

We the Teachers of Ontario



**About OTF and
its Affiliates**

September 2022





Ontario Teachers' Federation

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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, meets 10 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 names representatives to committees set up by the Ministry of Education and other educational organizations.

OTF is a member of the Canadian Teachers' Federation (CTF) and sends representatives to national, international and provincial 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, where their recommendations may be approved or rejected, referred back to the committee for further study, or referred to the affiliated bodies for their approval before final acceptance by OTF.

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 an avenue for professional interaction among the independent Subject, Division 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 Forum usually meet three times during the school year.

Members of the Forum are OTF, the four Affiliates of OTF and some 50 Associations. Established Associations may apply to the OTF Executive to become members of the Forum.

OTF Communications

OTF communicates with the membership and the public in several ways. OTF's *Interaction* is published online four times per year. *Communiqués* are issued on pension and other matters of importance. There are two subscribed email lists for communications with members and others: OTF News and OTF Learning.



OTF website: www.otffeo.on.ca. As well, OTF has several other websites focused on specific issues of importance to teachers.

OTF's Facebook page: www.facebook.com/otffeo
YouTube: bit.ly/OTFFEOyoutube

Also, OTF has three Twitter accounts:
[@OTFpresFEO](https://twitter.com/OTFpresFEO), [@otffeo](https://twitter.com/otffeo), and [@otf_pd](https://twitter.com/otf_pd)



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 Premier and Minister of Education when OTF was established under the *Teaching Profession Act*. Fellowships are awarded for outstanding service to education and/or to the Federation. Each year, one fellowship may be awarded to a non-member.



Blanche E. Snell Estate Fund

This fund is administered by the OTF International Assistance Committee. It assists foreign students or educators who are temporarily studying or teaching in Ontario with grants to enhance their educational experience in Canada through related travel-study and professional development. Recipients must be citizens of a developing country and must be planning to return to that country to work in education. In certain circumstances, grants may be awarded to help cover basic expenses such as tuition fees, texts and accommodations. The number of grants and their size vary.



OTF Special Recognition Award

The OTF Special Recognition Award will be presented annually to an organization, group or individual in acknowledgement of outstanding contributions to publicly funded education in Ontario, beyond the school board level.



The efforts of the individual, group or organization must have the goal of improving publicly funded education in Ontario. The nominee's contributions may be at the local or provincial level and must have been sustained over an extended period of time.

International Assistance

Each year, OTF's International Assistance Fund provides support to 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 the Canadian Organization for Development through Education (CODE), 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 50 years now.

OTIP Teaching Awards

OTF and the Ontario Teachers Insurance Plan (OTIP) sponsor the OTIP Teaching Awards which recognize and celebrate teachers who make a difference ... teachers who light a spark in students, inspire their colleagues and give parents confidence. Three awards are presented each year to outstanding teachers in the categories of elementary, secondary and beginning teacher.



Pensions

The Ontario Teachers' Pension Plan (OTPP) 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, the Teachers' Superannuation Fund



was set up as a separate corporation, the Ontario Teachers' Pension Plan (OTPP). In 1991, the Ontario legislature passed the *Teachers' Pension Act* which reformed the Ontario Teachers' Pension Plan into a partnership between OTF and the Government.

OTF and the Government each appoint five members to the Ontario Teachers' Pension Plan Board. They 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. Tripartite groups with representatives from the Plan, OTF and the Government, including the Partners' Consultative Committee and the Communications Work Group, meet at least quarterly.

Since the OTPP is a partnership between teachers and the Government, both partners share the assets and the liabilities experienced by the plan.

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.

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OTF Affiliated Federations and Associations

With the passing of the Teaching Profession Act in 1944, Ontario's four teacher 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 a broad range of services such as contract negotiations, sick benefits, legal advice, and publications, for its members. Following is an outline of the organization of each of the Affiliates and the services it provides.

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



The Association des enseignantes et des enseignants franco-ontariens is a French-language labour organization dedicated to defending and promoting the professional and economic interests of its members. It also provides social leadership that promotes the development of the Francophone community.

Vision

Members recognize the positive influence of AEFO on their professional development, their working environment and their well-being. AEFO is an agent of change which contributes to building an inclusive, just and equitable society, as well as ensuring the sustainability of French language education in Ontario.

