About OTF and its Affiliates

We the Teachers of Ontario

OTF FEO

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Ontario Teachers' Federation

Fédération des enseignantes et des enseignants de l'Ontario

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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 GovernorsOther 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.

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.

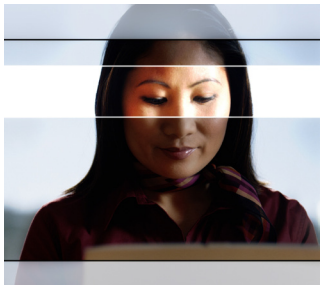
International Assistance

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 10,000 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.

MISSION STATEMENT

L'Association des enseignantes et des enseignants franco-ontariens (AEFO) is a francophone labour organization dedicated to defending and promoting the professional, social and economic rights of its members.

VISION

The Association :

- protects and defends the rights of its members;
- maintains close ties with its members by offering quality services and regular communications;
- offers training and professional development on union matters to its members;
- exercises social leadership by working and networking with other organizations that have mutual goals and common concerns.

CORE VALUES

The core values of AEFO are equity, transparency, solidarity and integrity. These values guide the union's activities and decision-making process.

Equity
AEFO is committed to interacting with its members fairly and equitably.

Transparency
AEFO is accountable to its members; the union is committed to adopting clear decision-making processes and providing complete and relevant information to its members.

Solidarity
AEFO advocates mutual support among its members, shared responsibility and well-being of communities.

Integrity
AEFO informs its members of the consequences and impact of its decisions and actions.

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 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 approximately 40 members:
- members of the Executive Committee;
- AEFO representatives on the OTF Board of Governors;
- the President and one other representative from each of the sixteen Branch Affiliates;
- one representative from each unit with workers in other French-language institutions in Ontario; and
- two members representing supply teachers.

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

AT THE REGIONAL LEVEL

Units - AEFO has 16 units whose respective territories correspond to those of the 12 French-language school boards.

Organization of statutory members:
- All statutory members of AEFO and statutory supply teachers employed in the same district school board are grouped under the same District Unit.
- All statutory members of an AEFO District Unit whose members work at the same panel, as

well as the supply statutory members of an AEFO District Unit, have the right to negotiate a bargaining convention particular to their group.

Organization of Union Members

- All union members belong to a Bargaining Member Unit that is distinct from the Unit for teachers.
- The Bargaining Member Unit is comprised of a group of employees for whom AEFO is the Certified Bargaining Agent.

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 and its 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, not only on professional development, but also on labour education, 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*
- *Infofax*
- *Le Point*
- various publications
- web site: www.aefo.on.ca

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Elementary Teachers' Federation of Ontario (ETFO)

The Elementary Teachers' Federation of Ontario was formed in 1998 from the Federation of Women Teachers' Associations of Ontario (FWTAO) and the Ontario Public School Teachers' Federation (OPSTF). ETFO and its predecessors have represented elementary teachers in public schools in Ontario since the early 1900s.

The Elementary Teachers' Federation of Ontario represents 76,000 teachers, professional support personnel, education support personnel, and designated early child care educators in elementary public schools across the province. ETFO members work in 38,000 classrooms in over 2,600 schools. They serve more than 950,000 children ranging in age from four to 14 years.

OBJECTS OF ETFO

- 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.
- To advance the cause of education and the status of teachers and educational workers.
- To promote a high standard of professional ethics and a high standard of professional competence.
- To foster a climate of social justice in Ontario and continue a leadership role in such areas as anti-poverty, non-violence and equity.
- To promote and protect the interests of all members of the Federation and the students in their care.
- To promote and defend the health and safety of members in the workplace.
- To co-operate with other organizations, in Ontario, Canada, and elsewhere, having the same or like objects.

ETFO PRIORITIES

- To protect the collective bargaining rights of all members.
- To defend publicly-funded public education.
- To serve the needs of the membership.
- To provide for the professional development of members.
- To promote social justice in the areas of peace, anti-poverty, non-violence, and equity.
- To support international assistance and co-operation.
- To promote the care and protection of the environment.
- To actively engage members in the Federation.
- 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-seven (27) 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, one (1) professional support personnel local, and eight (8) designated early childhood educator locals 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

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.

Communications and Political Action - ETFO employs a variety of vehicles to communicate with members:

- *Voice*¸ a quarterly magazine mailed directly to each member;
- The ETFO website, through print and video content: www.etfo.ca;
- *@ETFO/FEEO eNewsletter*, bi-weekly distribution;
- Facebook, both open and closed;
- Twitter;
- A number of e-mail listservs, for local leaders and members.

Equity and Women's Services - ETFO is an equity-seeking organization. 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, racialized members, lesbian, gay, bisexual and transgender members, and members with disabilities.

ETFO's Statement and Definition of Equity:

It is the goal of the Elementary Teachers' Federation of Ontario to work with others to create schools, communities and a society free from all forms of individual and systemic discrimination. To further this goal, ETFO defines equity as fairness achieved through proactive measures which result in equality, promotes diversity, fosters respect and dignity for all.

