

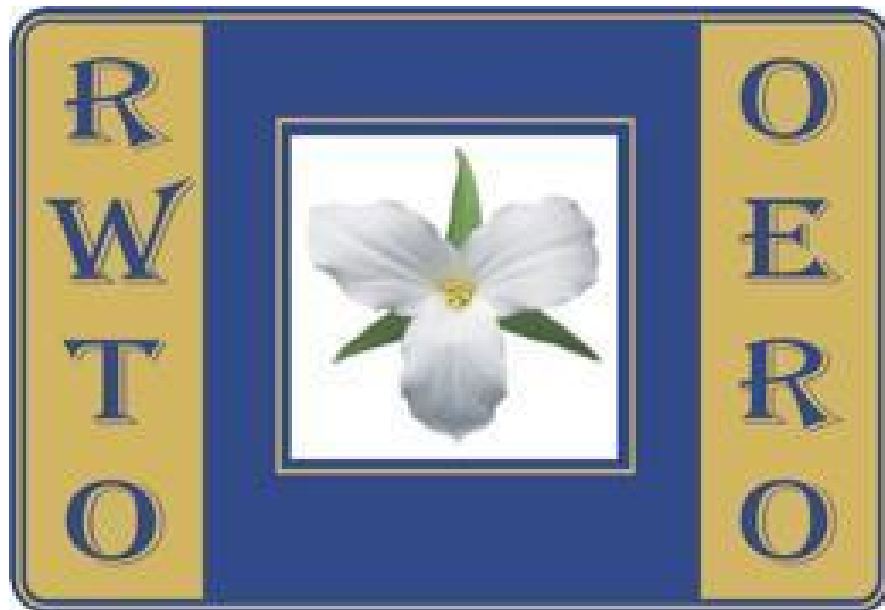
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# CONSTITUTION

## RWTO/OERO

Retired Women Teachers of Ontario  
Organisation des enseignantes retraitées de l'Ontario

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June 2018

**CONSTITUTION RWTO/OERO**  
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## **Mission Statement**

We believe that RWTO/OERO is an organization which meets the interests and needs of retired women teachers.

## **Motto**

Caring and Sharing.

## **Vision Statement**

1. RWTO/OERO continually works to be a fully accessible organization to meet the unique needs of retired women teachers.
2. RWTO/OERO fosters and promotes interaction among retired women teachers to help members maintain and establish friendships with former colleagues.
3. RWTO/OERO provides interesting, stimulating and supportive programs for all members.
4. RWTO/OERO provides a wide range of opportunities for members to use their leadership, communication and creative skills.
5. RWTO/OERO is socially conscious and works to establish a visible, outward-looking presence among teachers in particular and the public in general to improve the lives of all women and children.

## **Goals**

1. To provide a strong communication network and opportunities for social interaction among retired women teachers at both the local and provincial levels.
2. To provide interesting and challenging programs for intellectual stimulation, information about issues of particular interest to retired teachers, and opportunities for cultural enrichment.
3. To provide support for colleagues especially in times of illness, loneliness, stress and sorrow.
4. To provide a unique form of hospital & home care insurance exclusively for members and their spouses at a reasonable cost.
5. To formulate an organized plan to increase membership in RWTO/OERO.

6. To ensure that RWTO/OERO is a financially well-managed organization both provincially and locally.

**Constitution**

**Definition:** A Constitution consists of the fundamental laws and principles of a government, association or corporation.

## **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.

## **Article II Structure**

The RWTO/OERO shall be the provincial body comprised of the Provincial Executive, Board of Directors, the Branch Executives, and the Members-at-large.



## **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 teachers pension.

### **2. Honorary Member**

An Honorary Member is one who has given outstanding service to the provincial RWTO/OERO and who has been approved for this honour by the provincial organization. An Honorary Member pays the annual fee.

### **3. Life Member**

- a. A Life Member is one who is unable to manage details of her personal affairs; OR who is no longer attending meetings due to chronic ill health, physical impairment, mobility or age. She shall pay no membership fees.
- b. Nominees for this status must first be approved by the Branch Executive, and their names forwarded to the Provincial Office.
- c. A member who reaches the age of 100 shall be invited by the Provincial Goodwill Convenor to become a Life Member and shall no longer be required to pay membership fees as of September following her one hundredth birthday.

