling those in the provincial organization. Each district also holds a district annual meeting. Districts are umbrella bodies that are made up of individual bargaining units.

#### **AT THE BARGAINING UNIT LEVEL**

The bargaining unit designates the OSSTF organization of those members for whom OSSTF holds bargaining rights under the appropriate legislation. A bargaining unit has a constitution and Bylaws that are approved by a general meeting of the membership.

#### **AT THE BRANCH LEVEL**

A bargaining unit may be divided into branches as determined by the bargaining unit.

#### **SERVICES TO MEMBERS**

Leadership and assistance to district, sector, bargaining unit and branch organizations in each of the follow areas:

##### *Collective Bargaining*

OSSTF provides information to assist local bargaining units when bargaining with their employer. If necessary, the provincial organization will assume negotiations on their behalf and with their assistance.

##### *Education Finance*

Through the provincial committee, districts and bargaining units are given information to assist in understanding education finance.

##### *Educational Services*

Under the auspices of the Educational Services Committee, many research and professional educational projects are undertaken. Numerous conferences, seminars and workshops are offered to keep members and others abreast of current changes in education.

##### *Pensions and Benefits*

The Pensions Officer provides advice and assistance to members regarding the Ontario Teachers' Pension Plan (OTPP) and the Ontario Municipal Employees' Retirement System (OMERS).

### ***Computer/Information Technology***

The provincial office provides information and personnel to assist local bargaining units in establishing appropriate communication processes through the use of information technology.

### ***Public Relations/Political Action***

OSSTF, through its professional staff and the Communications and Political Action Committee, provides ongoing advice and information on provincial and local communications and public relations.

### ***Professional Publications***

Each member receives four issues per year of the official publication *Education Forum*. Other additional publications are made available to members. OSSTF issues every second week, a newsletter entitled *Update*, which keeps the membership informed.

### ***Scholarships and Bursaries***

OSSTF offers a number of scholarships and bursaries for its members and their families, to assist in their post-secondary education studies.

### ***Educators Financial Group Inc.***

The Educators Financial Group Inc. is a financial services company sponsored by OSSTF. It has registered and non-registered retirement savings plans available to members of Ontario's educational community and their families.

### ***OTIP***

The Ontario Teachers Insurance Plan provides group insurance benefits to bargaining units and individual insurance coverage to active and retired members.

*Pierre Côté, General Secretary*

*OSSTF*

*60 Mobile Drive, Toronto, ON M4A 2P3*

*416.751-8300, 1.800.267.7867 FAX: 416.751.3394*

*www.osstf.on.ca*





# 3

## Retired Teachers of Ontario (RTO/ERO)



The Retired Teachers of Ontario/les enseignantes et enseignants retraités de l'Ontario (RTO/ERO) is a provincial, bilingual organization of retired Ontario teachers, administrators and others receiving pensions and allowances under the Teachers' Pension Act, and administered by the Ontario Teachers' Pension Plan. Formed in 1968 (under the name Superannuated Teachers of Ontario STO/ERO), RTO/ERO is the official voice of retired teachers, promoting and protecting their interests, particularly in the area of pensions, health care and insurance needs.

**Membership in RTO/ERO totals 58,000 with members ranging in age from approximately 52 to over 100. This number includes about 3,000 associate members, most of whom receive spousal pension as the widows or widowers of retired teachers.**

Most RTO/ERO members live in Ontario and are affiliated with one of the 47 districts into which the provincial organization is divided. Approximately 750 members live in other parts of Canada or outside Canada and maintain an association with the Ontario area in which they taught. Over half of these members belong to the District in British Columbia.

RTO/ERO provides numerous services to its members, including advocating on a variety of issues such as health care, education, environmental and social concerns. Staff also monitors pension legislation changes. RTO/ERO participates in regular discussions with the Ontario Teachers' Federation (OTF) and serves as a voting member of the OTF Pension Committee and Pension Negotiations Committee.

