



For the RECORD

CRAO Since 1967

Volume June-2009 Issue 2

Court Reporters' Association of Ontario *Code of Ethics*

Attain and maintain a
high standard of reporting.

Conformity of decorum
and dress with dignity.

Open mindedness and
impartiality.

Utmost devotion to
professionalism.

Record verbatim and
Transcribe accurately.

Respect for all others

Exercise courtesy &
integrity

Punctuality, perfection
and pride

Offer only honesty of
purpose

Reputation and

Truth above all

Excellent quality of
service

Reflect merit upon our
profession with the constant
desire to improve

"It will never happen..."

(By Tricia Rudy, CCR)

How often have we heard or used this phrase?

"It will never happen to me."

"It will never happen to us."

"It will never happen in a million years."

"It will never happen again."

Those of us who work in the court house know all too well that every single day in court, someone who has, no doubt, said one of the above assertions at least once in their lives, will inevitably find themselves in custody, facing charges, a civil law suit, or being served with divorce papers, or custody papers.

Famous last words.

Well guess what folks, it's happening.

(...Continued on page 12)

2009 CRAO CONVENTION **September 25-27**

Come join us in **Picturesque St.
Jacobs Country** for our Annual
Meeting.

Join us at our Friday Night Social
with live professional musical
entertainment by "Calamity
Royale" and on Saturday night
with dinner at the Stone Crock and
a live theatre performance of 2
Pianos 4 Hands.

(See page 4 & 5 for more details)

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Look for these inserts:

- Application for Membership
(See **FREE draw at Page 5**)
- Survey re Transcripts
- Convention Registration Package

...For the Record

2008-2010 Executive

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September 25 - 27, 2009

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Lisa.m.Vale@gmail.com
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LindaLitt@Rogers.com

Please feel free to contact any
one of your Executive Members

ABOUT THIS NEWSLETTER

Thank you to so many of you who took time out of your busy schedules to help put this newsletter together. You all know who you are. It could not have been produced without your input. Again, thank you! And to all our fellow colleagues out there, we hope you enjoy reading this issue of *For the Record*.

Be sure to fill out Section 2 of the Membership Registration which includes a DRAW for a **FREE 1-year Membership** and a **FREE Convention Registration**. A copy of the Membership Registration is included as an insert. The Membership draw is open to all Court Reporters (members and non members). **See Section 2 of Registration form for details.**

By the time this newsletter reaches you, we will surely be enjoying warm weather. It feels like we've been waiting forever for this warm sunshine and now it's here, so do take time out of your hectic schedules to enjoy it before it's gone.

Please send us whatever material you may have, be it informative or just entertaining. Large, small, important, trivial -- we need it all. It's hard to keep being creative without input, input, input. Let's stay connected!

Fatima Conceicao, CCR
Secretary (CRAO)
A/Newsletter Chair (This issue)

www.crao.ca

Forums

Visit www.crao.ca website on a regular basis to keep up to date on the issues that pertain to our profession.

After logging in, click on **"MEMBERS"**, then scroll down in the **Forums** section and click on **"Click here"** to enter the Forums section of the CRAO website. Here you can:

1. Post questions or comments;
2. Respond to comments;
3. Advertise items you have for sale or for rent;
4. Post want adds.

Or just share with your fellow colleagues what is going on in your area. This area is only available to current members.



Email and snail mail

It is the policy of the CRAO to only send material, be it by way of regular mail or e-mail, to home addresses. As well, it is also a CRAO policy to only accept payment from the court reporter who is registering as a member of the CRAO. Please provide us with your current home e-mail or private business e-mail if you own your own firm.

The information contained herein is solely for members of the Court Reporters' Association of Ontario. Any reproduction of this newsletter must be requested in writing. Information in this Volume may or may not be endorsed by the CRAO and its intention/use is left to the sole discretion of the reader.

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MESSAGE FROM VICE-PRESIDENT

THIS IS THE YEAR FOR ALL REPORTERS TO BECOME MEMBERS OF THE CRAO.

It has been a year of confusion, misinformation, rumours, uncertainty and fear in our profession.

The CRAO is your answer to being informed and kept up-to-date on what is happening in the world of reporting.

Go to our website, www.crao.ca, register to become a member.

Join other Reporters at the CRAO convention on September 25-27, 2009. Details are available on our website and in this newsletter.

For all persons interested in becoming certified, we will be offering a certification workshop and testing on the Sunday of the convention weekend.

All persons attending the convention will receive 50% off the workshop-certification fees.

I am looking forward to seeing you at the convention.

JOIN THE CRAO, COME TO THE CONVENTION.

*Deborah A. Stewart, CCR/CVR
Vice-president - CRAO*

THE TRANSCRIPT

Transcripts are used to preserve the record. This places transcripts under the highest level of scrutiny and requires them to be accurate, authentic representations of the proceedings of the Canadian justice system, at all levels of court.

Transcripts must be produced with integrity, continuity and most of all, with an assurance that they depict actual, unedited oral representations made in court, and are produced with **impartiality** by a **qualified court reporter, certified by an independent body**, (i.e. CRAO).

Transcripts are produced within the context of understanding the players, the circumstances, the language and the nuances of court proceedings. This continuity of the record can only be accomplished by ensuring that the same reporter who took the record, certifies the transcript.

If the Ministry succeeds in its desire to clearly divide these distinct yet integral stages of the process, the administration of justice will surely fall into disrepute.

Court Reporters sitting in court will no longer have incentive to take accurate, precise and complete notes, and will not be in a position to certify any transcripts, being totally removed from the process of preparing them. Typists preparing transcripts from the notes and the audio recordings will be at a disadvantage to produce accurate and complete representations of the record, having had no participation in the taking of the record.

Transcript production will fall under a government run, administrative bureaucracy, subject to criticisms regarding accuracy, certification, delay, preferential treatment, bias, conflict of interest, accountability, and quality control. The risk becomes huge for accusations of profit-centered decision making, anonymity and lack of accountability which will have significant impact on the integrity of the record, and surely slow the wheels of justice to a grinding halt.

The judiciary, all counsel, the court administration and the Crown Attorney's office must be made aware of the repercussions of this proposal and support their local court reporters in the creation of a more suitable alternative to the Ministry's current position in this matter.

Please take a moment to reflect on the impact this will have on the role you play in the process of the administration of justice and lend your support in whatever way you see fit. Thank you for your attention.

*Tricia Rudy, CCR
A/President - CRAO*

CRAO sends good wishes to ...

Gail VanLaere, who retired from court reporting after 20 years. Gail was a member of the CRAO for many years, and worked at the Newmarket Court House.

2009 CRAO Convention

Best Western St. Jacobs Inn

When?