Professional Development/Learning Services - ETFO offers a number of professional growth opportunities to members:

- full and half-day workshops;
- 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 Development/Learning 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.

Professional Relations - ETFO professional relations staff provide information, advice, support, and intervention for members who are experiencing professional problems on a wide range of issues arising in the workplace.

A PRS staff person is on call daily to provide assistance to members on issues including: workplace conflict, obtaining accommodation for disabilities; strategies to address harassment; bullying and violence from students or co-workers; human rights concerns; College of Teachers and College of Early Childhood Educator complaints; CAS and police investigations; professional ethics, performance appraisals and general advice regarding rights and responsibilities.

AWARDS

ETFO awards, scholarships and bursaries include the following:

February Awards (Member Service and Engagement Awards):

- Anti Bias Award
- Arts and Culture Award
- Children's Literature Award
- Curriculum Development Award
- Curriculum Development WP Award
- Health and Safety Activist Award
- Honorary Life Membership
- Humanitarian Award for and ETFO Member
- Humanitarian Award for a non-ETFO member
- Member Service and Engagement Award
- New Member Award
- Outstanding Role Model for Women Award – WP
- Rainbow Visions Award
- Women Working in Social Activism on behalf of Women and Children Award- WP
- Women Who Develop Special Projects in Science and Technology Award
- Writer's Award
- Writer's Award – WP

April Awards (Scholarship and Bursary Awards):

- Aboriginal Women in Education Bursary – WP
- Bev Saskoley Anti-Racist Scholarship
- Bev Saskoley Anti-Racist Scholarship – WP
- Doctoral Scholarship

- Doctoral Scholarship – WP
- ETFO Bursaries
- ETFO Bursaries – WP
- ETFO Bursaries for Sons and Daughters of ETFO Members Entering a Faculty of Education
- ETFO Member Bursaries
- Master's Scholarship
- Master's Scholarship – WP
- Native as a Second language Qualifications
- Women's Studies Scholarship

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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 some 45,000 members who have chosen teaching careers in the elementary and secondary publicly funded elementary and secondary Catholic schools of Ontario.

ONTARIO ENGLISH Catholic Teachers ASSOCIATION

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, east, southwest, central and Toronto 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, Program and Structures, Secondary Schools, Status of Women, Teacher Education Network.

UNIT ORGANIZATION

Unit Executive: The unit executive consists of the President, Immediate Past President, First Vice-President, Second Vice-President, Treasurer, Recording Secretary 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. 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 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, and in long-term disability appeals. 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 *On Thin Ice: Maintaining Professional Boundaires* (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
- Kintan Kilbride Memorial Social Justice Recognition 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) / La Fédération des enseignantes-enseignants des écoles secondaires de l'Ontario (FEESO) represents teachers and educational support personnel employed by Ontario's public, separate and francophone district school boards, as well as universities.

OSSTF/FEESO 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).

OSSTF/FEESO

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 three Associate General Secretaries are non-voting members of the Executive.

A Provincial Council consisting of:

(a) Voting members as follows:
- (1) Provincial Councillors selected by the bargaining units in accordance with the Bylaws;
- (2) the voting members of the Provincial Executive;
- (3) 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 / FEESO 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/FEESO 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 Secretaries.

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 / FEESO 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 Collective Bargaining Committee concerned with issues related to negotiations, education finance, contract maintenance, and health and safety.
(9) An Educational Services Committee concerned with professional development, union training and membership resources.
(10) A Communications / Political Action Committee concerned with issues of political activism, membership recognition and engagement of members through effective communications strategies.
(11) Comité des services en langue française involved with advising OSSTF/FEESO on matters relating to the special needs of francophone and French speaking members.
(12) A Finance Committee concerned with the development of an annual budget for OSSTF/FEESO and management of Federation finances as a whole.

AT THE DISTRICT LEVEL

OSSTF / FEESO is divided into 35 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 / FEESO organization of those members for whom OSSTF / FEESO 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 following areas:

Collective Bargaining

OSSTF/FEESO 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 Collective Bargaining 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) as well as university pensions.

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/FEESO, 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 three 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/FEESO 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 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, educational support staff, and university and college faculty receiving pensions.

À votre service...pour le soin de votre avenir. Depuis 1968.

THE RETIRED TEACHERS OF ONTARIO
LES ENSEIGNANTES ET ENSEIGNANTS RETRAITÉS DE L'ONTARIO

Here for you now ... Here for your future. Since 1968.

Formed in 1968 (under the name Superannuated Teachers of Ontario, STO/ERO), RTO/ERO is the official voice of retired teachers and other educational professionals promoting and protecting their interests, particularly in the area of pensions, health care and insurance needs.

Membership in RTO/ERO totals over 67,000 with members ranging in age from approximately 45 to over 109. This number includes about 6,375 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 48 Districts into which the provincial organization is organized. Approximately 2000 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 two Districts 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.

They also connect with members at the provincial and District levels through special events and social media such as Facebook and Twitter. 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 80,000 RTO/ERO members and their dependents participate in health and other insurance plans such as Extended Health Care, Travel W hile O utside Province/Country Vision, Dental and Semi-Private Hospital coverage.

