

Resolutions for 2023 Annual General Meeting

Resolution #1

Submitted by Area 12 (Lydia Snow North Halton, Mississauga, Burlington, Peel North), Area 7 (Belleville, Durham North, Northumberland-South Durham, Peterborough, Trenton & District), Hamilton-Wentworth, Niagara, South Bruce

Be it resolved that Constitution, Article III Membership and Fees,

1. Regular Members: any retired woman teacher is eligible to be a member of RWTO/OERO whether or not she is receiving a teacher's pension, **be amended to read:**

1. Regular Members

- a. Regular Members include Retired Women Educational Professionals who have worked in schools as listed:
 - i. Retired Women Teachers
 - ii. Retired Women Educational Assistants
- b. Retired Women Educational Professionals may become Regular Members whether or not they are receiving a job-related pension

Rationale:

- The Ad Hoc Committee Report on the Survey of Membership Extension (on the website) received a substantial majority for Retired Women Educational Assistants.
- Teachers and other Educational Professionals worked as a team in the classroom and school setting with common goals for children. They supported students with different levels of abilities, behavioural issues, mobility and language challenges, and social/emotional struggles.
- Qualification requirements for Educational Professionals have changed greatly over the years. They have received credentials, diplomas and/or certification within their areas of expertise that have taken years of training.
- Expanding membership is particularly important for small and rural Branches. Provincially, membership is both declining and aging, which can be a factor in having viable Branches and filling executive roles. Membership recruitment is needed to ensure a strong organization in the future.
- Building a viable and inclusive membership would permit us to continue providing Health Care Insurance plans, combating isolation concerns for our membership, and fulfilling our goal of providing caring and sharing opportunities for women and children in our communities as well as ourselves.

Resolution #2

Submitted by Area 12 (Lydia Snow North Halton, Mississauga, Burlington, Peel North), Area 7 (Belleville, Durham North, Northumberland-South Durham, Peterborough, Trenton & District), Hamilton-Wentworth, Wiarton, and South Bruce

Be it resolved that Constitution, Article III Membership and Fees,

1. Regular Members, be amended with the addition of:

Retired Women Early Childhood Educators

Rationale:

- The Ad Hoc Committee Report on the Survey of Membership Extension (on the website) received a substantial majority support for Retired Educational Educators.

(See Resolution #1, *Rationale*)

Resolution #3

Submitted by Hamilton-Wentworth, South Bruce, Wiarton

Be it resolved that Constitution, Article III, Membership and Fees, 1. Regular Members; be amended with the addition of:

Retired Women Speech & Language Pathologists.

Rationale:

- The Ad Hoc Committee Report on the Survey of Membership Extension received considerable support for Retired Women Speech & Language Pathologists.

(See Resolution #1, *Rationale*)

Resolution #4

Submitted by Hamilton-Wentworth, South Bruce, Wiarton

Be it resolved that Constitution, Article III, Membership and Fees,

1. Regular Members, be amended with the addition of:

Retired Women Child & Youth Workers/Counsellors

Rationale:

- The Ad Hoc Committee Report on the Survey of Membership Extension (on the website) received support for Retired Women Child & Youth Workers/Counsellors

(See Resolution #1, *Rationale*)

Resolution #5

Submitted by Hamilton-Wentworth, South Bruce, Wiarton

Be it resolved that Constitution, Article III, Membership and Fees,

1. Regular Members, be amended with the addition of: Retired Women Social Workers.

Rationale:

- The Ad Hoc Committee Report on the Survey of Membership Extension (on website) received support for Retired Women Social Workers.
- **(See Resolution #1, *Rationale*)**

Resolution #6

Submitted by Owen Sound and Area

Be it resolved that Constitution Article III 1. Regular Members, be replaced with:

Be it resolved to extend RWTO/OERO membership to include Retired Women Educational Professionals as members of RWTO/OERO. Retired Women Educational Professionals shall include but not be limited to Retired Women Teachers, Retired Women Educational Assistants, Retired Early Childhood Educators, Retired Women Speech and Language Therapists and Pathologists, Retired Women Child and Youth Workers/Counsellors and Retired Women Social Workers.