Values

AEFO's organizational values are equity, transparency, solidarity, inclusivity and engagement. These values guide the union's decisions and activities.

Provincial organization

Annual meeting: The main purposes of the annual meeting are to

- receive the AEFO's activity report;
- receive the Association's financial statements;
- select the accounting firm responsible for auditing the AEFO's financial statements;
- elect the members of the Board of Directors, the Executive Committee and those who represent AEFO at OTF; and
- establish and amend the articles of association and the by-laws.

Roughly 170 delegated members attend the annual meeting and have the right to participate in discussion and to vote. All AEFO members have consultative capacity at the annual meeting.

Board of Directors: The AEFO Board of Directors is composed of 21 individuals, namely

- the members of the Executive Committee,
- one director for each of the AEFO's local units, and
- the person in the general secretary position and treasurer position (non-voting).

The Board of Directors meets at least three times a year. It is responsible for managing the AEFO's business in accordance with the responsibilities set out in the by-laws.

Executive Committee: The AEFO Executive Committee is composed of five individuals elected for a two-year term at the annual meeting: President, two Vice-Presidents and two advisors, in addition to the AEFO General Secretary (non-voting).

The presidency is a full-time position and its incumbent works at AEFO's provincial office.

The Executive Committee meets when convened by the AEFO President to deal with urgent matters.

Provincial standing committees: The committees of the Board of Directors are established to support the Board of Directors in its responsibilities.

The Board of Directors relies on the four committees to look into matters delegated to them as per their mandate and responsibilities and issue recommendations to the Board of Directors:

- Governance Committee
- Risk Management Committee
- Human Resources Committee
- Nominations and Awards Committee

The committees are composed of members of the Board of Directors and chaired by members of the Executive Committee. The committee members' terms are renewable on a yearly basis.

Local organization

Units: AEFO has 16 units across Ontario. As a way of organizing AEFO, the province is divided into 12 districts aligning with the territories covered by each French language district school board. All AEFO members employed within the same school board, as a member of the regular or occasional teachers' staff, are grouped into the same district unit.

Members whose union accreditation certificate AEFO holds are grouped into a separate unit from teachers' units.

Member services

Collective bargaining: AEFO is the bargaining agent for its members. It provides training to the bargaining teams and supports them throughout the bargaining process. A senior-level AEFO officer acts as a spokesperson at the bargaining table.

Management of collective agreements: AEFO and its units ensure that collective agreements are complied with and manage the adjudication of grievances for its members.

Other representation or support services

Union-related training: In addition to the questions arising from the application or interpretation of the collective agreement, AEFO, at its sole discretion, may offer representation services during investigations and criminal charges when the allegations or charges arise from or are related to the members' professional responsibilities while exercising their functions. It may also decide to offer representation services to a member who is the subject of a complaint filed with a professional order in Ontario. AEFO also supports its members who are the subject of a complaint with the Children's Aid Society when the complaint arises from or is related to the exercise of professional responsibilities of its members.

Professional relations services: AEFO defends the professional interests of its members with various partners in education and provides information and advice to its units. AEFO also develops resources for supporting members in their professional sphere.

Union-related training: AEFO provides a variety of training sessions to its members, on both professional and union-related matters. It also works together with other organizations to develop various training sessions and resources for its members.

Communication

- bimonthly newsletter, *En Bref*
- Info AEFO
- Info NÉGOS
- fact sheets for members
- Le Point
- various publications
- websites: <https://www.aefo.on.ca>, www.aladecouverte.aefo.on.ca and a secure site for members
- Social media accounts
Facebook: <https://www.facebook.com/aefo.on.ca>
AEFO President Facebook: <https://www.facebook.com/aefo.presidence>

AEFO Twitter: @aefo_on_ca
AEFO President Twitter: @aefopresidence
LinkedIn: www.linkedin.com/company/aefo
YouTube: <https://www.youtube.com/user/aefoprovinciale>
Instagram: <https://www.instagram.com/aefoprovinciale/>

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Elementary Teachers' Federation of Ontario (ETFO)



The Elementary Teachers' Federation of Ontario was formed in 1998 with the amalgamation of 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 publicly funded schools in Ontario since the early 1900s.

The Elementary Teachers' Federation of Ontario represents 83,000 teachers, professional support personnel, education support personnel, and designated early childcare educators in elementary public schools across the province.