Friday, September 25, 2009 &
 Saturday, September 26, 2009 - Convention
 Sunday, September 27, 2009 - Workshop & Certification

Where? Picturesque St. Jacobs Country

Best Western St. Jacobs Inn
 50 Benjamin Rd. E., Waterloo, ON
 Toll Free: 800-972-5371
 Phone: 519-884-9295
 Fax: 519-884-2532
www.stjacobscountryinn.com

Cost?

\$125.00 for non-members
 \$100.00 for members

Questions?

Your 2009 CRAO Convention Convenors have been working hard at putting together this year's convention. If you have any questions, they can be contacted below.

Lisa Vale (519)669-2288

Lisa.m.Vale@gmail.com

Linda Litt (519)669-5544

LindaLitt@Rogers.com

How do you register for the Convention?

Online: www.crao.ca

Note: To register online, you must first register as a CRAO member.

By mail: Fill out the Membership Registration Application and Convention Registration and send a cheque payable to **Court Reporters' Association of Ontario**, to:

Denise Kemp, Treasurer

7 Ann Street

Bowmanville, ON L1C 1B1

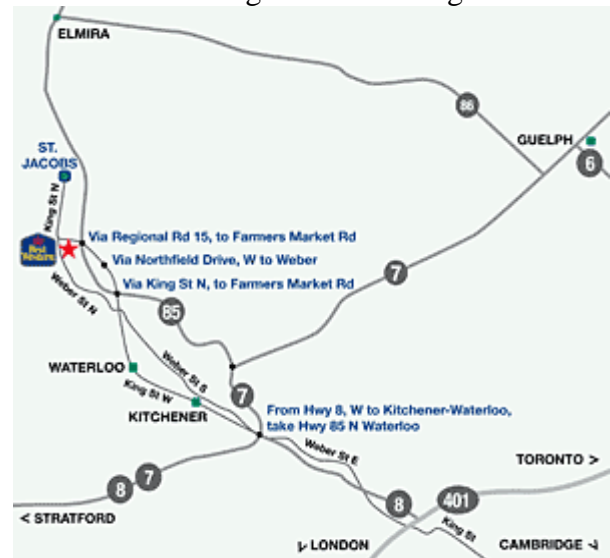
How do you register for the Workshop & Certification Examinations?

Contact Wendy Ponka at Wendy.Ponka@crao.ca for details. (Minimum number must register before August 12, 2009. See page 5 for details.)

How to get there?

Interested in carpooling?

In the past, Court Reporters have contacted one another to make arrangements to carpool down to the convention. If you are interested in sharing expenses by way of carpooling, go to www.crao.ca, click on "Members" and put a note in the Forums section of the website. (For more info on Forums, see p.2) Or contact Linda Fudge at Linda.Fudge@crao.ca.



Directions? www.stjacobscountryinn.com

From the 401, take Highway 8 West, Kitchener-Waterloo. Follow to Highway 85 North Waterloo.

Via Regional Road 15: Take Regional Road 15 (left) to Farmers Market Road. Turn left on Farmers Market Road. Turn left on Benjamin Road. The hotel is on the right.

Via Northfield Drive: Take Northfield Drive West (right) to Weber Street North. Turn right on Weber Street North. Turn right on Benjamin Road. The hotel is on the left.

Via King Street North: Take King Street North (right) to Farmers Market Road. Turn left on Farmers Market Road. Turn left on Benjamin Road. The hotel is on the right.

Court Reporters Association of Ontario Convention 2009

Friday, Sept. 25th & Saturday, Sept. 26th

Located in Picturesque

St. Jacobs Country

***At the Best Western St. Jacobs Country
(Just minutes north of Kitchener-Waterloo)***

Friday Night Social - Live professional musical entertainment by "Calamity Royale". Cash bar & complimentary refreshments



Annual Business Meeting
Guest Speakers
Vendors' Exhibits & Gift Bags

WORKSHOPS

- ✍ New Insurance Legislation
- ✍ Court Reporting in Uncertain Times
- ✍ Certification & Examination



Saturday Night Dinner at the Stone Crock

Live Theatre:
2 Pianos 4 Hands

FUN IS GOOD.

Training Workshop & Certification Examinations at 2009 Convention

50% off! - For those Reporters wanting to take advantage of the Training Workshop and Certification Examination session at the Convention, the CRAO is offering **50% off the cost of this session**. To qualify for this discount, Court Reporters must be

1. in good Membership standing; and
2. have signed up and paid for the attendance at the Convention.



Deadline for Registration: August 12, 2009

Deadline is set to ensure Court Reporters receive training materials and have time to review the material for the Workshop & Examination. For details, please contact Wendy Ponka (Training & Certification Chair) at Wendy.Ponka@crao.ca.

To avoid disappointment, register ASAP.

A minimum number of confirmed registrants will be required to hold the training & certification session. Session will be cancelled if minimum number of registrants is not met.

FREE attendance at Training & Certification Session at 2009 Convention

For those Reporters wanting to take advantage of the Training as a "refresher" at the Convention, the CRAO is offering that there not be a charge for these attendees. To qualify for this discount, the Court Reporters must be:

1. in good Membership standing;
2. have signed up and paid for the attendance at the Convention; and
3. previously certified by CRAO.
4. If not certified by CRAO, at the discretion of CRAO Executives.

FREE 1-year Membership FREE Convention Registration

To qualify for these draws, fill out **Section 2 of the Membership Registration**. A copy of the Membership Registration is included as an insert. The Membership draw is open to all Court Reporters (members and non members). **See Section 2 of Registration form for details.** The draw will be held at the 2009 Convention. If you have questions respecting Membership registration, please contact Denise Kemp at Denise.Kemp@crao.ca.

2008 CRAO Convention

Remember where you were almost a year ago? Remember the view and beautiful grounds of the convention venue? We sure had a lot of fun, the food was great and the time we shared with our fellow colleagues was even greater. The CRAO convention has been *the* venue where Court Reporters make new friends and renew past friendships. Here are some memorable moments.



The entertainment on Friday night by one very swift handed card and coin magician.



Enjoying the food prepared by certified Chefs de Cuisine. Yummy!



Enjoying the wine at the Friday Night Hospitality Social, brewed especially for the 2008 CRAO Convention.



Colleagues relaxing and enjoying each other's company. Yes, Maggie, we'll never forget those stories. If you want to laugh, you'll have to come to the convention to listen to Maggie. Maggie reports on the wildest trials!

2008 CRAO Convention (Cont'd)

We also conducted some serious business by addressing important issues at our business meeting.

Gordon Bennet, from **Liberty Digital Equipment**, attended and demonstrated the software MAG has installed in some court houses. Court Reporters had very good questions to ask and Gordon was very informative.

Steve Chappelle presented on the issue of **Media storage and cyber security**, and explained how to keep your computer files and media safe from invasion of internet prowlers. Reporters were provided with handbooks he distributed, *Digital Media Storage Guide* and *Streetproofing Your Child For The Internet*, which contains a lot of information useful for business purposes as well.

