



MEMBER'S MANUAL

Membership and Engagement
PCPO

Table of Contents

	Page
1.0 Welcome note from Doug Ford, Premier of Ontario and Leader of the PC Party of Ontario	2
2.0 Welcome from Brian Patterson, President, PC Party of Ontario	3
3.0 Welcome from Tim Iqbal, 7th VP, Membership & Engagement	4
4.0 What does membership mean?	5
5.0 About the PCPO	6
i. History	
ii. Premiers	
iii. Values embraced by the PCPO	
iv. Roles and responsibilities of PCPO members	
v. Why become a member of the PCPO	
6.0 Members' Code of Conduct	9
7.0 Current PCPO Executive	15
8.0 Our Current MPPs	16

WELCOME NOTE FROM PREMIER DOUG FORD

Greetings fellow Ontario PCs!

Since taking office in 2018, we have accomplished more than any government in Ontario's history, thanks in large part to your support.

You understand the challenges we faced and the economic mess we inherited when we took office.

We were the most heavily indebted sub-national government in the world.

We had an underperforming economy and job creation was nowhere near what it could be.

The Liberals created a culture of entitlement and government handouts, while entrepreneurship was stifled and discouraged.

There are two ways to govern. One is to talk a good story (the Liberals are really good at that). Then there's doing the hard work of actually getting the job done. We're proving that the Ontario Progressive Conservatives are really good at that.

One thing is clear: to get our province on the right track, strong leadership is needed. And I am proud of our phenomenal Ontario PC team, who continue to work tirelessly to help realize the fullest potential of our great province. Those who are committed to building a better, more prosperous Ontario for everyone - and to position our province as a leader in Canada once again.

Our PC government has made great progress since 2018, and I am incredibly proud of how far we have taken this province. But we know there is more work to be done.

Friends, that's our message for 2020 and beyond - we must continue to make life better for all Ontarians. And that starts with you. As our bedrock support, you are our feet on the ground in our fight to change the way politics is done in Ontario.

Thank you, as always, for all of the great work you do and for your continued loyal support of the Ontario PC team.

All the best,
Hon. Doug Ford, Premier of Ontario



WELCOME FROM BRIAN PATTERSON



Winning elections resembles building a house – it requires building the winning team one brick at a time.

While the next Ontario election isn't until 2022, the PC Party of Ontario is fully engaged in laying the groundwork for success today. And key to that success is our Party members – the people on the ground in ridings across the province.

With a province as diverse and large as ours, it's our members who are helping plan for the next election and who will make the difference between success and failure in 2022.

Additionally, the PC Party of Ontario Membership Manual is also one of the building blocks for success in 2022.

This manual provides a clear description of rights, roles and responsibilities for members. It also provides a path to success.

I encourage all PC Party members to read the enclosed and consider what role they will play in the election campaign of 2022.

Best Regards,
Brian Patterson

WELCOME FROM TIM IQBAL



Fellow PCs,

We worked hard to defeat a tired, out-of-touch Liberal government that mortgaged our future on gimmicks while they were in office.

Under the Ontario PC Government's leadership since we took office in 2018, Ontario is back on the right track, cultivating new opportunities and growth through entrepreneurship, enterprise, lower taxes and fiscal responsibility.

Our Government for the People embraces entrepreneurship. As an entrepreneur myself, I have discovered that there are a lot of similarities between entrepreneurship and election campaigns - including the benefits of putting the hard work in today for the success of tomorrow. We can put the wheels in motion for success in two years' time by doing the right things now. This is as true for the PC Party of Ontario as it is for starting a business.

The enclosed Membership Manual is a statement of rights, roles and responsibilities, and provides some of the framework needed for electoral success. If we think today about what our rights, roles and responsibilities as Party members are, we will see more success in the years to come.

I look forward to working with you in the coming months as the PC Party of Ontario builds for success in 2022.

Best Regards,
Tim Iqbal

What Does Membership Mean?

Where we've been. Where we're going.

Membership is the lifeblood of the Progressive Conservative Party of Ontario (PCPO).