Objects

- 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

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 member
- 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 and the labour movement
- to promote and protect the health and safety of members, both physically and psychologically

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 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 (three of whom must be women) and one of the positions shall be only open to women members who are also First Nations, Métis or Inuit (FNMI), members with a disability, lesbian, gay, bisexual, transgender, intersex, queer or questioning members or racialized members, questioning members or racialized members for a total of 14 members.

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

Representative Council: The Representative Council consists of the Executive; the general secretary and deputy general secretaries (in a non-voting capacity); the presidents of each local; and, depending on the size of the local, additional

representatives from the locals. The Representative 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 29 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 32 teacher locals, 31 occasional teacher locals, two education support personnel locals, one professional support personnel local, and 10 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.

Member services

Collective bargaining: ETFO is the bargaining agent for all ETFO bargaining units. ETFO Collective Bargaining Services staff provide direct assistance to locals to help them achieve, maintain and enforce strong collective agreements. Collective Bargaining Services staff provide day-to-day advice and assistance to locals about day-to-day implementation of collective agreement terms, as well as support in formulating and processing grievances.

Communications and political action: Communications and Political Action Services staff promote the Federation and foster a strong,

active and informed membership through effective communications, government relations and political action.

In addition, ETFO employs a variety of vehicles to communicate with members:

- VOICE, a quarterly magazine distributed to members directly through home mail delivery or digitally through etfovoice.ca;
- ETFO website, through print and video content: www.etfo.ca;
- @ETFO/FEEO eNewsletter, bi-weekly distribution;
- Facebook, both open and closed;
- Twitter; and
- a number of e-mail listservs for local leaders and members.

Equity and women: 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 guarantee support, structures, and programs for First Nations, Métis and Inuit members, racialized members, lesbian, gay, two spirit, bisexual, transgender and queer or questioning plus members, and members with disabilities. ETFO also addresses issues of poverty, social class and climate justice. The Equity and Women's Services staff, as well as staff across other service areas, are responsible for a broad range of programs geared to all member needs.

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 learning/curriculum: ETFO offers a number of professional growth opportunities to members:

- full, half-day and after-school workshops in partnership with ETFO locals;

- Summer Academy courses across divisions and subjects;
- union leadership programs;
- provincial conferences with a strong curricular focus; and
- Additional Qualification courses to support members personal professional learning needs.

Professional Learning/Curriculum 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. In addition, Professional Learning/Curriculum Services 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 Professional Relations Services 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.

Health and safety: Health and Safety Services staff provide locals with expertise and support regarding the legal and policy requirements to ensure health, safety and wellbeing in schools for ETFO members and students

Awards

Member service and engagement awards

- Anti- Bias Award
- Anti-Racist and Equity Activism Award
- Anti-Racist and Equity Activism Award – Women's Program
- Arts and Culture Award
- Children's Literature Award
- Environmental Education Award
- ETFO Anti-Poverty Award
- Faculty of Education Award
- Health and Safety Activist Award

- Honorary Life Membership
- International Humanitarian Award for an ETFO Member
- International Humanitarian Award for non-ETFO Member
- Local Humanitarian Award for an ETFO Member
- Local Humanitarian Award for a non-ETFO Member
- New Member Award
- Outstanding Role Model for Women Award – Women's Program
- Outstanding Service as ETFO Staff Member Award
- Political Activist Award
- Professional Learning and Curriculum Development Award
- Professional Learning and Curriculum Development Award – Women's Program
- Rainbow Visions Award
- Women Who Develop Special Projects in Science and Technology Award – Women's Program
- Women Working in Social Activism on Behalf of Women and Children – Women's Program
- Writer's Award
- Writer's Award – Women's Program

Scholarship and bursary awards

- Bachelor of Education Bursaries for Children of ETFO Members
- Bursaries for Members of Designated Groups
- Bursaries for Members of Designated Groups – Women's Program
- Doctoral Scholarship
- Doctoral Scholarship – Women's Program
- ETFO Member Bursaries
- FNMI Professional Learning Bursary
- FNMI Scholarship – Women's Program
- FNMI Women in Education Bursary – Women's Program
- Learning and Leadership Bursary – Women's Program
- Master's Scholarship
- Master's Scholarship – Women's Program

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Ontario English Catholic Teachers' Association (OECTA)



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.