Steve's presentation brought light to why many youth become troubled in society because they are not "streetproofed on the internet", and the reasons for internet luring of youth into sexual related activity over the internet, often resulting in the criminal charges we see in courts today. Steve can be contacted at info@stevechappelle.ca or www.stevechappelle.ca.

Beth-Ann Spence, from **HKMB Hub**, presented on the

importance of Errors and Omissions Insurance for practicing Court Reporters. Beth-Ann can be contacted at www.hkmb.com

David Touchette demonstrated the **Court Reporters' Toolkit** which he has developed to standardize, simplify and expedite the creation of transcripts from proceedings such as Court, Discovery, Inquest, etc. David can be contacted at David@Touchette.com

Cathy Logan from **ProCAT** was also in attendance and demonstrated **Winner_{VR}** which is a realtime speech recognition and processing software. The realtime nature of **Winner_{VR}** enables users to provide transcription services to the judiciary, closed-captioning services to the broadcasters, live news webcast to the Internet, litigation support services to the attorneys, and rapid text entry for medical transcribers. Kathy can be contacted at cdlogan@procat.com www.procat.com

Thank you, Ruth McIver, and your committee, for all your time and hard work in putting together this convention.

*We would like to take this opportunity to thank some of last term's CRAO Executive Members: **Ruth McIver, Tammy Archer and Lisa Cumber.***

Thank you, Ruth!

We wish to thank Ruth for her dedication to the CRAO. Ruth held several positions on the executive, commencing in 1999 as Newsletter Chair (1999-2002), CRAO Secretary (2002-2006) and Vice-President (2006-2008), as well as the Convention Chair for the 2008 convention. She contributed greatly with many articles to produce *For The Record*, the CRAO newsletter, during the time she was on the executive, which has been a great resource for Reporters to refer to. Ruth has also provided a lot of input into many court reporter issues throughout the years and was a wealthy resource of information respecting CRAO and court reporter history.

Thank you, Tammy!

We wish to thank Tammy Archer for all her work on our behalf as President (2006-2008) of the Court Reporters' Association of Ontario.

Tammy has always shown dedication and commitment to our Association, including putting together a report respecting the Increased Transcript Rates issue, and presenting it to the Ministry, as well as fostering a good relationship with the Ministry Court Reporting Review Committee respecting the CRAO position on court reporting.

Tammy gave very generously of her time to deal with many issues affecting Court Reporters, and we are very grateful.

Thank you, Lisa!

We would also like to take this opportunity to thank Lisa Cumber for all her work on our behalf during her Executive positions, first as Vice President (2004-2006) and then as Chair of Website and Newsletter (2006-2008). Lisa was also one of

the Convention Chairs when CRAO held its 2004 Convention at Stage West in Mississauga.

Lisa helped to launch the CRAO into the new era with our current website, spending a lot of time tweaking and updating the site with information for Court Reporters. Lisa also produced *For The Record*, which was always very informative. When our (2008-2010) Website and Newsletter Chairs resigned, Lisa again stepped in to assist in these positions and we are very grateful.

If you see Tammy, Lisa or Ruth, let them know how much you have appreciated them during their tenure on the CRAO Executive.



HUNT ... 8 years in Review

(...and still ticking)

Included in the last issue of For The Record were the court reporting models proposed by MAG (the Employer) and OPSEU (Union representing Court Reporters). Since then, Court Reporters have been asking: What is Hunt? How did this issue get started? Why did OPSEU file this policy grievance without first consulting the Court Reporters? Why has there not been an increase in transcript fees for over 15 years?

Below is outlined, by date, information we hope will answer some of your questions. This is by no means a complete listing of all the contacts the CRAO has made with MAG and OPSEU, to represent its members.

How it all started ...

May 4, 2001 - A group grievance was filed by three classified Court Reporters alleging that they have been forced to perform authorized duties on overtime hours with no overtime pay, contrary to the collective agreement. ...An out-of-court settlement was reached with these three Reporters. (*Rumours indicate settlement to Court Reporters in the multi-hundred thousand dollar range?*)

Spring, 2003 - CRAO Transcript Fees Committee prepares a preliminary brief and has an initial meeting with the Ministry respecting an increase and transcript fees. It was a positive meeting.

August 20, 2003 - OPSEU filed a policy grievance alleging that the work associated with the preparation and production of transcripts and certifying them as accurate is bargaining unit work, to which the collective agreement applies in both grievances. The central issue is whether or not the preparation of transcripts is bargaining unit work.

July 10, 2003; January 14, March 1 & 10, May 3, June 11 & 21, July 22, August 24 & 25, September 28 & 29, October 27, December 17, 2004; March 8 & 11, April 15, May 6 & 31, 2005; January 10, February 13, March 3, May 9, 16, 17, 18, 2006 The hearing in *Hunt et. al.* spanned 24 days between July 10, 2003 and May 18, 2006, before the Grievance Settlement Board. A number of preliminary decisions were issued.

June 28, 2005 - Letter from Gerry Philips, Chair, Management Board of Cabinet to Court Reporter who made an inquiry about transcripts fees:

"The Honourable Dalton McGuinty, Premier of Ontario, has forwarded to me your email dated April 30, 2005, regarding the transcript fees for Court Reporters. Thank you for writing.

The Ministry of Attorney General (Ministry) has begun a preliminary review of the transcript fees. You may be aware that the Ontario Public Service Employees Union (OPSEU) has filed a grievance claiming that

transcription work falls within the bargaining unit. Hearings are scheduled before the Grievance Settlement Board (GSB) through February 2006.

The Ministry has decided not to proceed with its review of the transcript fees until the proceedings before the GSB are concluded and a decision is rendered. In the meantime, there are no plans to change the transcript fees.

Should you wish to obtain any additional information about the GSB proceedings, please contact your OPSEU representative."

July 27, 2006 - Vice-Chair Abramsky delivers her decision, wherein all earlier findings of fact and conclusions as applicable are incorporated into. In her conclusion, Vice-Chair Abramsky indicates:

"I determine that the preparation and certification of transcripts is bargaining unit work of the Court Reporters, and so declare. I wish to emphasize that, at this point, I am only deciding whether the preparation and certification of transcripts is bargaining unit work. All issues regarding the implications of this finding are referred back to the parties, and I will remain seized."

August 3, 2006 - OPSEU issues a Frontlines bulletin titled, "Grievance award 'huge victory' for Court Reporters", which reads: "This is a great victory for the union" and "It's a big win for us to have this work included." and "it will be up to the union and the employer to work out the details of implementing the ruling."

December 13, 2006 - CRAO meet with Bob Mitchell from the Star and write him a letter detailing the CRAO position. Bob Mitchell never prints the letter, nor does he comment on this issue in The Star.