Members are what makes the PCPO tick. Members run campaigns; members elect candidates; members volunteer their time and effort.

For too long in the PCPO, we did not sufficiently thank and value our members.

This changed in 2018 under the leadership of the PCPO's Executive. Our members would no longer be taken for granted – from 2018 onwards, we would go above and beyond to thank our members.



Membership: Shaping our province's future

Membership is about shaping the direction of the PC Party, and ultimately, the Province of Ontario. It's about elevating our commitment to the public.

Members are free to advocate for their vision for Ontario. Any free society should embrace this principle – and, in the PCPO, we take this commitment to free speech seriously. And, as with any freedom, there comes responsibilities.

What are some of those responsibilities?

- **Integrity and honesty** towards fellow members and towards the public; when members act with integrity and honesty, it reflects well on the PCPO, its MPPs and candidates.

About the PCPO

Freedom: what does it mean within the PCPO?

The PCPO values freedom for all people. It's a hallmark of our Party. Freedom to do something like start a business or advocate for something you believe in is paralleled by freedom from harassment and discrimination.

All members of the Party – whether they are in riding associations or on election campaigns – have a right to be free from harassment and discrimination. Harassment includes unwanted physical, verbal or written behaviour. This could include:

- displaying or circulating images in print or electronic forms;
- obtaining, retaining or circulating someone's personal information without their consent, except when required by law; and,
- inappropriate coercive behavior including bullying and repeated offensive or intimidating comments, phone calls or emails.

Discrimination includes different treatment on prohibited grounds – race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status and disability.

As PCPO members, we believe people should be judged on their merits, not any other standard.

Upholding these values throughout our history

The PCPO was the first Party to form a government after Confederation. Since 1867, the PCPO has been the government in power for 80 years of Ontario's 152-year history, including for 72 years in the 20th century.

PC Premiers of Ontario since WWII include:

- Doug Ford, 2018-present
- Ernie Eves, 2002-03
- Mike Harris, 1995-2002
- Frank Miller, 1985
- Bill Davis, 1971-85
- John Robarts, 1961-71
- Leslie Frost, 1949-61
- Thomas Kennedy, 1948-49
- George Drew, 1943-48

Common themes for all PC Ontario Premiers include good management of government focused on strong economic leadership for the province.

WWII to 1970s

- From the early post-WWII era into the 1970s, Ontario PCs ensured that Ontario was an economic leader in Canada. Ontario’s economic performance often drove Canada’s economic performance, which allowed Ontario to expand its post-secondary education system and health care system.

1970s & 1980s

- During the 1970s, as a result of the 1973 oil shock many countries throughout the world were subject to economic pressures to which they were not subject since WWII. Ontario PCs guided the province through these difficult global economic circumstances. The fact that Ontario managed its debt and economy well relative to other jurisdictions globally spoke to PC’s leadership skills.

1990s & early 2000s

- After 10 years of Liberal-NDP rule, in 1995, the PC Party of Ontario was elected on its commitment to make Ontario a fiscal and economic leader again. The Government of Ontario was deep in debt and subject to deficits exceeding \$10 billion. Additionally, Ontario was no longer an economic leader in Canada. Mike Harris’ PCs said that this needed to change. By the late 1990s, the Government of Ontario’s budget was balanced, and the unemployment rate had fallen to nearly full-employment levels. Additionally, Ontario’s health care system was revamped so that more services were delivered in a cost-effective, efficient manner outside of hospitals. These reforms were largely maintained under successor Liberal governments from 2003 to 2018.

2010s and 2020s

- In 2018, under the leadership of Premier Doug Ford, Ontario PCs have again embarked on efforts to right the Ontario ship. They are seeking to make Ontario a leader economically and to return the government to balanced budgets. These goals are being pursued while the PC government has also committed to eliminating hallway medicine. The latter commitment speaks to PCs’ deep commitment to a well-managed health care system.

Why become a member of the PCPO?

Membership includes many rights. They include:

Why become a member of the PCPO?



