

CONNECTIONS

RETIRED WOMEN TEACHERS OF ONTARIO

President's Message



Jean Axcell
- President

Once again our year has begun after taking part in a first rate convention in Sarnia where we were expertly hosted by Marie La Belle, Judy McLaughlin and their committees. The Business Meeting was completed in record time and the entertainment, trips and food were wonderful. Renewed friendships, workshops and networking provided us with motivation to return to our Branches with renewed enthusiasm. It was a pleasure to have 14 ninety year young members honour us with their presence at the luncheon on Thursday. Their longevity and vitality are an inspiration to all of us.

Congratulations to Guelph-Wellington, Central Algoma and Owen Sound who received the Feather in Your Hat Award for the numerous activities in which they engage and the outreach that they provide to their communities.

Congratulations to the Burlington (large), Rendezvous (medium), and Durham (small) Branches who received the Barbara Bain Award for increased membership based on a calculation according to the size of their Branches. All of these Branches signify the Caring and Sharing nature of our Organization and the accomplishment of striving toward our goals.

We were pleased to honour Joan Sisler-Wells, Mary Monteith, and Sherri Stokes with Honorary Life Memberships. Their contributions to RWTO have been invaluable.

I also want to recognize the tremendous contributions of Carol Martin, her committee, and the numerous volunteers, as well as the story-tellers themselves, who enhanced the image of our organization through the publication and

distribution of the book, **Chalk, Challenge and Change**. We are exceedingly proud of their work and commend them on the innumerable voluntary hours that they committed to this project.

Each person who takes on a new role, whether at the Branch level or Provincially, brings a skilled level of leadership, new ideas, changes and varied interests. There are many roads that lead to the same destination. Working cooperatively and in a caring, supportive way, we can achieve much as we strive to reach the goals of our Organization. As your President this year, it will be my pleasure to assist you in any way I can. I look forward to visiting with you, to discussing your ideas and concerns, to sharing information and experiences, to providing a liaison with Provincial Office and to learning about the wonderful work that you perform in your Branches.

Several of my own interests this year are to address the problem of member retention in our Branches, to find ways of encouraging new members to join and to provide exciting programs that will be of interest to an ever-widening age difference in our membership. It is said that when an organization has an

age difference of more than ten years, programming becomes more challenging. It is important to carry on the work of caring and sharing and accommodating our more senior members. It is equally important to provide programs and activities to accommodate the interests of an ever-increasing younger membership. It is this group that will keep our organization sustainable.

Each of you is capable of contributing in an effective way, by volunteering to take on an executive position, by bringing a friend to the meetings or interest groups and encouraging her to join. Just like a smile, your enthusiasm and excitement about the organization can become contagious. The kindness that you show in that pat on the back, those words of encouragement, that special phone call, e-mail or note or even that special party go a long way in making the lives of others more meaningful and sometimes more bearable. Each person has some kind of battle that she is experiencing. As members of RWTO we have a duty to try to make the lives of others more fulfilling.

As a teacher, I tried to make each child

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Publication

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feel special. As your President, it is my hope to make each branch feel special. You will find that in our three Newsletters this year, there will be a space where each branch, through your Area Director, will receive recognition. I also want to help you discover more about your Provincial Executive who spend many voluntary hours on your behalf. In this issue you will find information about our competent Program Convenor, Marilyn Emmett, and the work that she does.

Many positive changes in the publication of the Newsletter were brought about by our former Provincial Communications Convenor, Martha Summers, who has retired from the

position. She worked untiringly and effectively in bringing you RWTO news in "Connections". This year our new Convenor, Joyce Fee, with your support, will continue to keep you informed.

As you proceed with your varied activities this fall, may you find time to enjoy the season and the companionship of your family and friends. May you be blessed with happiness and good health.

Yours in Caring and Sharing and Having Fun

Jean Axcell

Membership News

What a great Annual Meeting 2007! All who attended were well entertained and fed while they got re-acquainted with old friends and made new acquaintances. The time flew by.

Membership Workshops were my responsibility. The 20-minute timeframe meant, of course, that there wasn't nearly enough time to cover the many ideas participants had to discuss.