December 14, 2006 - CRAO writes letters to Hon. Michael Bryant, Attorney General (PC); Hon. John Tory (Liberal MPP); and Hon. Peter Kormos (NDP MPP) detailing the CRAO position.

December 22, 2006 - CRAO receives letter from MAG re Court Reporting Review identifying CRAO as a stakeholder, and inviting CRAO to provide input into the Review at a Stakeholder Consultation Meeting. (Letter)

January 23, 2007 - CRAO meets with OPSEU to discuss *Hunt*. OPSEU will not disclose to CRAO what their position or “model” might be.

January 25, 2007 - MAG delivers a Memorandum to Court Staff and Court Managers inviting feedback on ideas and proposed solutions to the Court Reporting Review by February 23, 2007.

January 30, 2007 - CRAO attends Stakeholder Consultation Meeting, headed up by Court Reporting Review committee.

March 19, 2007 - CRAO sends a letter to MAG Court Reporting Review Committee outlining Court Reporting issues faced by Court Reporters and the CRAO position on how the Province could implement the *Hunt* decision. (Note; Email)

May, 2007 - OPSEU issues out a Letter and Survey for all Court Reporters and Court Monitors respecting Transcript Production, respecting negotiations on implementation of the Vice-Chair Abramsky grievance award.

May, 2007 - CRAO issues out a Letter and Survey for all Court Reporters and Court Monitors respecting Transcript Production, respecting negotiations on implementation of the Vice-Chair Abramsky grievance award.

May 26, 2007 - OPSEU and MAG continue discussions about court reporting and transcript production.

September 11, 2008 - MAG Court Reporting Review provides a Status Update to CRAO re Court Reporter Review (Email dated September 11, 2008) *(It is the view of CRAO that there has been a very good relationship between CRAO and MAG during its involvement in offering input to MAG during the Court Reporting Review.)*

October 17, 2008 - The employer (MAG) discloses its planned model to OPSEU. OPSEU disclose their planned model.

October 27, 2008 - MAG and OPSEU meet to discuss the implications of the *Hunt* decision.

November and December, 2008 - Negotiations are ongoing respecting the new Collective Agreement. Court Reporters campaign against the proposed court reporting model which separates the taking of the record and the production of the transcript.

December, 2008 - The Court Reporting (*Hunt* issue) is off the Bargaining Table during the Collective Agreement Negotiations. A date is set for June 1, 2009, before Vice-Chair Abramsky to deal with the issue further.

January 13, 2009 - OPSEU informs Reporters that the Court Reporter negotiations were not included in the

Collective Agreement, the Court Reporter concerns are still separate, and will be presented to Vice-Chair Abramsky who remains seized in the *Hunt* decision.

January to May, 2009 - Court Reporters campaign against the proposed court reporting model, which separates the taking of the record and the production of the transcript.

May 28, 2009 - OPSEU informs Court Reporters the June 1st date at the GSB is a public hearing if the Vice-Chair determines that the issue will be arbitrated. If, however, the Vice-Chair determines she would like to mediate, the proceedings are not public. Public may attend with “observer only” status. Decisions from the GSB can be “appealed” via a Judicial Review. A Judicial Review is not an appeal as such, but a review of the decision for errors in law only.

May 29, 2009 - Conference call between MAG, OPSEU and GSB - Decision of Vice-Chair Abramsky reads:

“[1] By telephone conference, the Union requested that the next hearing date, June 1, 2009, be an arbitration date during which the Employer be required to lead evidence on the issue of remedy. Having heard the submissions of the parties, it is my ruling that such a request is premature. There are a number of process issues (e.g. particulars, order of proceeding) that need to be addressed. It is my view that the June 1, 2009 date would be the appropriate time to discuss those issues and explore potential avenues/steps required to resolve this dispute. Therefore, the June 1, 2009 date will be used to mediate these issues, and further hearing dates will be scheduled as required.”

June 1, 2009 - Excerpt from Hansard, Official Record of the Ontario Legislature

Andrea Horwath, MPP for Hamilton Centre and Leader of Ontario’s NDP, asked the following question during Question Period in the Ontario Legislature on June 1, 2009, in support of Ontario’s Court Reporters:

COURT REPORTERS

Ms. Andrea Horwath: My question is to the Attorney General. Court Reporters are skilful and do some of the most important work in the justice system. They are in our courts to record the proceedings, and further, are mandated a very specialized task: to produce accurate transcripts of those very proceedings at home on their own time. Now, strangely, the McGuinty government is

(... Continued on page 10)

(Continued from page 9...)

moving on a system of sweatshop justice here in Ontario. Why is the Attorney General proposing to have transcripts prepared in regional centres by people who have never actually been in court to witness the proceedings?

Hon. Christopher Bentley: The member is quite right when she says our Court Reporters do a very important and a very good job throughout the province of Ontario, and have for many years. That's certainly been my experience as a practicing lawyer. She's quite right that we want to do whatever is necessary to support those Court Reporters. She knows that there were some labour grievances that were pursued, and as a result of the labour grievances, it was necessary for the government to look at ways of addressing them. The proposal that she outlined was one of the proposals. It is not the proposal that we're pursuing. We're going to make sure that we have the appropriate means of supporting the important work that our Court Reporters do, the important work of transcript production, and we'll be working through the labour relations process with OPSEU to make sure that we have the appropriate method in the future.

The Speaker (Hon. Steve Peters): Supplementary?

Ms. Andrea Horwath: OPSEU represents 659 Court Reporters, and it's fighting the McGuinty government's proposal to build the sweatshops for the production of court records. What I want to understand very clearly from this Attorney General is, are you going to guarantee that your solution is going to keep every one of those Court Reporters who are in the courts employed, doing the transcripts and ensuring that not a single one of them is going to lose

hours, and is going to maintain wages the way they should be maintained?

Hon. Christopher Bentley: I think what the member will know is that the Court Reporters were doing their work in a certain way for many years. As a result of grievances that some of the Court Reporters pursued, a decision was made that has caused the government to sit down with OPSEU and say, "We need to address this decision." A decision which would suggest that some changes are necessary. So now we're working with OPSEU to address the result of that labour proceeding. We will be working very closely with our labour relations partners to address the result of that grievance that was successfully pursued by the union members. We'll be addressing that, supporting the Court Reporters and the court reporting system as it needs to, in the interests of justice.

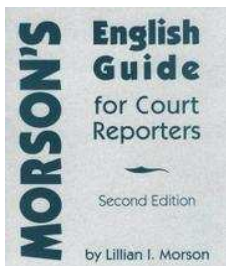
June 1, 2009 - Appearance at GSB by MAG and OPSEU - Decision of Vice-Chair Abramsky reads:

"[1] In the absence of a negotiated settlement, the arbitration hearing in this matter will reconvene on the following dates: October 15, 2009, November 10 and November 24, 2009.