The Ontario English Catholic Teachers' Association was incorporated by Letters Patent on September 8, 1944. OECTA now represents some 45,000 members who teach Kindergarten to Grade 12 in publicly funded English Catholic schools across Ontario.

Objects

- 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, 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, Catholic Education and Curriculum, Collective Bargaining, Educational Aid, Elementary Schools, Finance, Health and Safety, Human Rights, Legislation, Long-term Disability, Member Engagement, Personnel, Program and Structures, Status of Women, Teacher Development, and Teacher Education Network.

Local 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.

Member services

Bargaining and Contract Services: Staff Officers regularly visit local bargaining units and advise negotiating teams on all aspects of collective bargaining. All members of the department serve on the provincial bargaining team in an advisory

capacity. The Bargaining and Contract Services department also conducts regional bargaining seminars and province-wide workshops to gather input on bargaining objectives and provide opportunities for collaboration among bargaining units. The department produces the Association Representative Handbook, which can be found online, along with the OECTA collective agreements and collective bargaining procedures.

Members of this department deal with all aspects of Employment Insurance problems, grievance/arbitration matters, the Workers' Safety and Insurance Board and health and safety issues. The department also conducts the annual grievance officers' seminar.

Communications: The Communications department carries out all facets of the Association's internal and external communications. Responsibilities include the OECTA website (catholicteachers.ca); media and public relations; research; writing; editing; design and format support for publications and print materials; briefs and position papers; print advertising; and marketing communications. Communications department members produce *Catholic Teacher*, the Association's publication.

Counselling and Member Services: Teachers experiencing difficulties in their professional lives or whose personal problems are affecting their work can contact this department for advice. Staff Officers will deal with member concerns, including performance appraisals, general and career counselling, professional ethics, pensions, interpersonal disputes and personal crises. The department provides legal advice and representation in Children's Aid Society, police, College of Teachers' investigations, human rights complaints and long-term disability appeals. All cases are kept confidential. The department also handles internal OECTA discipline board investigations and hearings.

In addition, the department offers a number of workshops for members; assists with grant applications for members and former members who are retired on pension and in dire financial need; and liaises with teacher exchange programs in Great Britain and Australia.

Government relations: The primary responsibility of this department is to advocate for the maintenance and strengthening of Ontario's publicly funded Catholic education system. Staff responsibilities include liaising with Queen's Park, local MPPs, other unions, the Ontario Federation of Labour (OFL), the Canadian Labour Congress (CLC), and teacher affiliates. We also work closely with Catholic and external education stakeholders, including the Ontario Association of Parents in Catholic Education (OAPCE), and a variety of social justice and progressive organizations, such as the Canadian Centre for Policy Alternatives (CCPA), the Ontario Coalition for Better Child Care (OCBCC), and Campaign 2000.

The department stays apprised of political developments and ensures that the Provincial Executive, other staff, and units receive relevant material and information. The department oversees external and internal polling, and conducts research to support Association policy positions, documents and briefs, including lobby kits for unit officers to use in preparing for meetings with elected officials. The department is also responsible for political action activities, election campaigns, and advertising messages including OECTA's Lessons for Life and #KnowMore campaign. Staff in this department also provide support to the provincial Member Engagement committee.

Professional Development: The Professional Development Department provides a range of professional learning services to members. These services include conferences, workshops (e.g. PD Network) and publications, along with the analysis and response to educational issues and the provision of Additional Qualification courses. The department acts as liaison and teacher advocate with such organizations as the Ontario Teachers Federation (OTF), Education Quality Accountability Office (EQAO), the Ministry of Education (MOE), Catholic Curriculum Corporation (CCC) and the Institute for Catholic Education (ICE).

Awards

- 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
- Fintan Kilbride Memorial Social Justice Recognition Award
- Honorary Membership
- Life Membership
- Young Authors Awards/Prix Jeunes Écrivains
- Member Engagement Awards

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Ontario Secondary School

Teachers' Federation (OSSTF)



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; early childhood educators, 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.

Provincial organization

Provincial Executive: 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.