With privacy laws making it difficult to identify new retirees some suggestions were:

- To contact the presidents of ETFO, OECTA and OSSTF and request that the information on your branch (or branches in large boards) be included in their retirement package.
- Set up an information booth at the above retirement functions.
- Post an advertisement on Board websites, both public and separate.
- Try to have a contact person in area schools.
- Send information to schools throughout the year re. Branch happenings – (Remember that retirements happen throughout the year).

Now that teachers on LTD are able to become interim members, thanks to the passing of the motion from the Mississauga Branch, seek out these women as potential new members. They would probably be quite interested in social interaction and involvement with our organization.

The Sarnia-Lambton Branch of RWTO is most deserving of the Feather in Your Hat Award this year. The branch, through the hard work and diligent efforts of its members, has increased the number of members significantly over the past few years. The current membership is 330 members - up from the previous year by 29 members and from the year before by 23. In total since the 2003-04 year their membership has increased by 55 members. This has been accomplished based on a number of initiatives and projects.

Each June newly retired women teachers from both Lambton boards plus those who retired through the year are sent a personal invitation to a Retirement Tea held in September. At this tea, the executive outlines the format and activities of the branch and invites the attendees to the first meeting to find out more

about the Sarnia-Lambton Branch. Attention is focused on the benefits of joining and information is provided about the insurance package. This tea has been an excellent means of attracting new members.

The executive also does much planning to ensure that the five meetings are of interest to the membership. Each year a theme is chosen - this year's theme is "Bridges" in keeping with the convention logo "RWTO Bridges Memories and Dreams". The first meeting this year was devoted to the "Over 90" ladies who had articles in **Chalk, Challenge and Change**. Also invited were the family members whose mothers had contributed to the book. The press was invited and an article was in both the Sarnia and Petrolia papers about these ladies and the book. As a result of the article and also orders from branch members over 125 copies of this book were sold. Other presentations this year included Personal Safety, past Traditions and a Talent Show. Last year's fashion show was a resounding success focusing on fashions of the 1950's. The script was written by a branch member. The show was video taped and copies have been used by other branches and are in the archives.

The Sarnia-Lambton Branch was busy during the year preparing for the Annual meeting. They were fortunate with the support that members gave in preparing for the convention and at the convention itself. There were 100 members who helped with the convention. Support was also given in the form of raffle items and door prize donations.

Sarnia-Lambton Branch also donates to local charities and organizations. At each meeting a collection for the local food banks is taken and at Christmas time \$1000 was given to these food banks. Also initiated was a snack program at a local school and money was given to support the Music Festival. An ad hoc committee gathers suggestions from the members as to which organizations to support and then decisions are made from this input.

Please call me or any of the new membership committee (Sandra Train, Carol Martin, Carolyn Shoup, Donna Parkhill, Darlene Poirier) if there are any concerns you may have.

Sandra Train, Membership Convenor
705-386-0275 jtrain@efni.com

2007 Convention Report...

RWTO Bridges Memories And Dreams



Sarnia-Lambton welcomed 144 delegates and many visitors to the 51st Annual Meeting of RWTO in Sarnia. The Convention Committee chaired by Marie Labelle and Judy McLaughlin created a warm, welcoming atmosphere that produced many poignant memories:

- of the stamina of the Conference Chairs and the support and dedication provided by the Sarnia-Lambton members.
- of the excellent organization and leadership by Marie Labelle and Judy McLaughlin.
- of the Sarnia-Lambton members in blue denim shirts and Marie and Judy with colourful visors and scarves to help us with our questions.
- of the Holiday Inn with all its wonderful services.
- of the welcoming gift bags from Tabi.
- of shopping for raffle items and **Chalk, Challenge and Change**.
- of strolling through the Presidential year by viewing the pictures and the hats.
- of checking the "In Memoriam" book for the names of our dear friends.
- of viewing the Cora Bailey display and the Feather in your Hat winners.
- of the wonderful entertainment provided by the Rainbow Singers and the Lambton Youth Choirs.
- of the tribute to RWTO in balloons and the magnificent table centres with bridges, stones and flowers that continued the theme of bridges and water and also meshed with the RWTO colours.
- of tours that introduced us to the many unique features of the area.
- of the 152 women whose lives we celebrated at the memorial service
- of the special guest Emily Noble, president of the Elementary Teachers' Federation of Ontario, who spoke to us briefly and thanked the many women in the audience who had been her mentors. Emily will be the CTF President next year.
- of Mary Monteith, Joan Sisler-Wells and Sherri Stokes who became the last members to be Honorary Life Members of RWTO. Next year's honorees will be "Honorary Members".
- of Sarnia-Lambton, Niagara Falls and East Parry Sound Branches who received the Barbara Bain Membership award for the largest percentage increase in membership over the year in their respective size groups.
- of Guelph-Wellington, Central Algoma and Owen Sound Branches who received special recognition and a "Feather in your Hat" for their Branch activities.
- of Terry Kennedy, retuning to RWTO as Broker and Agent of Record and for her wonderful prize baskets.