[2] The Employer is to provide particulars and any arguably relevant documents to the Union on all outstanding remedial and implementation issues by September 17, 2009.

[3] The Union is to respond to the Employer's particulars and provide any arguably relevant documents to the Employer by October 1, 2009, including identifying its position regarding all outstanding remedial and implementation issues.

[4] If the hearing proceeds, the Employer will be required to lead its evidence first."



The CRAO has a limited number of Lillian Morson's *English Guide for Court Reporters* books available for Reporters wishing to purchase them at a reduced price of \$90.00 plus S&H, or \$85.00 at the 2009 convention. Please

make cheque payable to the **Court Reporters' Association of Ontario**. If you wish to reserve a copy to pick up at the convention, please contact Wendy Ponka at Wendy.Ponka@crao.ca.

WHERE DO WE GO FROM HERE?

And where do we as Court Reporters and the Association that represents Court Reporters, the Court Reporters' Association of Ontario, go from here?

Court Reporters, and the members of the CRAO, will decide and determine what the next step can be.

Do Court Reporters want the CRAO to attend the hearing in October and ask Vice-Chair Abramsky for standing on this issue? If so, the CRAO will need to hear from you.

All Court Reporters (members and non members of CRAO) are asked to fill out the survey that has been included as an insert and send back to the CRAO as soon as possible. The responses will be kept confidential and anonymous.



What's new at www.crao.ca?

The CRAO gets requests on a regular basis from parties looking to contact Court Reporters in different areas of Ontario to provide them with court reporting services. As well, Court Reporters want to contact their fellow colleagues who work at different court houses to share information with one another.

For this reason, at the 2008 CRAO Convention, there was discussion about setting up a Public Membership Directory for the public as well as a Private Membership Directory for the members.

Commencing September 2009, these directories will be operational on the CRAO website www.crao.ca.

If you are a Court Reporter or Court Reporting Firm interested in being listed on the public and/or private directory, and you are already a member, an email will be sent to you, with directions on how to get yourself listed. For this reason, please ensure CRAO has your most recent email address. If you do not get an email from the CRAO, look for the information on www.crao.ca, or fill out the attached Membership Application and mail it in.

If you are not yet a CRAO member, details are included for your authorization on the current Membership Application (one is included with this newsletter).

There is a cost to this service of \$25.00 per year (September 1-August 31) which will run concurrently with the CRAO regular yearly membership. This is a nominal charge to assist in covering the cost of setting up and administering the web page for this public directory.

The information the public will be able to see on this public directory will be up to you but it may include your name, your Certification designation, method of reporting, contact information, and your webpage (if you have one) which the public can link to.

We hope you enjoy this new feature of the CRAO website.

Not receiving the CRAO Newsletter?

If you are not receiving this Newsletter, please ensure when registering online, that the box "This member wishes to receive the newsletter" is ticked off. If you need assistance or would like the Newsletter mailed to you, contact CRAO at admin@crao.ca. You can also view and print copies of past newsletters on-line.



20-year pins

The CRAO presents 20-year pins and life memberships to members of the Court Reporters' Association of Ontario. These awards are presented to those within our membership who have been reporting for 20 years and who have been members of the Association for the previous five consecutive years, which will entitle them to life membership in the Association upon their retirement.

As we all know, many people come in and out of our profession, moving on to other things, and in this day and age 20 years within the profession is a sign of commitment and dedication that is not often seen.

If you are due for your 20-year pin, or have retired and have been a CRAO member for the past five consecutive years, please contact Linda Fudge at Linda.Fudge@crao.ca

2009 CRAO Elections



There will be elections at the 2009 Convention to fill the following positions: President, Website Chair, and Newsletter Chair.

Upon Tammy Archer resigning her position of President, Tricia Rudy very bravely accepted to step into the position of Acting President until the 2009 Convention, at which time there will be elections.

The Website and Newsletter Chairs had to resign for personal reasons and the responsibilities of those two chairs have had to be shared amongst the rest of the CRAO Executive until elections at the 2009 Convention.

If you are interested in joining a dynamic group of colleagues on the CRAO Executive, or know a colleague who may be interested, please contact one of the CRAO executives before or at the convention.

Thinking of Selling or Advertising?
Advertise in the CRAO Newsletter
For the Record

Non-members: \$25 1/8 page; \$50 1/4 page; \$75 1/2 page; \$100 full page

Members: One free 1/8 or 1/4 page advertisement each newsletter. (Subject to available space.)



Have you moved?

Changed your **personal email** address?
Or changed your **phone number**? Go
to your profile at www.crao.ca and
update it to ensure you get your
electronic copies of the CRAO
newsletter. Or contact Denise Kemp
(Treasurer and Membership Chair) at
Denise.Kemp@crao.ca



CRAO ANNUAL DUES

No CRAO,
no representation to fight on behalf of
Court Reporters, and the loss of your
profession.

- We need the CRAO -

Invite a Fellow Reporter to Join Today

\$85.00 per member

Send your completed Application for Membership Form
and Dues to:

MEMBERSHIP SERVICES

Denise Kemp, 7 Ann St., Bowmanville, ON L1C 1B1

Denise.Kemp@crao.ca

Please make cheques payable to:

Court Reporters' Association of Ontario

Note: To maintain your certification and use the CCR designation after your name, you must continue to be a member in good standing.



**Don't forget,
it's a tax deduction!**

“It will never happen...”

(By Tricia Rudy, CCR)

How often have we heard or used this phrase?

“It will never happen to me.”

“It will never happen to us.”

“It will never happen in a million years.”

“It will never happen again.”

Those of us who work in the court house know all too well that every single day in court, someone who has, no doubt, said one of the above assertions at least once in their lives, will inevitably find themselves in custody, facing charges,

a civil law suit, or being served with divorce papers, or custody papers.

Famous last words.

Well guess what folks, it's happening.

Just imagine waking up to this newsflash:

“Ministry of the Attorney General eliminates the need for Court Reporters in Ontario.”

Well of course THAT will never happen.

(... Continued on page 13)

(Continued from page 12...)

You think so? I hope you're right.

Let's just imagine for a moment that the current Ministry proposal is the second step in the process of eliminating 400 jobs that pay \$20-23 per hour, saving at least \$8 million per year of its taxpayers' money (That's minimum \$20 G salary for 400 Reporters)

"The second step?" you ask. "What was the first?"

Imagine that the first step was the introduction of tape management. They took away the product of our work, and our control over the production of transcripts from our tapes and notes. How would you know if your tapes and notes were being distributed to someone else to type?