### **4. Interim Member**

- a. An Interim Member shall be a woman teacher who is currently on Long Term Disability (LTD).
- b. An Interim Member shall fulfill the following criteria:
  - i. be nominated for this status by a member in good standing,
  - ii. be approved by the Branch Executive,
  - iii. provide verification of LTD from her school board,
  - iv. pay the regular yearly membership fee.
- c. An Interim Member shall not hold a Provincial or Branch Executive position, be a delegate at the Annual Meeting, or be eligible for Insurance plans of RWTO/OERO.
- d. If an Interim Member does return to teaching, her membership ceases to be valid.

### **5. Fees**

- a. There shall be an annual flat fee for membership in RWTO/OERO.
- b. For members who retired on or before August 31, 1980 the fee shall be frozen in perpetuity at a flat fee of \$15.00 (fifteen dollars).
- c. The membership year shall be from September 1 to August 31.
- d. Membership fees are to be paid to the Branch Treasurer.
- e. Annual provincial membership fees are payable to the Provincial Office as of September 1<sup>st</sup> each year. Membership fees should be forwarded by October 15 and must be received by the Provincial Office on or before November 30 for inclusion in the calculation of Convention delegates for each branch.
- f. Annual provincial membership fees for new members must be forwarded to the Provincial Office when they are received by the branch.

## **Article IV Organization**

### **1. Board of Directors**

The Board of Directors shall be the governing body of RWTO/OERO and shall consist of the following:

- a. Honorary President
- b. Executive Officers
  - i. Past President
  - ii. President
  - iii. First Vice-President
  - iv. Second Vice-President
  - v. Program Coordinator
  - vi. Provincial Insurance Convenor
  - vii. Recording Secretary
  - viii. Parliamentarian
  - ix. Executive Secretary-Treasurer
- c. Area Directors
- d. Convention Convenor
- e. Provincial Committees and /or Convenors
- f. Standing Committees: Constitution and Resolutions, Nominations, Honorary Membership, Finance, Audit, Review, Policy, Convention Handbook Revision
- g. Appointed Convenors: Goodwill, Issues and Concerns, Membership, Communications Newsletter, Communications Website, Archivist, Assistant Insurance Convenor.

### **2. Terms of Office**

- a. The term of office for the Honorary President, Past President, President, First and Second Vice-Presidents shall be one (1) year.
- b. The term of office for all other members of the Board of Directors, except the Recording Secretary, the Executive Secretary-Treasurer, the Parliamentarian and the Convention Convenor, shall be two (2) years and they shall be eligible for a second term of two (2) years.
- c. The term of office for the Recording Secretary shall be one year unless the incoming President chooses to extend that term of office.
- d. The term of office for the Executive Secretary-Treasurer shall be on a continuing yearly basis subject to the approval of the Board of Directors.
- e. The term of office for the Parliamentarian shall be one year, renewable.
- f. The term of office for the Convention Convenor shall be one year.

### **3. Resignations**

- a. Resignations from any RWTO/OERO office must be in writing and become effective upon receipt of notice.
- b. If a Provincial President resigns from office and does not complete her term of office, she becomes ineligible for the position of Past President or Honorary President.
- c. In the event that any Executive Officer resigns from her position, her replacement shall be appointed by the Executive for the remainder of her term.
- d. In the event that any Area Director resigns from her position, her replacement shall be appointed from her Area by the Executive for the remainder of her term.
- e. In the event that the Past President cannot assume the office of Past President, the Executive shall choose a former RWTO/OERO Past Provincial President as her replacement.

### **4. Elections**

#### **(a) Election of Executive Officers**

The Chair of the Nominations Committee shall submit to the delegates at the Annual Meeting the names of nominees for the executive office for the following positions:

- i. Past President
- ii. President
- iii. First Vice-President
- iv. Second Vice-President
- v. Program Coordinator
- vi. Provincial Insurance Convenor
- vii. Recording Secretary

**(b)** If more than one candidate is nominated for any of these positions then a secret ballot shall be held. Election of these candidates shall be by majority vote of the delegates present at the Annual Meeting.