Approximately 63,000 RTO/ERO members and their dependents participate in health and other insurance plans such as Extended Health Care, Travel While Outside Ontario, Vision, Dental, Auto and Life Insurance. A Long Term Care Plan is offered for members, as well as for active teachers and administrators who become Associate RTO/ERO Members.

RTO/ERO takes political action on matters of concern to its members, and provides financial assistance and support to members in need. Members receive a quarterly news magazine and have access to a website, annual Tax Tips, over 50 Fact Sheets and a group travel program.

Membership in RTO/ERO is not automatic upon retirement. Members pay the small amount of \$1.10 per every \$1000 of pension received, with the membership fee deducted yearly from the January pension cheque by the Ontario Teachers' Pension Plan Board. Retirees wishing to participate in any of our health insurance plans must be members of RTO/ERO.

*Harold Brathwaite, Executive Director  
RTO/ERO*

*18 Spadina Road, Suite 200, Toronto, ON M5R 2S7  
416.962.9463, 1.800.361.9888, FAX 416.962.1061  
[www.rto-ero.org](http://www.rto-ero.org)*



# 4

## Presidents and Secretary-Treasurers of OTF



### Presidents

1944-1945	Norman McLeod, Leaside	1983-1984	Margaret Wilson, Toronto
1945-1946	Aileen Noonan, Windsor	1984-1985	Joan Westcott, Kitchener
1946-1947	Helen Sheppard, North Bay	1985-1986	Guy Matte, Ottawa
1947-1948	Rev. B. W. Harrigan, Hamilton	1986-1987	Doug McAndless, London
1948-1949	Winston Davies, St. Catharines	1987-1988	John Fauteux, Toronto
1949-1950	J. O. Proulx, Ottawa	1988-1989	Rod Albert, Sudbury
1950-1951	Eileen M'Gonigle Gladman, Toronto	1989-1990	Beverley Polowy, South Porcupine
1951-1952	Norma Hackett, Windsor	1990-1991	Guill Archambault, Sudbury
1952-1953	Dorothea McDonell, Ottawa	1991-1992	Ron Poste, Trenton
1953-1954	Percy W. Diebel, Hamilton	1992-1993	Horst Schweinbenz, Hamilton
1954-1955	Arthur Savard, Ottawa	1993-1994	Jim Head, Scarborough
1955-1956	George L. Roberts, Oshawa	1994-1995	Anne Wilson, Cobalt
1956-1957	Ruth Clarke, Port Hope	1995-1996	Ronald Robert, Sudbury
1957-1958	Rev. Sister Mary Lenore, Belleville	1996-1997	J. W. (Bill) Martin, Etobicoke
1958-1959	R. J. Bolton, Peterborough	1997-1998	Eileen Lennon, Mississauga
1959-1960	Rev. Brother Frederic, Ottawa	1998-1999	Liz Barkley, Toronto
1960-1961	H. O. Barrett, Toronto	1999-2000	Barbara Sargent, Chatham
1961-1962	Ruby McLean, Leamington	2000-2001	Roger Régimbal, Gloucester
1962-1963	Rev. J. H. Conway, London	2001-2002	Pearse Shannon, Hamilton
1963-1964	E. C. Longmuir, Toronto	2002-2003	Phyllis Benedict, Peterborough
1964-1965	Reg. A. Cozens, Amherstburg	2003-2004	Yvan Roy, Penetanguishene
1965-1966	Marie Duhaime, Welland	2004-2005	Jim McQueen, Toronto
1966-1967	Florence Irvine, Ancaster	2005-2006	Marilies Rettig, Perth
1967-1968	P. F. O'Leary, Brantford	2006-2007	Hilda Watkins, Windsor
1968-1969	H. R. Wilson, Peterborough	2007-2008	Maureen Davis, London
1969-1970	J. D. McNabb, Peterborough	2008-2009	George (Joe) Lamoureux, Barrie
1970-1971	Brother Maurice Lapointe, Ottawa	2009-2010	Reno Melatti, Sarnia
1971-1972	Hazel Farr, Simcoe	2010-2011	Rian McLaughlin, Hamilton
1972-1973	Ian J. Fife, Etobicoke	2011-2012	Francine LeBlanc-Lebel, Blind River
1973-1974	Rev. J. F. Kavanagh, London	2012-2013	Terry Hamilton, Thunder Bay
1974-1975	G. P. Wilkinson, Stratford		
1975-1976	Isabel B. Ward, Pembroke		
1976-1977	Georges Gauthier, Ottawa		
1977-1978	R. Ross Andrew, Ottawa		
1978-1979	James J. Carey, London		
1979-1980	Alan Murray, Kitchener		
1980-1981	Margaret Beckingham, Mississauga		
1981-1982	Bro. Jean-Marc Cantin, Ottawa		
1982-1983	George V. Meek, Thornhill		
	Fred Sweeney, London		