- of the large number of "Forever Young" members who were honoured at the Thursday luncheon. There were 14 members honoured.
- of the Area 1 invitation to have "Mountains of Fun in Area One".
- of the wonderful PowerPoint presentation at lunch on Thursday that reminded us of all the memories that we had made in such a short time.

Resolutions

The resolutions as printed in the March Newsletter were submitted by the Board of Directors and one Branch.

Resolutions, #1, 2 and 3 from the Board of Directors, included a fee increase to \$40.00 for members who had retired after June 1980. In addition, members who are now paying the \$15.00 fee will pay this fee in perpetuity, and the Branch rebate will be 20% of the \$40.00. The three fee resolutions carried.

Resolutions # 4 and 5 dealt with the Archivist and her duties; the Archivist was added to the Executive and she had three additional duties added. Both of these resolutions carried.

Resolutions # 6 and 7 removed the word "Life" from Honorary Life Membership and changed "Sustaining Member" to Life Member. Both of these resolutions carried.

Resolution # 8 from Mississauga introduced a new category of membership, the Interim Member. This is designed to allow women teachers on LTD to access the social aspects of RWTO; this resolution carried with amendments. Number 2 now reads: An Interim Member shall fulfil the following criteria:

- Be nominated for this status by a member in good standing
- Provide verification of LTD to the Branch Executive
- Pay the regular yearly membership fee

The remainder of Resolution #8 is as printed in the March newsletter.

The Ottawa-Carlton Branch put forth the following resolution:

Be it resolved that the RWTO Provincial Executive strongly urge the Ontario Provincial Government to introduce as soon as possible legislation to correct the present inequities among school boards in fee and cost of supplies.

This resolution was carried.

And finally, Sarnia-Lambton hosted a very successful conference that allowed us to learn more about RWTO, conduct the business of the organization, realize that we are integral parts of a Provincial body and, most of all, to make new friendships and renew existing ones. The dreams for our organization are fuelled by our memories and bridges give us the means to move from one idea to the next. Thank you, Sarnia-Lambton, for providing the venue!!

Sherri Stokes, Past President

Insurance Matters

The Many Benefits of RWTO Membership

The benefits of membership in the Retired Women Teachers of Ontario are many. At each local branch there are many activities that appeal to our members; activities such as Goodwill programs for sick and shut-in members; luncheon meetings with interesting guest speakers; special interest group activities such as bowling, walking, and trips to theatres, concerts, art galleries or museums.

Each year, during the first week of June, RWTO conducts our Annual Meeting. Friendships are renewed; the business of RWTO is conducted and tours arranged for visiting members. As we all know, the host branch expends a tremendous amount of time and energy to facilitate the event.

Every member of RWTO receives newsletters regularly. These newsletters contain valuable information on the work of RWTO, updates on our benefits of membership, important announcements, and articles of current interest to retired women teachers.

RWTO makes available to our members, a portfolio of insurance products created especially for our members and their families. This portfolio includes our most popular program – the Hospital and Home Care Plan, Personal Accidental Death & Dismemberment Plan, an Out-of-Canada Emergency Travel Medical Plan, and a Group Automobile and Residential Insurance Plan. Our broker, Terry Kennedy, is continually re-evaluating our existing program to keep it at its very best for RWTO members and Terry is constantly looking for new products which are of specific value to members yet are cost effective.