#### **(c) Selection or Election of Area Directors**

- i. Each Area shall decide on the process for electing or selecting its own Area Director.
- ii. The method to be used in selecting each Area Director must be in writing.
- iii. Copies of the process must be made available to the Provincial Executive and circulated to each of the Branch Presidents within each Area.
- iv. The name of each Area Director selected or elected by members in her own area must be forwarded to the Provincial Nominations Chair as soon as possible but before the end of each fiscal year.
- v. The chair of the Nominations Committee must submit the names of the nominees for the position of Area Director chosen by each Area for ratification by the delegates at the Annual Meeting.

**(d) Appointments to the Board of Directors**

The Chair of the Nominations Committee shall submit to the delegates at the Annual Meeting the names of the additional appointees to the Board of Directors for the following positions:

- i. Archivist
- ii. Parliamentarian
- iii. Convention Convenor
- iv. Honorary President
- v. Executive Secretary-Treasurer
- vi. Membership Convenor
- vii. Communications Newsletter Convenor
- viii. Communications Website Convenor
- ix. Assistant Provincial Insurance Convenor

**(e) Voting**

All elected and appointed members of the Board of Directors with the exception of the Parliamentarian and the Executive Secretary-Treasurer are entitled to a vote.

## **Article V Duties of the Board of Directors**

### **1. Executive**

#### **The Executive shall:**

- a. meet in September and May or at the call of the President,
- b. appoint committees as needed,
- c. carry out administrative details that arise throughout the year,
- d. appoint a replacement to fill an office that becomes vacant,
- e. appoint three signing officers immediately following the Annual Meeting,
- f. prepare a preliminary budget at the spring meeting,
- g. appoint a Parliamentarian.

### **2. Board of Directors**

#### **The Board of Directors shall:**

- a. meet in September and May or at the call of the President,
- b. meet immediately prior to and following the Annual Meeting,
- c. appoint an Executive Secretary-Treasurer to carry out the administrative and financial duties of the organization,
- d. give final approval to the budget prior to its presentation at the Annual Meeting,
- e. present resolutions and motions to the general membership for approval at the Annual Meeting.

## **Article VI Duties of the Executive Officers**

### **1. Past President**

#### **The Past President shall:**

- a. chair the Nominations Committee,
- b. advertise vacancies for Provincial Executive positions in the November Newsletter,
- c. present the proposed slate of officers and appointees to the Board of Directors prior to being presented to the delegates at the Annual Meeting,
- d. present the proposed slate of elected officers and appointees to the Board of Directors to the delegates at the Annual Meeting for election and ratification,
- e. call three times for any further nominations from the floor,
- f. hold an election by secret ballot at the Annual Meeting if more than one nomination is received for any one elected position. Each candidate will be given equal opportunity to speak to the delegates before the vote is taken,
- g. be a member of the Constitution and Resolutions Committee,
- h. assume the responsibility for updating and keeping the policy manual current,
- i. chair the Review Committee.

### **2. President**

#### **The President shall:**

- a. preside at all Provincial meetings,
- b. report to the Executive, the Board of Directors and the Annual Meeting,
- c. call other meetings as required,
- d. maintain close communication with all levels of the organization,
- e. be an *ex-officio* member of all committees with full voting privileges,
- f. ensure that a Branch issues an invitation two years in advance to host the Annual Meeting.

### **3. First Vice-President**

#### **The First Vice-President shall:**

- a. perform all the duties of the presidential office in the absence of the President,
- b. chair the Constitution and Resolutions Committee.

### **4. Second Vice-President**

#### **The Second Vice-President shall:**

- a. chair the Goodwill Committee.

## **5. Program Coordinator**

### **The Program Coordinator shall:**

- a. coordinate the activities of the Area Directors,
- b. act as a liaison between the Provincial Executive and the Area Directors,
- c. organize the details for the official count of the voting delegates at the Annual Meeting,
- d. select the Returning Officer, the Timer, the Steering Committee (to include the in-coming Honorary President) and the Scrutineers for the Annual Meeting in consultation with the host Branch,
- e. manage and promote sales of RWTO/OERO publications and supplies at the Annual Meeting.