Rationale:

- It is time to expand membership to all retired women who have worked in the education system. While there may be differences in qualifications and experience it is important to give all retired women who have worked in the school system the opportunity to be members of RWTO/OERO.

Resolution #7 Submitted by Hamilton-Wentworth

Be it resolved that Constitution, Article I Name

"The organization shall be called the "Retired Women Teachers of Ontario/Organisation des enseignantes retraitées de l'Ontario", hereafter referred to as RWTO/OERO." **be amended to read:**

"This organization, which as of June 2023 extended its membership to represent not only Retired Women Teachers but also other Retired Women Educational Professionals, shall maintain the name "Retired Women Teachers of Ontario/Organisation des enseignantes retraitées de l'Ontario", hereafter referred to as RWTO/OERO."

Rationale:

- This has historically been the name of our organization since 1999, is well recognized throughout our communities, and maintains our identity and outstanding reputation.
- Following the positive response to the Ad Hoc Committee Report on the Survey of Membership Extension (May 2021) the Board of Directors passed Motion #74, recommending that the RWTO/OERO name remain the same.
- Adding the year the membership was expanded, gives an easily found historical reference.

Resolution #8

Submitted by Hamilton-Wentworth

Be it resolved that Constitution, MISSION STATEMENT, VISION STATEMENT 1, 2 and 5, and GOALS 1, “teachers” be amended to read “Educational Professionals”.

Rationale:

The word “teachers” appears 8 times in the Constitution. Two of these are used as part of our official name, which would remain the same. The other 6 are in reference to our members being Retired Women Teachers. These references now need to be inclusive for all of our members, and Retired Women Educational Professionals incorporates everyone.

Resolution #9

Submitted by Hamilton-Wentworth

Be it resolved that Constitution, GOALS 2, “retired teachers” be amended to read: “retired women educational professionals”.

Rationale:

- In addition to the rationale from Resolution 8, the word "women" should be included in GOALS 2 as a better reflection of our membership, as the historical intent of this sentence was always directed to our membership of women.
- The phrase "retired women educational professionals" would now be consistent throughout the Constitution when referring to our membership.

Resolution #10

Submitted by Area 12 (Lydia Snow North Halton, Mississauga, Burlington, Peel North), Area 7 (Belleville, Durham North, Northumberland-South Durham, Peterborough, Trenton & District) Hamilton-Wentworth, Wiarton, and South Bruce

**Be it resolved that Policies and Procedures, ARTICLE III, MEMBERSHIP AND FEES,
1. Membership**

- a. To be a member of RWTO/OERO, a retired woman member must pay her Provincial fees.
- b. A retired woman member may join at any time during the year.
- c. A retired woman member holds membership in the Branch to which she pays her Provincial fees. She is eligible to serve on the Executive of that Branch and/or be a delegate of that Branch.

Be amended to read:

1. Regular Membership to include other Retired Women Professional Educators into our organization as follows:

- a. To be a member of RWTO/OERO, a Retired Woman Professional Educator must pay her Provincial Membership Fee.
- b. A Retired Woman Professional Educator may join at any time during the year.
- c. A Retired Woman Professional Educator holds membership in the Branch to which she pays her Provincial fees.
- d. All members will have equal opportunity within the organization at the Branch and Provincial levels, and/or be a delegate of the Branch.
- e. Insurance Programs will be available to all joining women members.

Rationale:

- The replacement of “teacher” with “Woman Educational Professional” aligns the Policies and Procedures with Constitution.
- These additional statements in Policy and Procedures provide equal opportunities and supplemental insurance, if qualified, for all members.

Resolution #11

Submitted by Area 12 (BurOak, Lydia Snow North Halton, Mississauga, Peel North)

Be it resolved that Policies and Procedures, ARTICLE III. MEMBERSHIP AND FEES,

1. Membership

- a. To be a member of RWTO/OERO, a retired teacher must pay her Provincial fees.
- b. A retired woman teacher may join at any time during the year. (Revised October 2016)
- c. A retired woman teacher holds membership in the Branch to which she pays her Provincial fees. She is eligible to serve on the Executive of that Branch and/or be a delegate of that Branch. (Revised October 2016)"
- d. In addition, a member may pay a local Branch fee to other branches where she wishes to attend. (Revised October 2016)
- e. RWTO/OERO will provide Branches with a free membership pin for each new member. (Revised October 2016)

be amended to read:

- a. To be a member of RWTO/OERO, a Retired Woman Educational Professional must pay her Provincial membership fee.
- b. A Retired Woman Educational Professional may join at any time during the year.