Let's just imagine for a moment that the bait and switch tactic is the introduction of 200 new jobs (at \$10 an hour) in high unemployment areas such as Thunder Bay and Sudbury, coinciding with the implementation of a budget that demands a 5% cost reduction of the OPS. How else can they justify hiring 200 people unless it is at the expense of 400 others?

Let's just imagine for a moment, how pleased the Ministry will be when they announce an increase in revenues of \$8 million for a single year (average transcript income of \$20G each for 400 Court Reporters for one year) when they take over the collection of transcript fees, and I'm not even factoring in the immediate increase in rates they will implement when they do.

Let's just imagine for a moment that the duties of Court Clerks and Court Monitors become one and the same.

It's already happening, people.

Just look at the London court house in the Unified Family Court Case Conferences, and Settlement Conferences, and in Small Claims Courts across the province. Take a look at the POA courts.

It baffles me how the wonders of modern technology and a really good marketing team can easily convince people with significant IQ's that a computer and some digital audio recording software can replace a human body in the courtroom to take the record. The clerk will simply "push a button" and the machine will flawlessly record all proceedings, and intuitively know who is speaking at all times.

Digital copies of the proceedings can be wirelessly transmitted up to remote typing centres in Thunder Bay and Sudbury for the production of transcripts. Completed transcripts can be emailed to the ordering parties in PDF format, and eliminate the need for paper copies.

"Ministry saves thousands of dollars in new Eco-Friendly policy to eliminate the use of paper." Save the planet. Aren't we fabulous?

Don't laugh.

Just try and find a Stenographer or Steno Mask Court Reporter in Ontario who, 10 years ago, thought, "*It would never happen.*" Courts will always need a stenographer, right? I dare you to find one that is gainfully employed as such with the Ministry. Okay, I dare you to find two.

It won't matter that everything I've suggested above is in violation of:

The Criminal Code;

The Evidence Act;

The Rules of Civil Procedure;

The Administration of Justice Act;

The Hunt Decision;

The Ruling of Justice Hill in R. v. Hannemann;

The Collective Agreement; not to mention

100 or so years of courtroom precedent.

You see, amendments to the legislation can be made by guess who? The Ministry.

Feeling powerless? Overwhelmed? No wonder. We're getting railroaded.

"The time has come for all good Court Reporters to come to the aid of saving their jobs." To take artistic licence from one of the more popular quotes that we all typed a million times in Grade 10 typing class.

If you believe:

- Every accused person in the province of Ontario has the right to a fair and speedy trial;
- There is only *one* chance to get the record right;
- That the Guardian of the Record *must* be impartial, and not a party to either side of any proceeding;
- That in order to ensure that justice is served swiftly and blindly, the transcript of a proceeding cannot be called into question and must be produced with the highest integrity and accuracy; and
- The only way to ensure this is to singularly make accountable an independent individual whose only function is the taking and guarding of that record.

Then join the fight to save Court Reporting in Ontario.

It is time to take action. *We* are the Guardians of the Record.

I have no doubt that this picture I have painted is not a fairy tale or science fiction. It is rooted in the reality that...

"*Anything can happen.*"

(...Continued on page 14)

(Continued from page 13...)

The judges won't care – until it's too late. They'll be the ones to clean up the mess.

The defence attorneys won't care – they will look great for their clients when guilty verdicts get overturned when they point out the errors in the transcripts and charges get dismissed due to unreasonable delay. *Charter* applications will abound. Orders for transcripts will triple. Quadruple? The administration of justice will grind to a halt.

The Crown's office might care – but won't say anything. They work for the Ministry, too. Who knows? They could be next.

The public probably would care – if they understood what was at stake.

You and I – The Guardians of the Record – must care – or get another job.

We all sit alone in the courtroom. We prepare transcripts alone in our home offices until the wee hours of the morning. But this time, not one of us can do this alone. We need to join together as never before to protect our jobs and to fight for the integrity of the record.

This is our fight. No one is going to do it for us.

Heaven forbid you or someone you love becomes a victim of a violent crime, or is wrongfully accused of a violent crime, when this system is in place, wherein justice is not served due to an error in the record.

What are you thinking now?

"It could never happen to me" or "Anything can happen"?

Let the "anything" that happens be the restoration of the Profession of Court Reporters in Ontario, and therefore the preservation of the record.

"What can I do?" you ask.

Get involved. Become a member of the Court Reporters' Association of Ontario today.

Get educated. Read, talk, listen, research, share. The information is all right in front of us. Get busy. Volunteer to participate in the creation of a solution that best serves all of the parties involved. If we each do *one small thing*, great things are bound to come out of it.

Thanks for listening.

Tricia Rudy

Certified Court Reporter

Your A/President, and Guardian of the Record.

What has the Association done for me?

or

What can Reporters do to keep the once very prestigious profession alive?

- Support the CRAO by **becoming a member**. Your dues cover expenses related to Website, Newsletters, Executive Teleconferences
- **Fill out the Survey** re Transcripts and return to the CRAO.
- **Get involved** by contacting one of the CRAO executives.
- **Send us** your input, comments and suggestions.

.... MY TAKE on *HUNT*

(By Tricia Rudy, CCR)

I've been a Court Reporter for a few years - about the time the *Hunt* decision came out - and I've been closely watching this unfold, and have been extremely vocal in my area (Newmarket) about this issue.

I've done homework. We've gotten ourselves into a pretty fine mess.

I'm sure you all know *R. v. Hannemann* so I won't go into the details, but my (layman's) take on the Ruling of Justice Hill, in plain language, unequivocally made a few things clear.

1. The Transcript is the Record;
2. The Record must be produced by the Court Reporter who was present in the courtroom *unless by order of the Court*;
3. Inaccurate transcripts carry a risk of miscarriage of justice;
- and -
4. "*The Attorney General could not appear as a party... in a proceeding, "... and contribute to elimination of an accurate record...without threatening the appearance of justice."*

I will, however, quote His Honour on the following key points.

Paragraph 87

"In 1968, the Royal Commission Inquiry into Civil Rights (*The McRuer Report*), vol.2, at page 796 stated:

(...Continued on page 15)

(Continued from page 14...)

Court reporting is not to be confused with secretarial or stenographic assistance. In a brief submitted to this Commission by the Chartered Shorthand Reporters' Association of Ontario, the basic qualifications of a court reporter were well stated:

"...To report accurately and sensibly a grasp of many other things is necessary; e.g., general knowledge of current and historical events (acquired by reading newspapers, books and trade journals), a good knowledge of the English language and familiarity with classical quotations, knowledge of legal forms, maxims and procedures, engineering, chemical, architectural and medical phraseology, and the ability to concentrate the mind upon what is being said as well as knowing how to record it. In order to produce useful and accurate transcripts the reporter should understand what he is writing. The acquisition of such a wide knowledge is a continuing process, but a basic knowledge can be gained from lectures, dictated material, listening to court cases and reading transcripts....in the majority of cases the necessary experience has had to be acquired in court..."