### Secretary-Treasurers

1944-1974	Nora Hodgins
1974-1985	William A. Jones
1985-1995	Margaret Wilson
1995-1996	Pierre Lalonde (acting)
1996-2003	Susan M. Langley
2003-2007	Ruth Baumann
2007-	Rhonda Kimberley-Young



# 5

## Fellows of the Ontario Teachers' Federation



### 1964

1. The Hon. George A. Drew\*
2. Norman McLeod
3. Nora Hodgins
4. Roy F. Bennett
5. Harriett E. Carr
6. Jack W. Cawood
7. Winston Davies
8. Agnes Stephens
9. Clare R. Fallis
10. Adélard Gascon
11. Margaret M. Lynch
12. Mary A. Macdonald
13. E. Arnold Orr
14. Rev. L. K. Poupore
15. Helen M. Sheppard
16. Roger St. Denis
17. Monsignor B. W. Harrigan
18. J. Ovide Proulx
19. Eileen Gladman
20. Norma Hackett
21. Margaret Drago
22. Percy W. Diebel
23. George L. Roberts
24. E. Ruth Clarke
25. Mother Mary Lenore Carter
26. Robert J. Bolton
27. Brother Frederic (Philippe Faucher)
28. Harry O. Barrett
29. Ruby McLean
30. Rev. J. H. Conway
31. E. Cecil Longmuir
32. Walter Clarke
33. Gabrielle Levasseur
34. L. Dorothy Martin
35. Jean Richardson
36. S.G.B. "Steve" Robinson
37. A. Cecilia Rowan

38. Elizabeth D. Taylor
39. Marion Tyrrell
40. Margaret Bennie
41. Dorothea McDonnell
42. Rev. Edwin C. Garvey
43. Elaine Kniseley
44. Sister Marie Lionel
45. Murdoch McIver
46. Elsie M. Pomeroy
47. Rev. C. L. Siegfried
48. Blanche Snell
49. Sister M. Vincentia
50. Eva K. Walker (Mrs. W.C.A. Young)

### 1965

51. Thomas Aldcorn
52. James R. Causley
53. J. Harvey Mitchell
54. Corbin A. Brown
55. Alice Ogden
56. Margaret A. Robinson
57. Reginald A. Cozens
58. Marie Duhaime
59. Arthur Savard

### 1966

60. Sister Charles-Auguste (Simone Gamache)
61. Flora MacDonald
62. D. Arthur McAdam
63. Donald M. Graham
64. Wilfred W. Wees
65. Florence G. Irvine

### 1967

66. Sister Frances McCann
67. Jean Watson
68. J.R.H. "Arch" Morgan
69. I.M. "Brick" Robb
70. Patrick F. O'Leary

### 1968

71. Charles Mustard
72. Harvey R. Wilson

### 1969

73. Karl Bohren
74. Bruce B. Dawson
75. Ruby C. Kinhead
76. Robert L. Lamb
77. A.E. "Bud" O'Neill
78. Ola Reith
79. James D. McNabb