- c. A Retired Woman Educational Professional holds membership in the Branch to which she pays her Provincial membership fee.
- d. Each member has equal opportunity within the organization, at Branch and Provincial levels, and may be a Convention delegate for their Branch.
- e. The Insurance Program will be available to any qualified member.
- f. In addition, a member may pay a local Branch fee to other Branches where she wishes to attend.
- g. RWTO/OERO will provide Branches with a free membership pin for each new member.

Rationale:

- The replacement of “teacher” with “Retired Woman Educational Professional” aligns the Policies and Procedures with the Constitution.
- Statements "d. & e." provide equal opportunities and supplemental insurance, if qualified, for all members.

Resolution #12

Submitted by Hamilton-Wentworth, South Bruce

Be it resolved that Constitution, Article III Membership and Fees, 4. Interim Member (a.),

"An Interim Member shall be a woman teacher who is currently on Long Term Disability (LTD)" **be amended to read:**

"An Interim Member shall be a Woman Educational Professional who is currently on Long Term Disability (LTD)".

Rationale:

- "Woman Teacher" in this statement refers to a person who has not yet retired.
- "Woman Educational Professional" would reflect our new membership status.

Resolution #13

Submitted by Area 7 Branches (Belleville, Durham North, Northumberland – South Durham, Peterborough, Trenton & District)

Be it resolved that Constitution Article X Annual Meeting 3. Definitions b) Eligible Delegates

Eligible delegates who may attend the Convention are based on paid membership numbers for each Branch, **be replaced with:**

Each Branch shall be represented by two (2) delegates, one Provincial Delegate and one Branch Delegate, regardless of the paid membership numbers for each Branch.

Rationale:

- It is an equitable voting strategy for all Branches. Currently a Branch may have between one and seven voting delegates according to the current formula. (See AGM Report June 2022 --- the committee summarized numbers of paid-up members reported in the Annual Area Reports)

Branches	Delegates	Total	% that each vote represents	
13	1	13	0.87	eg. In the 13 Branches with 1
23	2	46	1.74	delegate, each vote
4	3	12	2.61	represents 0.87% of the
1	4	4	3.48	total number of votes
4	5	20	4.35	and so on down the list.
1	6	6	5.22	
2	7	14	6.09	
48		115		
<u>Delegate Representation</u>				
36 branches with 2 or less delegates		59	51.30%	
12 branches with 3 or more delegates		56	48.70%	

3. Definitions (b). Eligible Delegates

So, 36 branches get 51.30% of the total votes while only 12 branches get 48.70% of the total number of votes

- The main purpose of the Convention is an Annual General Meeting. Having only two delegates for each Branch is an efficient way to vote.
- The role of the Programme Coordinator may be easier regarding tabulation of the number of votes and calculating percentages in order to decide if a motion is carried.
- It would be cost efficient for Branches. Provincial would continue to pay for the Convention package, including Executive registration, accommodation and mileage for the Provincial Delegate as described in the **Constitution Article X Annual Meeting #6. Delegate Expenses**. Provincial will continue to pay registration fee of the Branch Delegate. Branch Delegates additional expenses of accommodation and mileage may be paid by each Branch as determined by each Branch.
- Branches who currently send more than 2 delegates would save money which could then be spent on a greater number of their members locally. For determined by each Branch Executive.
- Any Branch could send additional members to observe the AGM at the Branch's expense or at their own expense.
- There could be a significant cost saving to Branches hosting a Convention in the future as there would be fewer members in attendance.