The Hospital and Home Care Plan was created to address the needs of members recovering from accidental injuries or illnesses that required a stay in hospital. It offers special features such as Convalescent Benefits while recovering at home following hospitalization, Home Nursing Benefits, Cataract Surgery benefits and many medical expense reimbursement benefits. Best of all, newly retiring members cannot be denied coverage if they enrol in the plan during their first year of retirement!

The Personal Accidental Death & Dismemberment plan provides 24-hour protection, anywhere in the world, for accidents causing loss of limbs, paralysis or even accidental death. With low rates and coverage amounts ranging from \$25,000 to \$200,000 this plan is an affordable means to top-up your insurance protection – and with no medical questions to answer, your acceptance in the plan is guaranteed.

When most of us retire, the first thing we want to do is travel! Members happily share stories of their trips with other members, providing wonderful insights and tips to others planning similar adventures. RWTO wants to ensure our members travel protected against potentially devastating financial loss for unforeseen medical expenses while travelling out of Canada. That is why we now provide the RWTO Travel

Insurance Program. Your children and their families can also benefit from your membership in RWTO and can take advantage of the RWTO Travel Insurance Plan as well, by simply calling the toll-free telephone number and connecting with one of CanAm's Customer Service Agents. Travel Insurance is available as an Annual Plan to cover any number of trips throughout a year (such as weekends away for cross-border shopping trips) or can be purchased on a per-trip basis for that extended vacation.

Protect your travel investment with Trip Cancellation Insurance. A cruise is a lovely way to travel and is usually booked in advance of your trip. If you or a travelling companion were to suddenly become ill and unable to continue with your plans, Trip Cancellation Insurance will ensure that your deposit is returned to you.

You can even cover overseas visitors to Canada with our Travel Insurance Plans! Whatever your travel insurance needs, we are confident you'll find just what you're looking for.

RWTO is pleased to offer members Automobile and Residential insurance products. The program provides comprehensive coverage at competitive, discounted rates. Shop and compare...it may prove worthwhile!

For more information contact your local Branch Insurance Convenor or use the following contacts:

Hospital and Home Care Insurance and/or Personal Accidental Death & Dismemberment Insurance – Terry Kennedy, our Broker at 905-339-2424 or via email at tkennedy34@cogeco.ca

RWTO Emergency Travel Medical Insurance – CanAM Travel Insurance at 1-888-326-3535

Group Automobile and Residential Insurance - Marsh's Private Client Services at 1-800-265-2196 or log onto their web site @ www.marsh.ca/pcs

Special note regarding Guaranteed Issue Life Insurance – this plan is now closed to new entrants. If you are presently insured under the Encon Guaranteed Issue Life Insurance plan, your coverage will continue provided you continue to pay your premium.

Retire Protected!

Carolle Kennedy, Insurance Convenor
1- 905-723-6685

Anne Graham, Assistant Insurance Convenor
1-613-829-4679

Terry Kennedy, our Broker at
905-339-2424 or via email at tkennedy34@cogeco.ca

Manulife Financial,
1-800-268 3763

Branch News

Sarnia-Lambton

We have had an exciting year with the highlight of hosting the 2007 RWTO Convention. A volunteer appreciation get-together is planned for September to recognize the over 100 volunteers who worked so tirelessly. (And a big round of appreciation from all of us!)

We are fortunate to have a strong and active membership with individuals who willingly become involved in local activities. The executive put forth much effort in planning and organizing meetings that appeal to the local group. The Membership Chair works tirelessly enticing new members. All of these combined efforts make the Sarnia-Lambton Branch a great organization.

London-Middlesex

Our busy year included five meetings that highlighted Scottish Country Dancing, a fashion show and a demonstration of Christmas flower arranging. In fact we have enjoyed our general meetings so much we have formed a Friendship Club with fifty members participating in general interest groups throughout the year. We continue to give to the community through donations to "A Book for Every Child", to London's Food Bank and The Women's Community House in London.

St. Thomas-Elgin

Our members care about our community. We prepared backpacks with school supplies for children at the Women's Shelter as well as donating over 100 pairs of underpants to the women there. Toys were donated to Christmas Care in St. Thomas and this summer we sponsored a girl to attend a one week Christian camp.