## **6. Provincial Insurance Convenor**

### **The Provincial Insurance Convenor shall:**

- a. act as liaison between the Board of Directors and the Insurance Broker for the RWTO/OERO Hospital and Home Care Plan,
- b. organize and present annual workshops to train Branch Insurance Convenors and Branch Presidents about the RWTO/OERO Insurance Plan,
- c. Keep RWTO/OERO Branch Insurance Convenors and general membership informed and updated, on an on-going basis, about RWTO/OERO Hospital and Home Care Insurance Plan.

## **7. Recording Secretary**

### **The Recording Secretary shall:**

- a. be elected for a one-year term unless the incoming President chooses to extend that term of office,
- b. be responsible for recording the minutes of all provincial meetings,
- c. receive the annual reports from the Officers and Directors,
- d. prepare and print the Annual Report for presentation at the Annual Meeting in consultation with the Provincial President.

## **8. Parliamentarian**

### **The Parliamentarian shall:**

- a. be appointed by the Provincial Executive,
- b. assist the Constitution & Resolutions Convenor regarding appropriate wording of resolutions,
- c. act as an authority to ensure that Bourinot's Rules of Order are being followed,
- d. preside at the Annual Meeting when resolutions are presented, discussed and voted upon,
- e. be a non-voting member of the Executive and Board of Directors.

## **9. Executive Secretary-Treasurer**

### **The Executive Secretary-Treasurer shall:**

- a. be appointed by the Board of Directors and hold office until a successor has been appointed,
- b. be a non-voting member of the Executive and Board of Directors,
- c. carry out the financial and administrative duties assigned by the President, the Executive and the Board of Directors,
- d. prepare, analyse and present financial statements for the President, the Executive and the Board of Directors,
- e. prepare a preliminary budget for the Executive (acting as the Finance Committee) at the May Executive meeting,
- f. present the financial statements and the proposed budget at the Annual Meeting,
- g. arrange for the distribution of the provincial newsletter,
- h. communicate with Branches, committees and/or individual members, as required, in consultation with the Provincial President,
- i. be subject to an annual performance appraisal with periodic reviews as required.



## **Article VII Duties of Other Members of the Board of Directors**

### **1. Honorary President**

#### **The Honorary President shall:**

- a. attend the Fall and Pre-Annual meetings of the Board of Directors,
- b. install the elected officers and members of the Board of Directors at the Annual Meeting,
- c. be a member of the Honorary Membership Committee,
- d. as incoming Honorary President, serve as a member of the Steering Committee.

### **2. Area Directors**

#### **The Area Directors shall:**

- a. communicate policies of the provincial organization to local Branch Executives and Members-at-large,
- b. carry out responsibilities as assigned by the Provincial Program Coordinator,
- c. communicate the concerns of the local Branch Executives to the Program Coordinator so that any necessary action can be undertaken by the Provincial President and/or the Executive,
- d. receive annual Branch reports, summarize and forward them to the Recording Secretary for the Provincial Annual Report,
- e. organize insurance training workshops for Branch Presidents and Insurance Convenors in conjunction with the Provincial Insurance Convenor,
- f. attend a Branch meeting and/or Branch Executive meeting, when possible, to communicate with the local leadership,
- g. assess the need for organizing additional Branches in their areas.

### **3. Communications Convenors**

#### **The Communications Newsletter Convenor shall:**

- a. attend all Board of Directors meetings,
- b. chair the Communications Newsletter Committee,
- c. coordinate the publication of the Newsletter and such other documents as may be identified by the Board of Directors,
- d. work with the Communications Website Convenor to ensure that the Website meets the needs of the organization,
- e. work with the Executive Secretary-Treasurer to ensure that the business aspects of the production of the Newsletter meets the needs of the organization,
- f. make recommendations to the Board of Directors and the Executive for major changes to the Newsletter as needed,
- g. hold the position for two (2) years and be eligible for a second term of two (2) years.

#### **The Communications Website Convenor shall:**

- a. attend all Board of Directors meetings,
- b. manage the Website by communicating all changes to the Webmaster,

- c. determine content, including all information identified by the Constitution and Resolutions Committee of RWTO/OERO, by the Board of Directors, and other such items as may be submitted by committees and individuals,
- d. make recommendations to the Board of Directors and the Executive for major changes to the website as needed,
- e. hold the position for two (2) years and be eligible for a second term of two (2) years.