### 1970

80. Mary C. Babcock
81. Donald S. Felker
82. Margaret Grant
83. Veronica Houlahan
84. Thomas A. Sanders
85. Pearl E. Mowry
86. Harry C. Redfern
87. Sister M. Aloysia
88. Anne-Marie Duchesne
89. Brother Maurice Lapointe

### 1971

90. Thérèse Bélanger
91. Ruth M. Campbell
92. Laura O. Cook
93. James Cuthbertson
94. Harold B. Dean
95. William A. Jones
96. John F. McGivney
97. Ruth M. Willis
98. Hazel A. Farr

### 1972

99. Cora Bailey
100. Omer E. Deslauriers
101. Ronald E. Edwards

- 102. Marion I. Evans
- 103. George E. Flower
- 104. Marie T. Kennedy
- 105. William J. McCordic
- 106. Donald M. Ritchie
- 107. Alan W. Robb
- 108. John R. Rodriguez
- 109. Robert M. Smith
- 110. Ian J. Fife

## 1973

- 111. Jean I. Aceti
- 112. James J. Carey
- 113. Jean-David Corbeil
- 114. Daryl R. Hodgins
- 115. Rev. Jacques Martineau
- 116. Annabell McNaughton
- 117. Thomas A. Tait
- 118. Rev. J. Frank Kavanagh

## 1974

- 119. Marie-Thérèse Charlebois (Mrs. M.-T. Brazeau)
- 120. Robert J. Cooney
- 121. Lenore Graham
- 122. Robert W. B. Jackson
- 123. Yvonne LeBel
- 124. Ronald E. Poste
- 125. L. Morris Richardson
- 126. Gordon P. Wilkinson

## 1975

- 127. William C. Cunningham
- 128. Florence Henderson
- 129. Mary Hesser
- 130. Kenneth F. Prueter
- 131. Jeannine Séguin
- 132. Wilbur R. Smalley
- 133. Isabel B. Ward

## 1976

- 134. D. Carl Anderson
- 135. Frère Jean-Marc Cantin
- 136. Sister Yvonne Desaulniers
- 137. Marie I. Myers
- 138. Leo D. Normandeau
- 139. The Hon. Thomas L. Wells \*
- 140. Georges Gauthier

## 1977

- 141. Derry Byrne
- 142. Neil Davis
- 143. Lucien Hébert
- 144. Edward Minchin
- 145. Jacques Schryburt
- 146. Reginald H. Soward
- 147. R. Ross Andrew

## 1978

- 148. Sister Alice Marie
- 149. Roland Bidal
- 150. Jeanne Frolick
- 151. Peter Gazzola
- 152. Paul Kennedy
- 153. Ronald M. Stephen

## 1979

- 154. The Hon. Pauline M. McGibbon\*
- 155. Lewis J. Contini
- 156. John F. Cronin
- 157. David G. Dewar
- 158. John Kuchinak
- 159. Pierre Lalonde
- 160. Marie MacGregor (Mrs. M. Rutledge)
- 161. Alan Murray
- 162. Clarence W. Perry
- 163. Tom Taylor
- 164. George H. Waldrum

## 1980

- 165. Margaret Beckingham
- 166. Doreen Brady
- 167. Wilma Dowling
- 168. Linda MacKinnon
- 169. Marguerite Martel
- 170. George V. Meek
- 171. Owen B. Shime
- 172. Joan Westcott

## 1981

- 173. Hervé Casault
- 174. Marc Cazabon
- 175. Frank Griffin
- 176. Betty Hawke
- 177. H. Bryce Warren

## 1982

- 178. Patricia Carson
- 179. Jean Coughlan
- 180. Kathleen A. B. Dyson
- 181. Mary W. Flynn
- 182. James G. Head
- 183. F.W.D. "Doug" McAndless
- 184. Patrick A. Perdue
- 185. Jean V. Stublely
- 186. David L. Tough