RTO/ERO advocates politically on matters of concern to its members. Members receive a quarterly magazine, Renaissance, that features news and stories about members and have access to a website, annual Tax Tips, approximately 60 Fact Sheets and a group travel program through Merit Travel.

Membership in RTO/ERO is not automatic upon retirement. Full Members (retired members of the Ontario Teachers' Pension Plan) pay the small amount of $1.25 per every $1000 of gross 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.

Email info@rto-ero.org to find out more.

Harold Brathwaite
Executive Director, RTO/ERO
18 Spadina Road, Suite 300, Toronto, ON M5R 2S7
416.962.9463, 1.800.361.9888 (toll-free)
FAX 416.962.1061
www.rto-ero.org
www.facebook.com/rto.ero@rto_ero

4 Presidents and Secretary-Treasurers of OTF

Presidents

1944-1945	Norman McLeod, Leaside
	Aileen Noonan, Windsor
1945-1946	Helen Sheppard, North Bay
1946-1947	Rev. B. W. Harrigan, Hamilton
1947-1948	Winston Davies, St. Catharines
1948-1949	J. O. Proulx, Ottawa
1949-1950	Eileen M'Gonigle Gladman, Toronto
1950-1951	Norma Hackett, Windsor
1951-1952	Dorothea McDonell, Ottawa
1952-1953	Percy W. Diebel, Hamilton
1953-1954	Arthur Savard, Ottawa
1954-1955	George L. Roberts, Oshawa
1955-1956	Ruth Clarke, Port Hope
1956-1957	Rev. Sister Mary Lenore, Belleville
1957-1958	R. J. Bolton, Peterborough
1958-1959	Rev. Brother Frederic, Ottawa
1959-1960	H. O. Barrett, Toronto
1960-1961	Ruby McLean, Leamington
1961-1962	Rev. J. H. Conway, London
1962-1963	E. C. Longmuir, Toronto
1963-1964	Reg. A. Cozens, Amherstburg
1964-1965	Marie Duhaime, Welland
1965-1966	Florence Irvine, Ancaster
1966-1967	P. F. O'Leary, Brantford
1967-1968	H. R. Wilson, Peterborough
1968-1969	J. D. McNabb, Peterborough
1969-1970	Brother Maurice Lapointe, Ottawa
1970-1971	Hazel Farr, Simcoe
1971-1972	Ian J. Fife, Etobicoke
1972-1973	Rev. J. F. Kavanagh, London
1973-1974	G. P. Wilkinson, Stratford
1974-1975	Isabel B. Ward, Pembroke
1975-1976	Georges Gauthier, Ottawa
1976-1977	R. Ross Andrew, Ottawa
1977-1978	James J. Carey, London
1978-1979	Alan Murray, Kitchener
1979-1980	Margaret Beckingham, Mississauga
1980-1981	Bro. Jean-Marc Cantin, Ottawa
1981-1982	George V. Meek, Thornhill
1982-1983	Fred Sweeney, London
1983-1984	Margaret Wilson, Toronto
1984-1985	Joan Westcott, Kitchener
1985-1986	Guy Matte, Ottawa
1986-1987	Doug McAndless, London
1987-1988	John Fauteux, Toronto
1988-1989	Rod Albert, Sudbury
1989-1990	Beverley Polowy, South Porcupine
1990-1991	Guill Archambault, Sudbury
1991-1992	Ron Poste, Trenton
1992-1993	Horst Schweinbenz, Hamilton
1993-1994	Jim Head, Scarborough
1994-1995	Anne Wilson, Cobalt
1995-1996	Ronald Robert, Sudbury
1996-1997	J. W. (Bill) Martin, Etobicoke
1997-1998	Eileen Lennon, Mississauga
1998-1999	Liz Barkley, Toronto
1999-2000	Barbara Sargent, Chatham
2000-2001	Roger Régimbal, Gloucester
2001-2002	Pearse Shannon, Hamilton
2002-2003	Phyllis Benedict, Peterborough
2003-2004	Yvan Roy, Penetanguishene
2004-2005	Jim McQueen, Toronto
2005-2006	Marilies Rettig, Perth
2006-2007	Hilda Watkins, Windsor
2007-2008	Maureen Davis, London
2008-2009	George (Joe) Lamoureux, Barrie
2009-2010	Reno Melatti, Kingsville
2010-2011	Rian McLaughlin, Hamilton
2011-2012	Francine LeBlanc-Lebel, Blind River
2012-2013	Terry Hamilton, Thunder Bay
2013-2014	Julie Pauletig, York Region

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. Kinkead
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 FCharlebois (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. Stubley
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

FELLOW OF FCC MEMBRE ÉMÉRITE

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 Chrétien-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

FELLOW MEMBRE ÉMÉRITE OF FFO

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 Andreacchi
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 Vandenberk

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 McMahon
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

2013

462 Henri Babin
463 Harvey Bischof
464 Earl Burt
465 Terry Hamilton
466 James McCormack
467 Mary Morison
468 Ann Murphy
469 Dr. Samantha Nutt
470 Kevin O'Dwyer
471 Anne Vinet-Roy

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* Non-Member

January 2014