Provincial Council: Voting members as follows: Provincial Councillors selected by the bargaining units in accordance with the Bylaws; the voting members of the Provincial Executive; and, in the case of a tie vote, the Chairperson shall be deemed a voting member. Non-voting members as follows: the General Secretary; discretionary members such as provincial committee chairpersons as the Provincial Council shall decide; the members elected to the OTF Board of Governors; the OSSTF/FEESO Table Officer; and the Chairperson of Provincial Council.

Provincial Assembly: Voting members as follows: delegates to the Provincial Assembly chosen in accordance with the Bylaws; voting members of the Provincial Executive; members elected to the OTF Board of Governors; and the OSSTF/FEESO Table Officer. Non-voting members as follows: Chairpersons of standing committees/councils; Chairperson of Provincial Council; Chairpersons of special or ad hoc committees established by the Provincial Assembly; members of the Secretariat; and the General Secretary and the Associate General Secretaries.

Provincial standing committees

- Active Retired Members' Council to foster the development of a strong body of retired members and to provide a forum for retired members
- Benevolent Council to make grants to any member or active retired member in financial difficulty
- Judicial Council to adjudicate cases of alleged violation of the duties of members.
- 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

- Parliamentary and Constitution Council
- Provincial Council Appeals Committee concerned with hearing appeals from a final decision of the Certification Appeal Board or the Judicial Council
- Protective Services Committee concerned with issues related to negotiations, education finance, contract maintenance, and health and safety
- Educational Services Committee concerned with professional development, union training and membership resources
- Communications/Political Action Committee concerned with issues of political activism, membership recognition and engagement of members through effective communications strategies
- Comité des services en langue française involved with advising OSSTF/FEESO on matters relating to the special needs of francophone and French speaking members
- Human Rights Committee on matters related to human rights and equity
- Status of Women Committee on matters related to women's rights and advocacy
- Finance Committee concerned with the development of an annual budget for OSSTF/FEESO and management of Federation finances as a whole

Local organization

District: 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.

Bargaining unit: 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.

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

Member services

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.

Chris Goodsir
General Secretary

OSSTF
60 Mobile Drive, Toronto, ON M4A 2P3
416.751-8300, 1.800.267.7867
FAX: 416.751.3394

3

Retired Teachers of Ontario (RTO/ERO)

RTO/ERO is the bilingual trusted voice on healthy, active living in the retirement journey.

This member organization welcomes those currently working in or retired from the broader education community. Members include early years professionals, teachers, school board employees, post-secondary sector professionals, private school teachers and workers, Ministry of Education employees and more.

Most of RTO/ERO's 80,000 members reside in Ontario, but members live in every part of Canada. The organization has 46 districts in Ontario and two in British Columbia.

RTO/ERO is Canada's largest non-profit group insurance for education retirees with more than 100,000 participants. Owned and directed by members, health plans include Extended Health Care, which includes 93 days of out-of-province/country travel coverage, Dental, and Semi-Private Hospital coverage. Retirees who wish to join the group health plans must be members of RTO/ERO. Formed in 1968 under the name Superannuated Teachers of Ontario, RTO/ERO celebrates its 50th anniversary in 2018.

RTO/ERO offers many member benefits, including a MemberPerks discount program through Venngo, group travel, award-winning Renaissance magazine and Liaison e-newsletter, annual Tax Tips, Pocket Planner calendar, bilingual services and francophone districts, \$100,000 in annual donations to local



charities and \$37,500 annually in scholarships for family members. These are some of more than 100 member benefits. RTO/ERO advocates politically on matters of interest to its members.

Jim Grieve
Executive Director
Retired Teachers of Ontario (RTO/ERO)
18 Spadina Road
Toronto, ON M5R 2S7
@JimAwesomeYears

Learn more

www.rto-ero.org
www.facebook.com/rto.ero
Twitter @rto_ero
416.962.9463, 1.800.361.9888
info@rto-ero.org