#### **4. Membership Convenor**

**The Membership Convenor shall:**

- a. hold the position for two (2) years and be eligible for a second term of two (2) years,
- b. attend all meetings of the Board of Directors,
- c. chair the Membership Committee,
- d. make recommendations to the Board of Directors as needed,
- e. call meetings to carry out the committee's business,
- f. prepare an agenda for the committee's business,
- g. supply updated and meaningful information to Branch presidents at least once a year, preferably at the Annual Convention or shortly after,
- h. prepare and submit a membership report for each newsletter,
- i. train a committee member to take over as chair when the position is up for renewal,
- j. work closely with the committee members, sharing responsibility,
- k. report to the Provincial President, the Executive and the Board of Directors.

#### **5. Archivist**

**The Archivist shall:**

- a. collect, file and preserve historical material relevant to RWTO/OERO,
- b. be responsible for keeping the *In Memoriam* book and for ensuring that the names of the deceased provincial members are inscribed therein each year,
- c. plan the *In Memoriam* service for the Annual Meeting in cooperation with the Provincial President and the Convention Convenor,
- d. arrange for archival material to be taken to York University for storage,
- e. coordinate, with the Convention Convenor, the display of material related to the Cora Bailey Award at the Annual Meeting.

## **Article VIII Duties and Structure of Provincial Committees**

All provincial committees and/or convenors shall report to the President, the Executive and the Board of Directors. The President shall be an *ex-officio* member of all committees with full voting privileges.

### **A. Standing Committees**

#### **1. Constitution & Resolutions Committee**

**The Constitution & Resolutions Committee shall:**

- a. be chaired by the First Vice-President and shall include the Past President and two Area Directors,
- b. ensure that amendments to the Constitution approved at each Annual Meeting are printed in the Annual Report the following year,
- c. carry out the instructions of the Board of Directors regarding proposed changes to the Constitution,
- d. ensure that an *Ad Hoc* Committee is appointed periodically to carry out any major revisions to the Constitution,
- e. receive and review all resolutions from the Branches and the Board of Directors,
- f. consult with the Parliamentarian regarding appropriate wording of the resolutions,
- g. ensure that all resolutions to the Annual Meeting are received before the designated date set by the Board of Directors,
- h. present resolutions to the Executive and the Board of Directors for discussion prior to presentation to the delegates at the Annual Meeting,
- i. ensure that the resolutions received by the deadline along with the rationale are printed in March Newsletter.

#### **2. Nominations Committee**

**The Nominations Committee shall:**

- a. be chaired by the Past President and include two Area Directors,
- b. advertise vacancies for Provincial Executive and Appointed Committee members in the December Provincial Newsletter,
- c. receive nominations for any vacancies on the Provincial Executive before the date set by the Board of Directors,
- d. prepare a proposed slate of officers to fill vacancies on the Provincial Executive,
- e. prepare a proposed slate of appointees to the Board of Directors.

#### **3. Honorary Membership Committee**

**The Honorary Membership Committee shall:**

- a. consist of the Honorary President and three members of the Board of Directors,
- b. receive nominations for this award,
- c. choose no more than four candidates each year.

#### **4. Finance Committee**

**The Finance Committee shall:**

- a. be chaired by the Provincial President,
- b. consist of the members of the Executive,
- c. prepare a preliminary budget at the May Executive and Board Meeting.

#### **5. Audit Committee**

**The Audit Committee shall:**

- a. be chaired by the Provincial President,
- b. consist of the First and Second Vice-Presidents, one Area Director, the Recording Secretary and the Executive Secretary-Treasurer,
- c. If the Executive Secretary-Treasurer has the auditor's report by the Spring Board meeting the report will be presented. The Board will review the financial state of the organization and make recommendations as deemed necessary. If the auditor's report is not ready until after the Spring Board meeting, the Audit Committee will meet to review the financial state of the organization and make recommendations to the Board of Directors following receipt of the financial statements.

#### **6. Review Committee**

**The Review Committee shall:**

- a. be chaired by the Past President,
- b. consist of the Provincial President, the First Vice-President and two Directors,
- c. meet to review the performance of the RWTO/OERO employee(s),
- d. recommend any increase in salary beyond the COLA increment,
- e. report, *in camera*, to the Executive.