The right to vote for the PCPO Leader



The right to vote in a nomination race to nominate a candidate in your riding



The right to vote for delegates to a Party convention where delegates vote on numerous matters such as policies, bylaws and the members of the Party’s Executive

Members have the right to offer input on party policy, participate in local riding activities, and to be elected on the local riding board and executive.

PCPO Convention

Constitutionally, the PCPO is required to have a convention every two years. In months prior to a delegated convention, Party members elect delegates to attend the convention from each riding.

LOYAL BLUE CLUB

The Loyal Blue Club is the PCPO's loyal donor program. Its members are the backbone of our Party's financial strength, helping to deliver on our mandate For the People.

Loyal Blue Club memberships are based on one-year or two-year pledges that will help keep our Party strong against those who wish to slow down the progress made by our Party led by Premier Doug Ford.

Description	Donation	Tax Credit	Actual Cost
1 Year Membership	\$500	\$351.50	\$148.50
2 Year Membership	\$1,000	\$601.50	\$398.50

Advantages of a Loyal Blue Club membership include:

- Invitations to seasonal Loyal Blue Club receptions
- Networking opportunities with fellow Loyal Blue Club members

Members' Code of Conduct

PC Party Members, Volunteers, Riding Association Boards, PC Party Staff

A. Purpose

Integrity and honesty are both fundamental values of the PC Party of Ontario (PCPO). All Volunteers/Members are expected to conduct themselves with these values in mind when they perform work on behalf of the PCPO. Integrity means doing the right thing. When Volunteers/Members act with integrity, it reflects positively on the values and reputation of the PCPO. The purpose of this Code of Conduct for Volunteers/Members is to outline the position of the PCPO with respect to harassment, discrimination, and violence as well as to set out the minimum standards of behaviour expected of Volunteers/Members of the PCPO in support of the Party.

B. Application

This Code of Conduct applies to all Volunteers/Members within the PCPO and all Volunteers/Members of affiliated riding associations and election campaigns (Campaigns) (collectively, Volunteers).

C. Standard

The strength of the PCPO is our Volunteers/Members contributing their time and talent. Every Volunteer has the right to work in an environment that is free of discrimination, harassment and violence. Every Volunteer shall act honestly and in good faith with a view to the best interests of the PCPO and exercise the care, skill and diligence that a reasonably prudent person would exercise in comparable circumstances.

Discrimination

Discrimination occurs when a person experiences adverse, unjust, prejudicial differential treatment or results, based on a prohibited ground rather than on personal merit. This includes race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status and/or disability.

Harassment

Harassment is a form of discrimination. It includes any unwanted physical, verbal or written behaviour directed against a person that is known, or ought reasonably to be known, to be unwelcome, offensive, humiliating, or demeaning. Harassment includes:

- displaying or circulating pictures or materials which could reasonably be expected to be offensive or unwelcome, in print or electronic form;
- public or private discussion of documented facts cannot be considered harassment;

- written, recorded, or alleged criticism of an Ontario PC elected official or paid party staff cannot be considered a violation of this code, so long as the statements under question do not violate Canadian laws regarding libel and incitement to violence;
- obtaining, retaining or circulating someone's personal information without their consent, except when required by law; and
- inappropriate coercive behaviour including bullying and repeated offensive or intimidating comments, phone calls or emails.

Sexual Harassment

Sexual harassment is a form of discrimination and includes any unwelcome sexual behaviour that adversely affects, or threatens to affect, directly or indirectly, a person's working or volunteering conditions. Sexual harassment is unwanted, often coercive sexual behaviour directed by one person toward another. Sexual harassment includes inappropriate sexual touching, advances, suggestions, requests, comments or conduct of a sexual nature. Sexual harassment also includes:

- sexual solicitation or unwanted sexual attention from a person who knows or ought reasonably to know that such attention is unwanted;
- an implied or expressed promise of reward for complying with a sexually oriented request;
- an implied or expressed threat of reprisal or actual reprisal for refusing to comply with a sexually oriented request;
- a sexual relationship that constitutes an abuse of power in a relationship of authority.

Psychological Harassment

Psychological harassment is a form of discrimination and includes any behaviour or conduct, verbal comments, and actions or gestures that are hostile or unwanted that affects a person's dignity or psychological or physical integrity.