4

Presidents and Secretary-Treasurers of OTF

Presidents

1944-1945	Norman McLeod, Leaside	1979-1980	Margaret Beckingham, Mississauga
	Aileen Noonan, Windsor	1980-1981	Bro. Jean-Marc Cantin, Ottawa
1945-1946	Helen Sheppard, North Bay	1981-1982	George V. Meek, Thornhill
1946-1947	Rev. B. W. Harrigan, Hamilton	1982-1983	Fred Sweeney, London
1947-1948	Winston Davies, St. Catharines	1983-1984	Margaret Wilson, Toronto
1948-1949	J. O. Proulx, Ottawa	1984-1985	Joan Westcott, Kitchener
1949-1950	Eileen M'Gonigle Gladman, Toronto	1985-1986	Guy Matte, Ottawa
1950-1951	Norma Hackett, Windsor	1986-1987	Doug McAndless, London
1951-1952	Dorothea McDonell, Ottawa	1987-1988	John Fauteux, Toronto
1952-1953	Percy W. Diebel, Hamilton	1988-1989	Rod Albert, Sudbury
1953-1954	Arthur Savard, Ottawa	1989-1990	Beverley Polowy, South Porcupine
1954-1955	George L. Roberts, Oshawa	1990-1991	Guill Archambault, Sudbury
1955-1956	Ruth Clarke, Port Hope	1991-1992	Ron Poste, Trenton
1956-1957	Rev. Sister Mary Lenore, Belleville	1992-1993	Horst Schweinbenz, Hamilton
1957-1958	R. J. Bolton, Peterborough	1993-1994	Jim Head, Scarborough
1958-1959	Rev. Brother Frederic, Ottawa	1994-1995	Anne Wilson, Cobalt
1959-1960	H. O. Barrett, Toronto	1995-1996	Ronald Robert, Sudbury
1960-1961	Ruby McLean, Leamington	1996-1997	J. W. (Bill) Martin, Etobicoke
1961-1962	Rev. J. H. Conway, London	1997-1998	Eileen Lennon, Mississauga
1962-1963	E. C. Longmuir, Toronto	1998-1999	Liz Barkley, Toronto
1963-1964	Reg. A. Cozens, Amherstburg	1999-2000	Barbara Sargent, Chatham
1964-1965	Marie Duhaime, Welland	2000-2001	Roger Régimbal, Gloucester
1965-1966	Florence Irvine, Ancaster	2001-2002	Pearse Shannon, Hamilton
1966-1967	P. F. O'Leary, Brantford	2002-2003	Phyllis Benedict, Peterborough
1967-1968	H. R. Wilson, Peterborough	2003-2004	Yvan Roy, Penetanguishene
1968-1969	J. D. McNabb, Peterborough	2004-2005	Jim McQueen, Toronto
1969-1970	Brother Maurice Lapointe, Ottawa	2005-2006	Marilies Rettig, Perth
1970-1971	Hazel Farr, Simcoe	2006-2007	Hilda Watkins, Windsor
1971-1972	Ian J. Fife, Etobicoke	2007-2008	Maureen Davis, London
1972-1973	Rev. J. F. Kavanagh, London	2008-2009	George (Joe) Lamoureux, Barrie
1973-1974	G. P. Wilkinson, Stratford	2009-2010	Reno Melatti, Kingsville
1974-1975	Isabel B. Ward, Pembroke	2010-2011	Rian McLaughlin, Hamilton
1975-1976	Georges Gauthier, Ottawa	2011-2012	Francine LeBlanc-Lebel, Blind River
1976-1977	R. Ross Andrew, Ottawa	2012-2013	Terry Hamilton, Thunder Bay
1977-1978	James J. Carey, London	2013-2014	Julie Pauletig, York Region
1978-1979	Alan Murray, Kitchener	2014-2015	Rian McLaughlin, Hamilton



Presidents and Secretary-Treasurers of OTF (Cont'd.)

Presidents (Cont'd.)

2015-2016	Francine LeBlanc-Lebel, Blind River
2016-2017	Michael Foulds, Owen Sound
2017-2018	Chris Cowley, Sarnia
2018-2019	Diane Dewing, Kemptville
2019-2020	Anne Vinet-Roy, Timmins
2020-2021	Parker Robinson, Sturgeon Falls
2021-2022	Chris Cowley, Sarnia
2022-2023	Nathan Core, Waterloo

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
2007-2019	Rhonda Kimberley-Young
2019-	Scott Perkin