#### **7. Policy Committee**

**The Policy Committee shall:**

- a. be chaired by the Past President,
- b. have two additional members who shall be current or past members of the Board of Directors,
- c. ensure that the Policies and Procedures Handbook is maintained in a consistent, easy-to-use format, and is updated as changes to policies or procedures are approved by the Board,
- d. review annually, in conjunction with the Executive, the Policies and Procedures Handbook to identify areas for which new, expanded, or Revised policies would be useful for RWTO/OERO operations,
- e. work with committees and Board members to prepare proposed additions or revisions, so that changes will adhere to current policies, procedures and Constitutional Articles, and are consistent in format with the remainder of the document,
- f. provide updated files to the Provincial Office for insertion into the master document which is made available to the Board and Branches.

## **B. Appointed Committees/Convenors**

### **1. Goodwill Convenor**

#### **The Goodwill Convenor shall:**

- a. be the Second Vice-President with assistance as require,
- b. send birthday and special occasion cards each year to all members ninety years of age and older,
- c. send goodwill messages as directed by the Provincial President,
- d. assist the Executive Secretary-Treasurer with keeping the database current for members over ninety (90),
- e. send flowers to members celebrating their hundredth birthday and inform any centenarian who is still paying dues that she now qualifies as a Life Member who is no longer required to pay dues

### **2. Issues and Concerns Convenor**

#### **The Issues and Concerns Convenor shall:**

- a. be appointed from among the members of the Board of Directors,
- b. receive information from members and other sources on issues of concern to retired women teachers,
- c. publish articles of interest to the members in the Newsletter.

### **3. Convention Committee Convenor**

#### **The Convention Committee Convenor shall:**

- a. be selected by the Host Branch,
- b. be appointed as a member of the Board of Directors for a one year term,
- c. receive from the Executive Secretary-Treasurer an advance sum to cover preliminary expenses of the Annual Meeting in consultation with the Provincial President and the Host Committee,
- d. recommend a registration fee, the amount to be approved by the Board of Directors,
- e. ensure that a percentage of the net proceeds from the Annual Meeting, as agreed upon by the Board of Directors, be retained by the Host Branch,
- f. send a financial statement of Convention income and expenses, including the original invoices and expense reports, to the Provincial Office by the respective September Board Meeting following the Annual Meeting.

### **4. Communications Newsletter Committee:**

#### **The Communications Newsletter Committee shall:**

- a. be chaired by the Communications Newsletter Convenor,
- b. be comprised of the Communications Newsletter Convenor and members representing different areas of the province, duly approved by the Executive, the number to be determined by the needs of the Communications Newsletter Convenor. One Board member may be included as an editor on the committee,
- c. be responsible for the production of the Newsletter and other official communication publications,
- d. determine content, including all information identified by the Constitution and Resolutions Committee of RWTO/OERO, by the Board of Directors, and other such items as may be submitted by committees and individuals,

- e. ensure that the content is relevant and of interest to RWTO/OERO members.

## **5. Membership Committee**

### **The Membership Committee shall:**

- a. support existing Branches,
- b. assist any Branch in need,
- c. identify which areas in the province may wish to learn more about RWTO/OERO,
- d. assist in opening new Branches,
- e. offer workshops, seminars and presentations when requested,
- f. attend all meetings at the call of the chair,
- g. be comprised of the Membership Convenor and including non-board members and board members representing different areas of the province, duly approved by the Executive, the number to be determined by the needs of the Membership Committee.

## **6. Assistant Provincial Insurance Convenor**

### **The Assistant Provincial Insurance Convenor shall:**

- a. assist the Insurance Convenor with the annual workshops,
- b. observe all aspects of the Insurance program in preparation for assuming the convenorship.