We celebrated with speakers, author and co-editor, Janet Matthews, of **Chicken Soup for the Canadian Soul** and Miggs Morris speaking about teaching in the far north in the sixties as well as enjoying our fashion show and a murder-mystery dinner theatre.

Chatham-Kent

This year we celebrated others with donations of money and food to Food Banks in Chatham and Kent, knitting articles for Children's Aid and Women's Centres and afghans for older members. With Provincial President Sherri present we honoured 90-year-old Grace Shaw and our Cora Bailey Award recipient, Agnes Coleman. To remember our deceased members we donated to the local library's "Literary Angels" and have begun compiling a Chatham-Kent In Memoriam Book under the direction of Pat Depencier.

Windsor-Essex

Our members support many charities and special projects. We have teamed up with both the Rotary Club and Local Council of Women in Windsor to maximize our efforts. In honour of the RWTO 50th Anniversary we purchased seven bricks at the Children's Safety Village and donated \$855 to The Children's House at Hospice of Windsor-Essex.

We celebrate both the newly retired teachers with cards and flowers and our ninety year old members with a flower,

plaque and lap wrap. In June an "80+'s Club" was begun with a Tea Party to celebrate life.

Kitchener-Waterloo

Some of our members volunteer throughout the year with KidsAbility. This year we sponsored the KidsAbility Arts Express Camp. The camp is for special needs children to learn about drama, art, music and dance in a welcoming environment. The camp is integrated, welcoming both those with a variety of challenges and their siblings. Programs are organized by students from the University of Waterloo and Wilfred Laurier University. At the end of the camp, groups perform a song and dance number for adoring parents, grandparents, friends and our volunteers.

York North

What A Great 50th Anniversary Celebration!

Our Provincial President, Sherri Stokes, presented our three Cora Bailey recipients with their awards. (Marguerite Porter, Donna Smith and Ruth Watson). The meal was outstanding and the entertainment, an Elvis impersonator dressed in a white jumpsuit and white boots, was terrific. Some of our ladies were even up dancing!

EXCELLENT! Top marks for this luncheon .

Rendezvous

Rendezvous along with our RWTO members celebrated its seventieth anniversary of sharing and caring at every luncheon gathering. We were joined by friends, families and sister groups. Our final program was the highlight of our year of presentations. The history of women teachers from the beginning until now was presented through story, fashions, music and dance all planned by one of our past presidents and presented by our active members.

We have travelled a long way in education over those seventy years and the sharing and caring still exists in our retirement years.

Scarborough

Our Caring and Sharing resulted in some good times by our members, including birthday luncheons for our over 80 and those over 90 year olds and a fashion show heralding the beginning of spring. Members should now be enjoying the blooms of the plants that they purchased at our annual plant sale in May. Many members enjoyed 'day trips' to theatre outings in and around the Toronto area. There was even a group of 'cruisers' who went to the Panama Canal in February. We are looking forward to 2007-2008 with excitement.

Blue Mountain

100th Birthday

Mary Moles, of Blue Mountain Branch, celebrated her 100th birthday at the April Branch meeting by blowing out the candles on her cake and making a short speech. Mary's advice to us is to "live one day at a time".

Best wishes Mary from RWTO!

Issues and Concerns...Elder Abuse

"Every person — every man, woman, and child — deserves to be treated with respect and with caring."

"Every person — no matter how young or how old — deserves to be safe from harm by those who live with them, care for them, or come in day-to-day contact with them." ('Elder Abuse and Neglect: In Search of Solutions,' APA On Line, 2007)

For far too long incidents of elder abuse have been ignored, unreported or unaddressed. The time has come when all citizens of good conscience should be aware of and speak out against all forms of elder abuse, a problem of increasing incidence and prevalence, not only in Canada but also in many other countries where the elderly may be vulnerable.

As caring professionals we should consider our role in exposing and addressing this intolerable abuse. A strong call to involvement can be found on the federal government's web site:

Professional associations and organizations need to have in place ethical and legal standards related to the abuse of older persons.