## 1983

- 187. Raymond J. Bergin
- 188. Robert J. Denis
- 189. David J. S. Hughes
- 190. Duncan A. Jewell
- 191. André Lécuyer
- 192. William R. Menagh
- 193. Ada Schermann
- 194. Fred Sweeney
- 195. Ann Thomson

## 1984

- 196. Elizabeth Barkley
- 197. Lois M. Black \*
- 198. Richard A. Dodds
- 199. Doris Harrison
- 200. Dan F. McArthur
- 201. Howard Moscoe
- 202. Serge P. Plouffe
- 203. George Saranchuk
- 204. Margaret Wilson

## 1985

- 205. Jean-Paul Habel
- 206. Susan Hildreth
- 207. T. Ranald Ide
- 208. L. Brian Kenny
- 209. David J. Lennox
- 210. B. Edmund Nelligan
- 211. Shirley Stokes
- 212. Eugène R. Touchette

## 1986

- 213. L. Burt Cottenden
- 214. R. G. (Des) Dixon
- 215. Mary C. Hill
- 216. Kevin Kennedy
- 217. Guy Matte

- 218. Edna Parker
- 219. Frances Poleschuk
- 220. A. Kay Sigurjonsson
- 221. Léon Vigneault

## 1987

- 222. James Forster
- 223. L.-Anne Gagné
- 224. Alice Grégoire-Bourdeau
- 225. Colm Harty
- 226. J. Frank Kinlin
- 227. Douglas W. Knott
- 228. Larry Langdon
- 229. Jeanne Milovanovic

## 1988

- 230. Bruce E. Archer
- 231. Jim Cooney
- 232. Jacqueline Dennis
- 233. Carol Dewey
- 234. T. John Fauteux
- 235. Ada Hill
- 236. Gisèle Martel
- 237. G. Burleigh Mattice
- 238. Peter R. Norman
- 239. Patrick O'Neill

## 1989

- 240. Rod Albert
- 241. Maude Barlow
- 242. Robert M. Buckthorp
- 243. Elaine Cline
- 244. Jacques Hallé
- 245. Suzann Jones
- 246. David C. Kendall
- 247. Gertrude MacCrimmon
- 248. André Pinard
- 249. Betty Walsh

## 1990

- 250. Malcolm Buchanan
- 251. Joan Byrne
- 252. Herb Cooney
- 253. David Eaton
- 254. Eileen Lennon
- 255. Sister Sheila McAuliffe
- 256. Mel McFayden
- 257. Helen Penfold
- 258. Beverley Polowy
- 259. Gérard Raymond
- 260. Dr. David Suzuki \*

## 1991

- 261. Guill Archambault
- 262. Allan Edward Bacon
- 263. Helen Biales
- 264. Mary Ellen Carey
- 265. Noel S. Clark
- 266. Marie-Reine Forest
- 267. Richard F. Johnston \*
- 268. Mary Elizabeth Labatt
- 269. Bill Martin
- 270. Robert Millaire
- 271. François Tisi
- 272. Anne Margaret Wilson

## 1992

- 273. Joseph W. Atkinson
- 274. Sergine Rachelle Bouchard
- 275. Denyse Brisson
- 276. Michael Coté
- 277. Lorne Earl Creighton
- 278. Claudette Foisy-Moon
- 279. Mary P. Gunn
- 280. Victoria Hiebert-Hannah
- 281. Jack Hutton
- 282. Susan M. (Owens) Langley
- 283. James E. Sparrow

## 1993

- 284. Rosemary Brown\*
- 285. J. Frank Clifford
- 286. Douglas M. Deller
- 287. Margaret Dempsey
- 288. J. Antero Elo
- 289. Laurent Joncas
- 290. Gene T. Lewis
- 291. Terry Mangan
- 292. Horst Schweinbenz
- 293. Kathryn Soule
- 294. Zubeda Vahed
- 295. Monique Yelle

