WE THE TEACHERS OF ONTARIO

About OTF and its Affiliates

Your Voice. Your Strength
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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.

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.
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.

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.
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
- Infofax
- various publications
- web site: www.aefo.on.ca

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.

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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 cooperation.
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
• @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)
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

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**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.


**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. 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
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 following 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
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
Presidents

1944-1945 Norman McLeod, Leaside 1983-1984 Margaret Wilson, Toronto
    Aileen Noonan, Windsor 1984-1985 Joan Westcott, Kitchener
1945-1946 Helen Sheppard, North Bay 1985-1986 Guy Matte, Ottawa
1964-1965 Marie Duhaime, Welland 2004-2005 Jim McQueen, Toronto
1974-1975 Isabel B. Ward, Pembroke
1975-1976 Georges Gauthier, Ottawa
1976-1977 R. Ross Andrew, Ottawa
1978-1979 Alan Murray, Kitchener
1979-1980 Margaret Beckingham, Mississauga
1981-1982 George V. Meek, Thornhill

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
## 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
26. Lenore Carter
27. Robert J. Bolton
28. Brother Frederic (Philippe Faucher)
29. Harry O. Barrett
30. Ruby McLean
31. Rev. J. H. Conway
32. E. Cecil Longmuir
33. Walter Clarke
34. Gabrielle Levasseur
35. L. Dorothy Martin
36. Jean Richardson
37. S.G.B. "Steve" Robinson
38. A. Cecilia Rowan
39. Elizabeth D. Taylor
40. Marion Tyrrell
41. Margaret Bennie
42. Dorothea McDonnell
43. Rev. Edwin C. Garvey
44. Elaine Kniseley
45. Sister Marie Lionel
46. Murdoch McIver
47. Elsie M. Pomeroy
48. Rev. C. L. Siegfried
49. Blanche Snell
50. Sister M. Vincentia
51. Eva K. Walker
(Mrs. W.C.A. Young)

### 1965

1. Thomas Aldcorn
2. James R. Causley
3. J. Harvey Mitchell
4. Corbin A. Brown
5. Alice Ogden
6. Margaret A. Robinson
7. Reginald A. Cozens
8. Marie Duhaime
9. Arthur Savard
10. Sister Charles-Auguste (Simone Gamache)
11. Flora MacDonald
12. D. Arthur McAdam
13. Donald M. Graham
14. Wilfred W. Wees
15. Florence G. Irvine

### 1966

16. Sister Frances McCann
17. Jean Watson
18. J.R.H. "Arch" Morgan
19. I.M. "Brick" Robb
20. Patrick F. O'Leary

### 1967

21. Charles Mustard
22. Harvey R. Wilson
23. Karl Bohren
24. Bruce B. Dawson
25. Ruby C. Kinkead
26. Robert L. Lamb
27. A.E. “Bud” O'Neill
28. Ola Reith
29. James D. McNabb
30. Mary C. Babcock
31. Donald S. Felker
32. Margaret Grant
33. Veronica Houlahan
34. Thomas A. Sanders
35. Pearl E. Mowry
36. Harry C. Redfern
37. Sister M. Aloysia
38. Anne-Marie Duchesne
39. Brother Maurice Lapointe
40. Thérèse Bélanger
41. Ruth M. Campbell
42. Laura O. Cook
43. James Cuthbertson
44. Harold B. Dean
45. William A. Jones
46. John F. McGivney
47. Ruth M. Willis
48. Hazel A. Farr
49. Cora Bailey
50. Omer E. Deslauriers
51. Ronald E. Edwards

* indicates those who have since been elevated to the position of President of the Federation.
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. Wiima 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. Stubbley
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. Ronald 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
<table>
<thead>
<tr>
<th>Year</th>
<th>Teachers</th>
</tr>
</thead>
<tbody>
<tr>
<td>1989</td>
<td>Malcolm Buchanan, Joan Byrne, Herb Cooney, David Eaton, Eileen Lennon, Sister Sheila McAuliffe, Mel McFayden, Helen Penfold, Beverley Polowy, Gérard Raymond, Dr. David Suzuki</td>
</tr>
<tr>
<td>1990</td>
<td>Michael McGinnis, Raymond Monette, Barbara Sargent, Rosemarie Stasios</td>
</tr>
<tr>
<td>1991</td>
<td>Guil Archambault, Allan Edward Bacon, Helen Biales, Mary Ellen Carey, Noel S. Clark, Marie-Reine Forest, Richard F. Johnston, Mary Elizabeth Labatt, Bill Martin, Robert Millaire, François Tisi, Anne Margaret Wilson</td>
</tr>
<tr>
<td>1993</td>
<td>Roger Cayer, Frank Dillon, Thomas William Dunseath, Bob Garthson, Earl Manners</td>
</tr>
<tr>
<td>1994</td>
<td>Edwin Alexander, Claudette Boyer, Réjean (Reg) Ferland, Beverly Gardner, Pat Kincaid, Jacqueline Levesque, Ronald George Merrett, Bev Ough, Claire Ross, Mike Walsh</td>
</tr>
<tr>
<td>1995</td>
<td>Clifford Berry, Michèle Chrétien-Guidolin, Albert Dukacz, Jim Gardhouse, Sheryl Hoshizaki, Gail Kingsley, Bernard Lefebvre, Peter Murphy, Ronald Robert, Mary Vernon</td>
</tr>
<tr>
<td>1996</td>
<td>John Campbell, Catherine Cazabon, Carol Corsetti, Margaret Couture, Margaret Gee, Jeffrey F. Holmes, Paul Inksetter, Thomas G. Lyons, William W. Markle, Roger Régimbal, Marilies Rettig</td>
</tr>
</tbody>
</table>
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
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 Hexmer
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 McVeian
385. Harry Mulvale
386. Charles E. Pascal*

1999
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 Théde

2004
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

2005
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

2006
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

2007

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 Chartrand
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

* Non-member
November 2012