... It is important that members of these associations and organizations are aware of the legalities involved in abuse situations.

(http://www.phac-aspc.gc.ca/seniors-aines/pubs/enhancing/chap4_e.htm)

While the Retired Women Teachers of Ontario are not primarily concerned with health issues, as would retired nurses be for example, our mandate to caring and sharing should reach beyond our membership to embrace the larger community. The nature and extent of abuse is truly shocking and should concern all of us.

There are various definitions of elder abuse, but a good general definition can be found in 'Preserving Dignity and Individuality' p.46: "the willful infliction of injury, unreasonable confinement, intimidation or punishment with resulting physical harm, pain or mental anguish. The abuse may be intentional or unintentional, and may also include neglect or financial or sexual exploitation. More detailed descriptions may help to define the scope of the problem.

PHYSICAL ABUSE involves inflicting physical discomfort, pain or injury. It includes behaviours such as slapping, hitting, punching, beating, burning, sexual assault and rough handling.

PSYCHOLOGICAL ABUSE diminishes the identity, dignity and self-worth of the older person. Examples are name calling, yelling, insulting, threatening, imitating, swearing, ignoring, isolating, excluding from meaningful events and deprivation of rights.

FINANCIAL ABUSE, also known as material or property abuse, involves the misuse of money or property. Examples include stealing money or possessions, forging a signature on pension cheques or legal documents, misusing a power of attorney, and forcing or tricking an older adult into selling or giving away his or her property.

NEGLECT is the failure of a caregiver to meet the needs of an



older adult who is unable to meet those needs alone. It includes behaviours such as denial of food, water, medication, medical treatment, therapy, nursing services, health aides, clothing and visitors.

(Above descriptions can be found on the Government of Canada under the National Clearinghouse on Family Violence: http://www.phac-aspc.gc.ca/ncfv-enivf/familyviolence/html/ageinstitutions_e.html)

Unfortunately many seniors are abused in institutions, nursing homes and other Long Term Care facilities which have been established to care for the elderly and protect them from the very abuses which occur there. Dr. Elizabeth Podnieks, Professor of Nursing at Ryerson University and founder and Chair of the Ontario Network For The Prevention of Elder Abuse (ONPEA) has conducted extensive research in the area of elder abuse. Her study, the only national study using random survey methods, identified "at least 4% of the population age 65 and older had suffered from one or more serious forms of abuse at the hands of a family member or other close contact." (1989) "Other Canadian studies have suggested that this figure is extremely low and the real incidence may be much higher. (Breaking the Silence, 1993)" (http://www.phac-aspc.gc.ca/seniors-aines/pubs/enhancing/chap4_e.htm).

"The phenomenon of elder abuse is becoming increasingly recognized by both medical facilities and social agencies. ... Elder abuse, however, has just recently attracted the attention of the medical profession. The first step in preventing elder abuse and neglect is to increase levels of awareness and knowledge among physicians and other health care provid-

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ers.” (‘Preserving Dignity and Individuality’ p.45) Abuse of those who cannot defend themselves because of physical or mental feebleness is unthinkable; yet it exists in our society, in our province, on our doorstep.

The fact of elder abuse cannot be denied. The Toronto Star published an exposé of the shameful and inexcusable abuse of a resident of one of Toronto’s Central Park Lodges. (Natalie’s Story, written by staff reporter, Moira Welsh, Dec. 5th, 2003). The CTV television network aired details of treatment received by Norma S. both in the privately owned Charlotte Villa in Brantford and in Versa Care, a facility operated by Central Park Lodges, abuses which might be dismissed as imagined or exaggerated had the irrefutable abuse not been documented by hidden cameras. (Feb. 6th, 2004). Tape after tape revealed footage of Norma being thrown into bed, screamed at, threatened with fists and a slipper as well as workers helping themselves to Norma’s food and to money from her wallet. Were the shocking abuses inflicted on these two vulnerable women isolated examples? I think not. What has been exposed is only the tip of a very large iceberg.