## **Article IX Branch Organization**

1. The Executive of the Branch shall consist of the following: Past President, President, Vice-President(s), Secretary, Treasurer, Insurance Convenor.
2. Other officers may include: Honorary President, Membership, Issues and Concerns, Goodwill, Publicity, Newsletter and Social Convenors.
3. Branch officers shall be elected at the local Annual Meeting.
4. The Executive shall be responsible for all Branch activities.
5. The Branch Treasurer shall:
  - i. keep a precise record of all money received and disbursed,
  - ii. report regularly to the Branch Executive and membership,
  - iii. forward provincial fees to the Provincial Office prior to the due date set by the Board of Directors,
  - iv. forward a copy of the Branch Annual Financial Report to the Provincial Office no later than April 30.
6. To receive a rebate the Executive Officers of a Branch must be branch RWTO/OERO members in good standing.
7. A Branch wishing to disband must give six months notice in writing to the Provincial President.
8. If all efforts fail to revitalize the Branch, its official books together with a final audited statement and the money remaining in the Branch treasury shall be forwarded to the Provincial Operating Funds.
9. The organization of a new RWTO/OERO Branch shall be assisted by the Area Director, the Provincial President and/or the Provincial Membership Convenor as the need arises when the new RWTO/OERO Branch is being formed.

## **Article X Annual Meeting**

The term **%Annual Meeting+**refers to the official business meeting of the organization; whereas the term **%Convention+**also includes the social and educational aspects of the meeting.

1. There shall be an Annual Meeting of RWTO/OERO in June of each year.

### **2. The Annual Meeting shall:**

- a) receive reports of Officers and Committee Convenors,
- b) approve the annual budget,
- c) elect the officers to the Provincial Executive,
- d) approve the appointments of the Board of Directors,
- e) consider resolutions,
- f) conduct other business.

### **3. Quorum**

A *quorum* for the Annual Meeting shall be fifty percent (50%) of the registered delegates.

### **4. Amendments to the Constitution**

- a. Amendments to the Constitution, submitted by the deadline as determined by the Board of Directors, shall be made at the Annual Meeting by a sixty-six per cent (66%) majority vote of the registered delegates.
- b. Amendments to the Constitution without prior notice shall require an eighty per cent (80)% majority vote of the registered delegates.
- c. When a constitutional change has been duly passed, it shall be extended to all relevant clauses which need to be changed without further resolutions being required.

### **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 delegates according to the following formula.:
- |                  |             |
|------------------|-------------|
| Up to 50 members | 1 delegate  |
| 51-100 members   | 2 delegates |
| 101-150 members  | 3 delegates |
| 151-200 members  | 4 delegates |
| 201-250 members  | 5 delegates |
| 251-300 members  | 6 delegates |
| 301 members +    | 7 delegates |
- d. Branch delegates selected to attend the Annual Meeting must be representing the Branch through which they pay their Provincial fees.



## **6. Delegate expenses**

- a. RWTO/OERO Provincial Office will reimburse one Provincial Delegate per branch for their Convention Package Fee (registration and meals), travel and accommodation.
- b. RWTO/OERO Provincial Office will reimburse one Branch Delegate from entitled Branches (more than 50 members) for the Convention Package Fee (registration and meals). Travel will be paid for only the distance that exceeds 800 kilometres return.
- c. RWTO/OERO Provincial Office will reimburse one Alternate Delegate from entitled Branches (up to and including 50 members) for the Convention Package Fee (registration and meals).
- d. Reimbursement for public transportation (i.e. bus, air, train) will be calculated on the lesser amount of the regular mileage rate paid on the applicable distance or the actual fare.
- e. Expenses for any additional Branch Delegates may be paid by the Branch as determined by the Branch Executive.

## **7. Rules of order:**

The rules found in Bourinot's Rules of Order by Geoffrey Standford shall govern RWTO/OERO.

8. The election of officers and the appointment of the other members of the Board of Directors shall take place at the Annual Meeting.

## **Article XI Communication**

1. The Newsletter and Website shall be the official means of communication with members of RWTO/OERO.
2. The content of the Newsletter shall be determined by the Communications Newsletter Committee in consultation with the Board of Directors.
3. The content of the Website shall be determined by the Communications Website Convenor in consultation with the Board of Directors.
4. Frequency of publication and format of the Newsletter shall be determined by the Communications Newsletter Committee in consultation with the Executive Secretary-Treasurer and approved by the Board of Directors.
5. Updating of the Website shall be determined by the Communications Website Convenor in consultation with the Executive Secretary-Treasurer and approved by the Board of Directors.