Resolution #14

submitted by Area 7 Branches (Belleville, Durham North, Northumberland – South Durham, Peterborough, Trenton & District)

Be it resolved that **Constitution Article X Annual Meeting**

5. Voting Delegates:

- a. The Provincial Office shall notify each Branch President of the exact number of delegates to which the Branch is entitled based on the official membership count as received in the Provincial Office and recorded by November 30.
- b. Each Branch shall be entitled to one voting delegate with all reasonable expenses paid by the Provincial Office.
- c. Each Branch is entitled to eligible delegates according to the following formula.: Up to 50 members 1 delegate 51-100 members 2 delegates 101-150 members 3 delegates 23 151-200 members 4 delegates 201-250 members 5 delegates 251-300 members 6 delegates 301 members + 7 delegates

Be amended to

Constitution Article X Annual Meeting

5. Voting Delegates

- a. **Each Branch shall be entitled to two voting delegates with all reasonable expenses paid by the Provincial Office.**

Rationale:

- Equal representation of 2 delegates per Branch eliminates the need for Provincial Office to notify Branch Presidents the exact number of delegates per Branch
- Equal representation of 2 delegates per Branch eliminates the need for a sliding scale calculation of delegates

Resolution #15:

Submitted by Area 7 Branches (Belleville, Durham North, Northumberland – South Durham, Peterborough, Trenton & District)

Be it resolved that **Constitution Article X Annual Meeting**

5. Voting Delegates, be replaced with:

- a. Each Branch shall be entitled to two voting delegates with all reasonable expenses paid by the Provincial Office.
- b. Branch delegates selected to attend the Annual Meeting must be representing the Branch through which they pay their Provincial fees.

Rationale:

- Equal representation of 2 delegates per Branch eliminates the need for Provincial Office to notify Branch Presidents the exact number of delegates per Branch.
- Equal representation of 2 delegates per Branch eliminates the need for a sliding scale calculation of delegates.

BOARD RESOLUTIONS

Resolution #16:

Be it resolved that Constitution, Article VIII Duties and Structures of Provincial Committees, A. Standing Committees, be amended by the addition of: 9. Marketing Committee

The Marketing Committee shall:

- a. be chaired by a member of the Board of Directors,
- b. consist of three members from the Board of Directors and invited members-at-large, the number determined by the committee,
- c. meet to develop a marketing plan that includes analytical strategies and innovative ideas
- d. report results to the Board.

Rationale:

- There is an ongoing need to convince Women Teachers that RWTO/OERO has a service that is different and worthy of their support. This need may change over time as circumstances within our society alter and impact on us both directly and indirectly.
- Maintaining our membership is critical to the continued success of our organization.
- A marketing committee's purpose is to raise awareness of the services provided by the organization to its members and to generate interest for potential new members.

Resolution #17:

Be it resolved that Constitution Article VII –Duties of the other members of the Board of Directors

1. Honorary President

- a. install the elected officers and members of the BOD at the Annual General Meeting

be amended by the addition of: “conclusion of” before “the Annual General Meeting”.

Rationale:

- this clarifies that the Honorary President has completed her role on the BOD when the installation of the next BOD takes place.
- a BOD member cannot perform the installation of fellow members.

Resolution #18:

Be it resolved that Constitution, Article VII Duties of the Board of Directors 1. Honorary President

3. 'serve as a member of the Steering Committee' be removed.

Rationale:

- maintains the impartiality of the Steering Committee
- allows the Honorary President to fulfill all her duties as a member of the BOD

RESOLUTION #19:

Be it resolved that Constitution Article X – Annual Meeting

7. a. 'May speak to resolutions and motions to assist in clarifications in a discussion', **be amended by adding:**

'Unless acting as a member of the Steering Committee'.

Rationale:

- maintains the impartiality of the Steering Committee

Resolution #20:

Be it resolved that Constitution, Article IX, Branch Organization,7: "A Branch wishing to disband must give six months' notice in writing to the Provincial President" be amended to read, "Branches considering disbanding or amalgamating must inform the Provincial President in writing with a six-month notice."

Rationale:

- The current Constitution has no reference to amalgamation.
- Branches will be given an option to amalgamate or disband as a choice for the membership.
- The Provincial Policies and Procedures Manual will be aligned with the RWTO/OERO Constitution.
- Branches are asking for more direction from RWTO/OERO Provincial related to Branches ' amalgamating or Branches' disbanding. This revised statement will give direction to Branches.