Paragraph 89:

"The Commission noted...

"The whole process of court reporting is in a very confused and disorderly state. There is no overall plan for employment, remuneration, discipline and promotion of reporters. The problems created by this condition are serious and require a comprehensive approach to their solution." (at 810-811)"

Paragraph 104:

"The profession of court reporting with its long and valued history in this province has been systematically eroded. In *R. v. Payne and Spillane* (1972), 56 Cr. App. R. 9 (C.C.A.) at 13, in speaking of court reporting of criminal trials, Megaw L.J. lamented the inadequate training of a reporter wholly unable to produce an accurate account, "in this very skilled sphere of operation." Reporters in Ontario were at one time described by statute as officers of the court: *Judicature Act, R.S.O. 1980, c. 223, 2. 103(1)*. That designation continues in some other provinces, for example, *Court Rules Act – Official Reporters Regulation, B.C. Reg. 222/84, as amended, s. 2.1*; *Stenographers Act, R.S.Q. 1977, s. 2*. Creation of an exact record with neutrality between the parties is a hallmark of the reporter as officer of the court."

I will also reproduce a few of his Recommendations here.

...

2. There should be a Director of Court Reporters for the Province.
 3. A planned system of educating and training court reporters should be established under the direction of the Director who should set standards of qualifications.
 4. Candidates for appointment should be required to pass examinations and to meet fixed standards.
- ...
10. A code of ethics should be prescribed so that reporters may know what standards are required of them. (at 811-812)

This decision came out in March 2001. If things were bad then, they have now reached the status of critical.

Notwithstanding the above commentary, which all speak to the absolute necessity for protecting the integrity of the Record, the Ministry's model (until June 1st, 2009) was fatally flawed on a number of points. Some of these are so blatantly obvious it is beyond my comprehension that we even need to have this discussion.

On top of that, Arbitrator Randi Abramsky made her ruling based on a very focused and specific argument regarding workplace health and safety issues in the arena of a Grievance Settlement Board. I do not believe she was given the full picture or had a complete understanding of the impact her decision would have on the issues of the administration of justice, and was merely deciding an Employer/Employee dispute. Or maybe she did, based on her final comments "All issues regarding the implication of this finding are referred back to the parties....".

On a side note to that, my read on the decision (again, I'm not a lawyer) shows the Ministry's position at that hearing was clearly that they wanted no part in the production of transcripts other than in a supportive role in distribution. What changed their mind?

In any event, here are some of those fatal flaws off the top of my head.

It won't work because:

1. There is no longer an incentive to take good notes or annotations for the person taking the record, because he or she won't have to prepare and certify the transcript. Why bother to get citations, technical terminology clarified, counsel to state their name on the record - or spell it correctly? It just interrupts the court or takes up time on break. There are those who believe Court Reporters just sit in court keeping a chair warm and they will be proven correct. Those jobs will be the next to go, as the clerks and registrars learn how to push "record" buttons. Pity the poor

(... Continued on page 16)

(Continued from page 15)

- transcriptionist who has to find a specific reference on a tape or CD without proper direction from the notes or annotations.
2. There will be no continuity of the record; too many fingers in the pie for any certainty of authenticity or accuracy of the record; too many people to blame when errors happen. Right now the buck stops here, with me, the Court Reporter who took the record *and* certified the transcript.
 3. Getting paid to prepare transcripts by the hour will result in a much lower level of productivity than getting paid by the page. Do you mean to tell me that if I can accurately produce 10 pages per hour I will get the same pay as the person who accurately produces 6 - or inaccurately produces 15 that have to be proof-read three times? A business model like that in the PRIVATE sector would be shot down in a heartbeat. It does nothing but breed apathy.
 4. The cost of setting up transcript preparation centres will not be recovered by the revenue collected on transcript fees without making such fees out of the range of reasonableness. Please, somebody do the math on this, especially given number 3 above.
 5. The Ministry cannot collect fees for the production of transcripts without appearing to be in a conflict of interest (see *R. v. Hannemann* above).
 6. An entire generation of talented, experienced and professional employees will no longer be able to support themselves, and will leave the Ministry *en masse*. I gross \$400 a week sitting in court for 3 days. My gross income last year, including transcripts, was \$60,000. Again, do the math.
 7. The Ministry opens up the possibility to the defence, the plaintiff, and the prosecutor to unprecedented numbers of challenges to the accuracy and authenticity of transcripts, along with *Charter* applications due to lengthy delay in the production of transcripts, causing further clogging in an already overburdened system. There is a train wreck coming. I can see it as clear as the nose on my face. The administration of justice will fall into disrepute as it has never before in the history of the justice system in this country.

So what do we do?

Any future plan must ensure the following:

1. Whoever took the record, prepares and certifies the transcript. Period. If they don't want to type it, that's fine. But they either certify it or designate a fellow Certified Court Reporter who will act in their stead. To quote Ms. Abramsky "...preparation and certification of transcripts is...work of the Court Reporters...."

2. Recognize and implement an independent third party certification process for Ministry Court Reporters to restore the professional standard of the taking of the record, and the production of unchallengeable transcripts (for example, the CRAO).
3. Classify all Court Reporters as full time employees with all the rights and benefits of such. We have historically worked full time plus overtime hours on a consistent basis. Just because more than half of those hours are spent in our home offices should not mean they do not count.
4. Give Court Reporters the option of working from home or supply us with computers at the court house – grandfathered – all future Court Reporters can be hired with the understanding that transcripts will be produced at work.
5. Credit all current Court Reporters with reimbursement for expenditures to set up their home office. (ie: pay a premium to type from home, saving the ministry \$ in setting up our work station).
6. Create a separate job classification for Court Reporters. FPT does not work for us. (I can list reasons for this as well, but I think we all know them.)
7. Keep the per page rates as remuneration, and increase the tariffs to conform with cost of living increases since 1991. I have a rough draft on how this can be accomplished. If anyone is interested, contact me or a member of the CRAO Executive.
8. Create a method of scheduling that includes Court Reporters and considers transcript deadlines, time to prepare transcripts, balanced with court staffing requirements.
9. Give the right to Court Reporters to reassign our own work at our discretion, and only at our discretion.
10. Find a new union. One that will hear us before they presume to speak for us.

In the alternative:

Return us to the status of Independent Contractors. Trying to be both is where the waters were muddied. I, for one, would volunteer to modify my current incorporated business to an agency status and start accepting resumes.

I hope the above ideas spark discussion, and creative thinking. A huge thank you to everyone who has taken the time to put their opinions in writing. I know it has inspired me.