Racial Harassment

Racial harassment is a form of discrimination and includes the differential treatment of an individual based upon their race, nationality or ethnic origin, colour and/or religion.

Violence

Violence includes but is not limited to the exercise of physical force by a person against another person. Appropriate and reasonable measures shall be undertaken by those in leadership roles to ensure that no Volunteer is asked to or feels obliged to pursue activities that compromise their personal safety or security.

D. Specific Standards of Behaviour for Volunteers/Members

Every Volunteer shall act honestly and in good faith, and exercise the care, skill and diligence that a reasonably prudent person would exercise.

1. Expenditures

Volunteers/Members shall abide by the PCPO's policies with regard to expenditures and travel and shall only incur expenses as authorized by the PCPO on behalf of the PC Ontario Fund or by the Board of the respective riding association. During an election campaign, no volunteer will commit to expenditure on behalf of the riding association, Campaign or the PCPO without previous authorization of the applicable Chief financial agent or CFO.

2. Conflict of Interest

Volunteers/Members must bring awareness to situations in which their personal or business interests conflict or might conflict or might be reasonably seen to conflict with duties to the PCPO, riding association or Campaign. Volunteers/Members shall, at the first opportunity, disclose any conflict of interest to the appropriate President (PCPO or riding Association) in writing to the appropriate individual. The nature of this reported conflict must be noted in appropriate official records, such as meeting minutes.

In addition, Volunteers/Members must ensure that they are not employed by, or significantly involved with, registered third party organizations that may conflict with the aims and objectives of the PCPO or violate Elections Ontario's guidelines on communications between third party organizations and official party structures.

Finally, Volunteers/Members will be in conflict of interest if they become a member or an active participant in any other Ontario provincial political party or for any independent candidate who seeks election in competition with the PC Party of Ontario or an official PC Party Candidate. Consideration will be made for the Volunteers, party members and those who are officials have professional interaction with MPPs, Ministers and Staff when evaluating whether a conflict of interest exists.

3. Confidentiality

At all times, the privacy and dignity of members, other Volunteers/Members, the PCPO staff and other persons must be respected. Volunteers/Members may have access to personal Information and documents that are private and confidential in nature and must exercise reasonable care and caution to protect and maintain total confidentiality.

Volunteers/Members will not read records or discuss such information unless there is a legitimate purpose. All records are the property of the PCPO and shall not be shared or disclosed unless required in the course of Volunteer Activities or as required by law.

4. Respectful Conduct

Volunteers/Members must treat all fellow Volunteers/Members, the PCPO staff, and all others with whom they interact while engaging in volunteer activities with respect. Behaviours that exhibit or incite discrimination, harassment or violence, or making false remarks knowing that they are false are not tolerated.

E. Resolution for a Breach of the Code of Conduct

1. Confidentiality

Being a party to a reporting process under this Code of Conduct can be extremely stressful and upsetting, and we take the privacy of those involved very seriously. While we recognize that there will be some exceptions to the strict rule of confidentiality, it will generally be considered a violation of this Code of Conduct to breach confidentiality. This Code of Conduct does not prohibit or restrict in any manner a Volunteer from reporting incidents of harassment, discrimination or violence to any other authority, governmental or otherwise.

2. Resolution

In the event that a Volunteer or PC Party member believes that another Volunteer or PC Party member is in breach of the Code of Conduct, he/she is encouraged to attempt to resolve the breach as follows:

- Discuss the situation with the person who is believed to have committed the offending conduct. In some cases, simply discussing the offending conduct may be sufficient to eliminate the behaviour.
- Report the conduct to a peer and together, seek to resolve the situation with the person who committed the offending conduct.
- Report the situation to the President of the riding association, or to the Campaign Manager, or to the Executive Director or the President of the Party or to the Regional Vice-President representing the PCPO Party Executive in whose region the breach is alleged to have occurred.

F. Investigation for a Breach of the Code of Conduct

Once the Party Executive, through the Regional Vice-President (RVP) or Executive Director, informs the Party Executive of a complaint the Executive may create an Investigative Panel to assess the complaint and recommend to the Executive a remedy.