## 1994

- 296. Roger Cayer
- 297. Frank Dillon
- 298. Thomas William Dunseath
- 299. Bob Garthson
- 300. Earl Manners

- 301. Michael McGinnis
- 302. Raymond Monette
- 303. Barbara Sargent
- 304. Rosemarie Stasios \*

## 1995

- 305. Edwin Alexander
- 306. Claudette Boyer
- 307. Réjean (Reg) Ferland
- 308. Beverly Gardner
- 309. Pat Kincaid
- 310. Jacqueline Levesque
- 311. Ronald George Merrett
- 312. Bev Ough
- 313. Claire Ross
- 314. Mike Walsh

## 1996

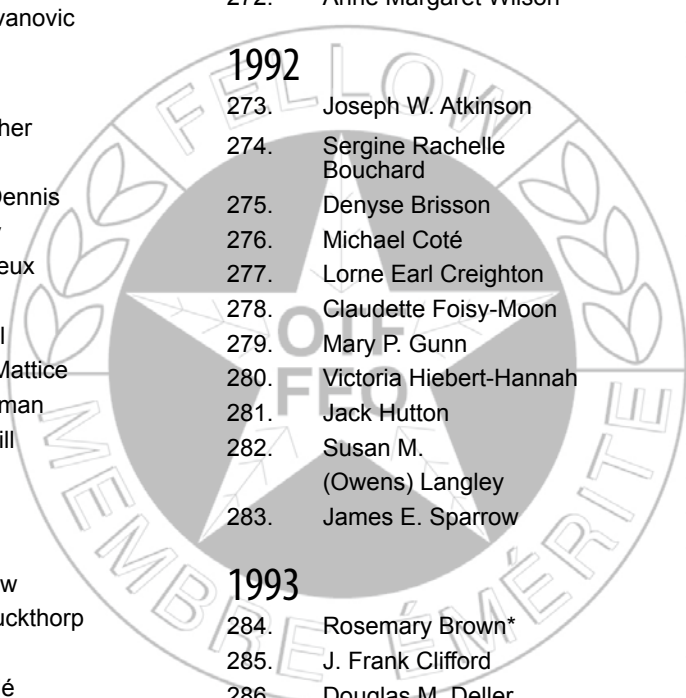
- 315. Clifford Berry
- 316. Michèle Chrézien-Guidolin
- 317. Albert Dukacz
- 318. Jim Gardhouse
- 319. Sheryl Hoshizaki
- 320. Gail Kingsley
- 321. Bernard Lefebvre
- 322. Peter Murphy
- 323. Ronald Robert
- 324. Mary Vernon

## 1997

- 325. John Campbell
- 326. Catherine Cazabon
- 327. Carol Corsetti
- 328. Margaret Couture
- 329. Margaret Gee
- 330. Jeffrey F. Holmes
- 331. Paul Inksetter
- 332. Thomas G. Lyons
- 333. William W. Markle \*
- 334. Roger Régimbal
- 335. Marilies Rettig

## 1998

- 336. Phyllis Benedict
- 337. Diane M. Chénier
- 338. Neil Doherty
- 339. Bernard Éthier
- 340. William (Bill) Getty
- 341. Marshall Jarvis
- 342. Florence Keillor



- 343. Barbara Kucherka
- 344. Michele Landsberg\*
- 345. W. Garth McMillan
- 346. Maret Sädem-Thompson

## 1999

- 347. Betty Ann Bushell
- 348. Diane Chénier
- 349. Peter Herrndorf \*
- 350. Brad Kuhn
- 351. Sondra Nesterenko  
(post humously)
- 352. Greg Pollock
- 353. Daniel Racine
- 354. Pearse Shannon
- 355. Lorraine Stewart