Three identified studies of the problem of elder abuse were survey studies and not strong scientifically, but they did confirm the existence of the problem. One of these, conducted by the Ontario College of Nurses, surveyed 804 nurses and 804 nursing assistants with the following responses; 20% reported witnessing abuse of patients in nursing homes; 31% reported witnessing rough handling of patients; 28% report-

ed witnessing workers yelling and swearing at patients; 28% reported witnessing embarrassing comments being said to patients; and 10% reported witnessing other staff hitting or shoving patients. (College of Nurses of Ontario, 1993: “Abuse of Clients by RNs and RNAs: Report to Council on Result of Canada Health Monitor Survey of Registrants.” Results of studies from Quebec and New Hampshire were even more disturbing; these can be found on the Internet. (http://www.phacasp.gc.ca/ncfvf/familyviolence/html/age-institutions_e.html)

There are many reasons why elder abuse occurs: caregiver stress from personal issues, overworked or exhausted care providers, lack of adequate training and support for caregivers, insufficient numbers of caregivers, unsuited individuals such as those with little understanding or empathy for the elderly employed in institutions, nursing homes etc., inadequate government funding, ignorance and apathy of a society which values youth -- often at the expense of the needs of the elderly.

With the senior sector of society increasing faster than any other, the problems of elder abuse must be recognized and acknowledged, and every attempt must be made to prevent the shame of abuse through education and adequate funding for staffing in facilities and to eliminate abuse wherever it exists. Can we be a voice for those who cannot speak for themselves?

Linda Seath

Issues and Concerns Convenor

RWTO Constitution and Policies and Procedures Handbook

Since the blue RWTO Handbook was published a number of years ago, many changes have been made to its contents. The Board has decided not to reprint this book in its old format, but to provide the information to members in other ways.

Following updating of the Constitution to include all changes approved by the various Annual Meetings, it has been posted to the RWTO website at rwto.org. Choose the “About RWTO” link on the left side of the screen, scroll down to “Governance”, and follow the instructions to access the Constitution. This may be easily printed and filed for reference. If this is not feasible, one hard copy will be sent to a Branch from Provincial Office on request. This web page also includes the “Goals” and “Vision Statement” which had been in the Handbook.

The Policy Handbook which was compiled from many sets of Board minutes in 2003 has been reorganized and updated. It now includes all policies and procedures which have been approved by the Board, the Guidelines from the old Handbook, Job Descriptions for Board positions, and Cross-references to other policies and Constitution Articles.. This is a working document, and will undergo change each time a Board decision affects its contents. Each Area Director has a copy and will receive regular updates. It is available to a Branch as a .pdf file on request from Provincial Office or, in most cases, from Area Directors. One hard copy may also be requested by a Branch. Updates will need to be inserted as they are made.

Resolutions

All resolutions to be brought before the 2008 Annual Meeting must be sent to Carole Watson, convenor of the Resolutions Committee, by November 15, 2007.

Each resolution must contain only one key issue for decision.

The intent of the resolution should be clear and concise.

They may be sent to carole.watson@sympatico.ca. or 9 Farley Place, St. Thomas ON N5R 3E6.

Carole Watson, First Vice President

RWTO Calendar 2007-2008

September 18-19, 2007	Provincial Executive Meeting	January 31, 2008	Deadline for nominations for Honorary Membership Awards for 2008 Convention
September 19-20, 2007	Provincial Board of Directors Meeting		
September 19-20, 2007	Workshops for Insurance Convenors and Treasurers	February 14, 2008	Deadline for submissions for March Newsletter
October 11, 2007	Deadline for submissions for November Newsletter	April 1, 2008	Deadline for invitation to host Annual Convention in 2010
October 15, 2007	All membership fees should be submitted	April 15, 2008	Deadline for mailing Delegate Form for Annual Meeting
November 15, 2007	Deadline for submission of Resolutions for 2008 Convention	April 22-23, 2008	Provincial Executive Meeting
November 30, 2007	Determine Branch numbers for Convention delegates	June 2, 3, 4 & 5 2008	Provincial Board Meeting
January 31, 2008	Deadline for nominations for 2008-9	June 3, 4 & 5, 2008	52nd Annual Convention in Collingwood / Blue Mountain Resort
		September 1, 2008	Provincial Fees for 2008-9 are now due

Remember October 11 is the Deadline for submissions for the November Newsletter



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