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. Adélar Gascon
11. Margaret M. Lynch
12. Mary A. Macdonald
13. E. Arnold Orr
14. Rev. L. K. Poupore
15. Helen M. Sheppard
16. Roger St. Denis
17. Monsignor B. W. Harrigan
18. J. Ovide Proulx
19. Eileen Gladman
20. Norma Hackett
21. Margaret Drago
22. Percy W. Diebel
23. George L. Roberts
24. E. Ruth Clarke
25. Mother Mary
Lenore Carter
26. Robert J. Bolton
27. Brother Frederic
(Philippe Faucher)
28. Harry O. Barrett
29. Ruby McLean
30. Rev. J. H. Conway
31. E. Cecil Longmuir
32. Walter Clarke
33. Gabrielle Levasseur
34. L. Dorothy Martin
35. Jean Richardson
36. S.G.B. "Steve" Robinson
37. A. Cecilia Rowan

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

1965

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

1966

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

1967

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

1968

71. Charles Mustard
72. Harvey R. Wilson

1969

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

1970

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

1971

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

1972

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

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

1973

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

1974

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

1975

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

1976

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

1977

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

1978

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

1979

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

1980

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

1981

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

1982

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

- 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. Buckthorpe
- 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

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
(posthumously)
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 Vandenberg

2006

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

2007

414. Claudia Guidolin
415. Jacqueline Jean-Baptiste
416. Lynn Johnston*
417. Donna Marie Kennedy
418. Rhonda Kimberley-Young
419. Peter Lipman
420. Jim 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

2014

- 472. Sharon Aloian
- 473. Dominic Belle-Isle
- 474. Geoff Deleplanque
- 475. Bill Doyle
- 476. Cindy Dubué
- 477. Sylvie Héroux
- 478. Chris Karuhanga
- 479. Rosario Marchese*
- 480. Sharon O'Halloran
- 481. Julie Pauletig

2015

- 482. Al Cornes
- 483. Ruby Day
- 484. Jerry DeQuetteville
- 485. Cyndie Jacobs
- 486. Émilie Johnson
- 487. Nathalie Ladouceur
- 488. Hugh Mackenzie*
- 489. Michael O'Connor
- 490. Dr. Anne Rodrigue

2016

- 491. Mario Blouin
- 492. Suzette Clark
- 493. Ken Collins
- 494. Chris Cowley
- 495. Kathleen Devlin
- 496. Tom Doyle
- 497. Marc Dubois
- 498. Jack Jones
- 499. Kathleen Loftus
- 500. Rosemary Sadlier*

2017

- 501. Claire Bélanger
- 502. Karen Campbell
- 503. Shannon Evans
- 504. Michael Foulds
- 505. Cheryl Fullerton
- 506. Marie-France Grégoire-Cayer
- 507. Ann Hawkins
- 508. Nancy Lawler
- 509. Dan Maxwell
- 510. Ross Peebles*

2018

- 511. Paul Anthony*
- 512. Paul Caccamo
- 513. Lori Foote
- 514. Victoria Hunt
- 515. Carol Jolin
- 516. Colleen Lee
- 517. Pierre Léonard
- 518. Monica Rusnak
- 519. Liz Stuart

2019

- 520. François Boudrias
- 521. Ruth Dawson
- 522. Diane Dewing
- 523. Rob Gascho
- 524. Warren Grafton
- 525. Cassandra Hallett*
- 526. Jennifer Mitchell
- 527. Caroline Morin
- 528. Joe Pece
- 529. Michelle Teixeira

2020

- 530. Barb Dobrowolski
- 531. Jim Giles
- 532. Joanne Languay
- 533. Malini Leahy
- 534. Karen Littlewood
- 535. Dave Mastin
- 536. Brian McGowan (posthumously)
- 537. Ron Mock*
- 538. Théophile Rwigimba
- 539. Rémi Sabourin

2021

- 540. Kim Appel
- 541. Jane Bennett
- 542. Valentin Fekou-Youmbi
- 543. Claudine Laporte
- 544. Joanne Myers
- 545. Shelley Page (posthumously)
- 546. Susan Perry
- 547. Ethan Poskanzer*
- 548. Sean Roberts
- 549. Parker Robinson

2022

- 550. Rick Belisle
- 551. Shirley Bell
- 552. Domenic Bellissimo
- 553. Adelina Cecchin
- 554. Yves Durocher
- 555. Mary Lachapelle
- 556. Lisa Mastrobuono
- 557. Pat Wright
- 558. Alphonse Marie Yongoua

* Non-Member



OTF FEO