## 2000

- 356. Marilyn Laframboise
- 357. Diana Tomlinson
- 358. Richard Prophet
- 359. Ann Cook Petz
- 360. Ruth Baumann
- 361. Ray Fredette
- 362. Fiona Nelson
- 363. Raymond Vaillancourt
- 364. The Hon. William Davis \*

## 2001

- 365. Rachelle Chrétien
- 366. Jeff Heximer
- 367. Randy McGlynn \*
- 368. Emily Noble
- 369. Yvan Roy
- 370. Beverley Saskoley
- 371. Jim Smith

## 2002

- 372. Tony Andreatchi
- 373. Jacques Gascon
- 374. Howard Goldblatt \*
- 375. Paul Howard
- 376. Lise Routhier Boudreau
- 377. Carolyn Stevens
- 378. Susan Swackhammer
- 379. Nancy Wannamaker

## 2003

- 380. H. Ruth Behnke
- 381. Gérald Bélisle

- 382. Maureen Davis
- 383. Wendy E. Matthews
- 384. Kathryn McVean
- 385. Harry Mulvale
- 386. Charles E. Pascal\*

## 2004

- 387. Mary Gordon
- 388. Barbara Grizzle
- 389. Claire Huneault
- 390. Annie Kidder \*
- 391. Jim McQueen
- 392. Bruce McWhinnie
- 393. Reno Melatti
- 394. Paul Taillefer
- 395. Susan Thede

## 2005

- 396. Diane Balanyk-McNeil
- 397. Rosemary Clark
- 398. David Clegg
- 399. Wayne Cornack
- 400. Danielle Francis
- 401. Taylor Gunn \*
- 402. Alain Lamoureux
- 403. Sheila Vandenberg

## 2006

- 404. Gerald Armstrong
- 405. The Honourable  
James K. Bartleman \*
- 406. Marie-Élisabeth Brunet
- 407. Normand Dubé
- 408. Ron Gugula
- 409. Donna Lacavera
- 410. Gail Oleszkowicz
- 411. Barbara Richter
- 412. Sherry Rosner
- 413. Harold Vigoda

## 2007

- 414. Claudia Guidolin
- 415. Jacqueline Jean-Baptiste
- 416. Lynn Johnston \*
- 417. Donna Marie Kennedy
- 418. Rhonda Kimberley-Young
- 419. Peter Lipman
- 420. Jim McMahan
- 421. Charlotte Morgan
- 422. Terri Taggart
- 423. Hilda Watkins

## 2008

- 424. Ed Chudak
- 425. Ken Coran
- 426. Carmaine Hall
- 427. Sam Hammond
- 428. Claude Lamoureux \*
- 429. Jan Moxey
- 430. Bill Reith
- 431. Ken Thurston
- 432. Larry Trafford

## 2009

- 433. George (Joe)  
Lamoureux

## 2010

- 434. Wendy Bolt
- 435. Paul Cavalluzzo \*
- 436. Bernie Dupuis
- 437. Ruth Kirkham
- 438. Francine LeBlanc-Lebel
- 439. Elaine Mac Neil
- 440. Vivian McCaffrey
- 441. Benoit Mercier
- 442. Jim White

## 2011

- 443. Christine Brown
- 444. Elaine Chartier
- 445. Paul Elliott
- 446. Murray Gold \*
- 447. Michael Haugh
- 448. Joan Littleford
- 449. Rian McLaughlin
- 450. James Ryan
- 451. Sandra Sahli
- 452. Jacques Tremblay

## 2012

- 453. Jean-Baptiste Arhanchiague
- 454. Pierre Côté
- 455. Margaret (Marnie) Daly
- 456. Angelo Ippolito
- 457. Anne Lavoie
- 458. Patricia (Pat) McAdie
- 459. Daniel Peat
- 460. Victoria Réaume \*
- 461. Maureen Weinberger



November 2012