This investigative panel must consist of three members of the executive, including one as chair, the RVP, PCHQ representative and in certain cases where appropriate a PC Party member in good standing, who is also a member of the Law Society of Ontario. This investigative panel must also inform the accused person of the accusation, without violating confidentiality of the complainant, as well as offer the accused person the option of defending themselves to the investigative panel. Should the accused person take the option of defending themselves, the meeting will be recorded by both the investigative panel and the accused person.

The Investigative Panel will, in a timely way, review all information they feel is relevant to the complaint, including speaking with relevant parties if deemed appropriate, and provide a written recommendation to the Executive of the Party outlining their findings and with a recommended remedy.

Upon the conclusion of the investigation, the complainant shall be made aware of the outcome but not the supporting reasons behind this decision unless required by applicable statutes or regulations. If the complaint does not merit an investigation, the Executive shall inform the complainant of that decision.

The Executive is not required to provide supporting reasons behind this decision.

In addition to the complainant being informed of the outcome of the investigation (or whether no investigation was conducted), the complainant should be informed about whether or not other factors (such as information submitted by persons other than the complainant) were considered. The investigative panel does not need to disclose the specifics of the factors that were considered or the identities of the other complainants or information sources.

The investigation panel will determine the timing of notification to the defendant. The defendant has the right to make submissions in writing or orally in person, by phone or digitally. The defendant can submit witness testimony to support their defence.

The accused and the complainant both have the right to an appeal.

G. Withdrawal of a Complaint

A complainant may withdraw a report of a breach of the Code of Conduct at any time. However, the PCPO Executive remains obligated to pursue the matter if he/she believes that a continued investigation is required to comply with statutory requirements or is otherwise appropriate to ensure Volunteers/Members are free from discrimination, harassment or violence.

H. Posting and Communication Requirements

A copy of this Code of Conduct must be displayed at PCHQ and made available at an office operated by a riding association (if any) and Campaign offices in visible places as well as on the website of the PCPO. Upon election to the board, all riding association board members shall acknowledge receipt of this code and confirm that they have reviewed it and will abide by it. The Campaign Manager of each campaign or the Executive Director's delegate shall review this Code of Conduct with Volunteers/Members at the start of and as required during the conduct of the campaign.

I. Resolution Options

It is at the discretion of the PCPO Executive as to what, if any, action will be taken with a Volunteer/Member who has been found to be in breach of the Code of Conduct. Any decision regarding action must be accompanied by two-thirds majority vote of the PCPO Executive.

Potential actions taken against those who have been found to be in breach of the Code of Conduct may include but are not limited to:

- Removal from PCPO position such as Riding President or member of the Local Riding Executive;
- Removal from the PCPO Membership listing and refund of membership fees;
- Refusal to issue a membership in the PCPO for a period of months or in extreme cases permanently;
- Referral of findings to the appropriate regulatory or legal authorities;
- Prevention from seeking office to the Party Executive or local Riding Executives; and,
- Prevention from seeking nomination as a PCPO Candidate.

J. Right to Appeal

Anyone found to be in breach of the code of conduct, may, through written appeal to the Secretary of the PCPO, make a submission with respect to either the findings or disciplinary actions taken by the PCPO executive within:

- 2 months following being informed of the decision of the PCPO Executive and/or,
- 2 months following an Annual General Meeting of the Ontario PC Party.

On receiving the written appeal, the PCPO President and Executive Director will form an appeal Investigative Panel to assess the appeal. This appeal investigative panel must consist of three members of the executive, PCHQ representative and in certain cases where appropriate a PC Party member in good standing, who is also a member of the Law Society of Ontario who were not on the earlier investigation panel looking into this complaint.

The appeal investigation panel will make recommendations to the PCPO Executive who will make the final decision by a two-thirds majority.

The final decision will be communicated within 30 days subsequent to a PCPO Executive meeting.

K. Other Personnel

Employees of the PCPO at headquarters and throughout the province including regional organizers are covered under a separate Code of Conduct at www.pcontario.ca. This Code of Conduct for Volunteers applies to employees of the PCPO only if they are engaged in volunteer activities outside the scope of their employment with the PCPO.

Party Executive members are bound by an additional Code of Conduct available at www.pcontario.ca.

Members of Provincial Parliament are bound by provisions regarding conduct for Members and conflict of interest rules.

Your 2019-2021 PCPO Executive

Brian Patterson, President

Carlo Petracca, RVP Central East

Chris Loreto, 1st VP

Daniel Paolini, RVP South West

Melanie Paradis, 2nd VP

Dan Muys, RVP South Central

Bola Otaraki, 3rd VP

Melissa Lantsman, RVP Toronto

Patrick Harris, 4th VP

Anthony Yeow, RVP GTA East

Heather Kenny, 5th VP

Tony Vella, RVP GTA West

Ben Ambler, 6th VP

Robert Elliott, RVP Central West

Tim Iqbal, 7th VP

Fred Slade, Treasurer

Laura Kurkimaki, 8th VP

Matt Rae, Secretary

Vincent Ho, 9th VP

Jag Badwal, Immediate Past President

Derek Parks, RVP North West

Damian Rostoski, President, OPCCA

Andrew Ault, RVP North East

Alex Corelli, President, OPCYA

Rob Dekker, RVP Ottawa

Sandra Larmour, President, PC WIP

Your PCPO MPPs in the current Provincial Parliament

ROD PHILLIPS, Ajax

MICHAEL PARSA, Aurora-Oak Ridges-Richmond Hill

ANDREA KHANJIN, Barrie-Innisfil

DOUG DOWNEY, Barrie-Springwater-Oro-Medonte

TODD SMITH, Bay of Quinte

PRABMEET SARKARIA, Brampton South

AMARJOT SANDHU, Brampton West

WILL BOUMA, Brantford-Brant

BILL WALKER, Bruce-Grey-Owen Sound

JANE MCKENNA, Burlington

BELINDA KARAHALIOS, Cambridge

GOLDIE GHAMARI, Carleton

RICK NICHOLLS, Chatham-Kent-Leamington

VINCENT KE, Don Valley North

SYLVIA JONES, Dufferin-Caledon

LINDSEY PARK, Durham

ROBIN MARTIN, Eglinton-Lawrence

JEFF YUREK, Elgin-Middlesex-London

KINGA SURMA, Etobicoke Centre

LAURIE SCOTT, Haliburton-Kawartha Lakes-Brock

DARYL KRAMP, Hastings-Lennox and Addington

LISA THOMPSON, Huron-Bruce

MERRILEE FULLERTON, Kanata-Carleton

GREG RICKFORD, Kenora-Rainy River

STEPHEN LECCE, King-Vaughan

MIKE HARRIS, Kitchener Conestoga

AMY FEE, Kitchener South-Hespeler

MONTE MCNAUGHTON, Lambton-Kent-Middlesex

STEVE CLARK, Leeds-Grenville-Thousand Islands and Rideau Lakes

DOUG FORD, Etobicoke North

CHRISTINE HOGARTH, Etobicoke-Lakeshore

DONNA SKELLY, Flamborough-Glanbrook

TOBY BARRETT, Haldimand-Norfolk

PAUL CALANDRA, Markham-Stouffville

LOGAN KANAPATHI, Markham-Thornhill

BILLY PANG, Markham-Unionville

PARM GILL, Milton

NATALIA KUSEDOVA, Mississauga Centre

KALEED RASHEED, Mississauga East-Cooksville

SHEREF SABAWY, Mississauga-Erin Mills

RUDY CUZZETTO, Mississauga-Lakeshore

DEEPAK ANAND, Mississauga-Malton

NINA TANGRI, Mississauga-Streetsville

LISA MACLEOD, Nepean

CHRISTINE ELLIOTT, Newmarket-Aurora

SAM OOSTERHOFF, Niagara West

VIC FEDELI, Nipissing

DAVID PICCINI, Northumberland-Peterborough South

EFFIE

TRIANATAFILOPOULOS, Oakville North-Burlington