Best Regards,
Tricia Rudy, CCR, Guardian of the Record
A/President, CRAO
Fellow MAG Employee



Court Reporters' Association of Ontario

SURVEY

**To determine the Direction and Position Court Reporters
want the CRAO to take respecting
the next step in *Hunt***

Please check all that apply:

For the sake of the Public Interest and the Administration of Justice,

- 1) I believe transcripts of court proceedings must be produced and certified by:**
 - ☐ Court Reporters "certified" by an independent body, i.e. CRAO.
 - ☐ Court Reporters "qualified" by the employer, i.e. Ministry of Attorney General.
 - ☐ Anyone the Employer (MAG) chooses to produce them.
 - ☐ Court Reporter who took the record and/or his/her designate.
- 2) I believe the fees for transcripts of court proceedings should be paid to:**
 - ☐ The Court Reporter who produced and certified the transcript.
 - ☐ Ministry of the Attorney General.
 - ☐ It makes no difference.
- 3) I want the employment status of MAG Court Reporters in Ontario to:**
 - ☐ remain the same – employees with the Ministry to take the record and independent business for the production of transcripts.
 - ☐ return to 100 % Independent contract status.
 - ☐ become 100 % MAG employees as long as points 1) and 2) above are addressed.
- 4) I am:**
 - ☐ A Member of CRAO, and MAG employee.
 - ☐ A MAG Court Reporter, who will be joining CRAO before September 1st, 2009.
 - ☐ A MAG Court Reporter.
- 5) ☐ I am including a donation for the Court Reporters' Legal Fund to support**
a Motion for the CRAO to be granted a standing in the *Hunt* Review Hearing

Please use the back of this page for any further comments. Thank you!

Contact name and information is optional, but if given, will be kept confidential.

Donation made by: _____ Amount \$ _____

Email address: _____

Cheques can be made to the Court Reporters' Association of Ontario and mailed to **Tricia Rudy, A/President** 25179 Warden Avenue, R.R. #3, Sutton, ON L0E 1R0 (905)476-6532
Tricia.Rudy@crao.ca. Please attach your cheque to a copy of this survey.

**Fax to CRAO at (905)476-2304
ASAP or before August 15th, 2009.**

Court Reporters' Association of Ontario
2009/2010 APPLICATION FOR MEMBERSHIP (Renewable on Sept 30, 2010)

GENERAL MEMBER: \$85.00

ASSOCIATE MEMBER: \$50.00

1. GENERAL INFORMATION

(Please Print)

<input type="checkbox"/> Mr./Miss/Ms/Mrs. _____ (Last Name) (First Name) (Initial)	
<input type="checkbox"/> Home Address: _____	<input type="checkbox"/> Court or Business Name: _____
<input type="checkbox"/> City: _____	<input type="checkbox"/> Business Address _____
<input type="checkbox"/> Province: _____ <input type="checkbox"/> P.C. _____	<input type="checkbox"/> City: _____
<input type="checkbox"/> Phone: _____ <input type="checkbox"/> FAX: _____	<input type="checkbox"/> Province: _____ <input type="checkbox"/> P.C. _____
<input type="checkbox"/> E-Mail: _____	<input type="checkbox"/> Phone: _____ <input type="checkbox"/> Fax: _____
<input type="checkbox"/> Business website: _____	<input type="checkbox"/> E-Mail: _____
<input type="checkbox"/> Business website: _____	<input type="checkbox"/> Business website: _____
<input type="checkbox"/> I authorize CRAO to include the checked off details in the <input type="checkbox"/> Private Directory (No fee) and/or <input type="checkbox"/> Public Directory at an annual fee of \$25.00 at www.crao.ca	

2. MEMBERSHIP STATUS

☐ New ☐ Renewal ☐ Lapsed

Enter draw ☐ **FREE 1-year CRAO membership** (Value:\$85.00) ☐ **FREE Convention Registration** (Value:\$100.00*)

(Membership draw is open to all court reporters - members and new members)

(Convention Registration draw will be awarded to reporter, conditional upon reporter being a current member at time of draw)

The draws will be held at the 2009 convention, in September)

3. METHOD OF REPORTING

<input type="checkbox"/> Open-Microphone (Analog Tapes)	<input type="checkbox"/> Stenomask	<input type="checkbox"/> Stenotype	<input type="checkbox"/> Shorthand
<input type="checkbox"/> Open-Microphone (Digital)	<input type="checkbox"/> (CAT) Voice Recognition	<input type="checkbox"/> (CAT) Stenotype	

4. CERTIFICATION

Certification Designation Date (year) _____ Commenced Reporting (year): _____

Certification Designation: ☐ CCR ☐ CM ☐ CRR ☐ CVR ☐ CSR ☐ RPR ☐ CLR

Certifying Body: ☐ CRAO ☐ NVRA ☐ CSRAO ☐ Other _____

5. STATUS OF EMPLOYMENT

<input type="checkbox"/> MAG <input type="checkbox"/> Private - Name of Firm: _____ <input type="checkbox"/> POA	<input type="checkbox"/> Life Member Due to: _____ <input type="checkbox"/> Retired
<input type="checkbox"/> Contract <input type="checkbox"/> 1000 or <input type="checkbox"/> 1500 band	<input type="checkbox"/> Past Pres. <input type="checkbox"/> Retired & past 5-year Member
<input type="checkbox"/> P.O.A. <input type="checkbox"/> Superior Court <input type="checkbox"/> Small Claims Court	<input type="checkbox"/> Ontario Court <input type="checkbox"/> Official Examiner <input type="checkbox"/> Other
<input type="checkbox"/> Unified Family <input type="checkbox"/> All	
<input type="checkbox"/> English <input type="checkbox"/> French <input type="checkbox"/> Bilingual	

6. MEMBERSHIP CLASSIFICATION

Persons applying for membership in the Court Reporters' Association of Ontario must meet at least one of the qualifications listed below for either General Member or Associate Member.

Continued Certification with the Association is contingent on maintaining current membership.

- ☐ GENERAL MEMBER – I hereby apply for General Membership in CRAO. I am a practicing reporter in Ontario Province
☐ My cheque for \$85.00 is enclosed
- ☐ GENERAL MEMBER – I hereby apply for General Membership (\$85.00) and a listing in the Public Directory (\$25.00) at www.crao.ca. I am a practicing reporter in Ontario Province
☐ My cheque for \$110.00 is enclosed
- ☐ ASSOCIATE MEMBER – I hereby apply for Associate Membership in CRAO. I am not a practicing reporter and I have attached a letter explaining my interest in CRAO. I understand that Associate Members cannot be tested or certified by the Association. Associate Members may upgrade to General Members at any time. Previously certified reporters who are not currently active in reporting may keep their certification current by maintaining Associate Membership.
☐ My cheque for \$50.00 is enclosed

Please make cheque payable to: **Court Reporters' Association of Ontario**

(Signature of Applicant) _____

(Date) _____

Please send completed Form and Dues to: Denise Kemp

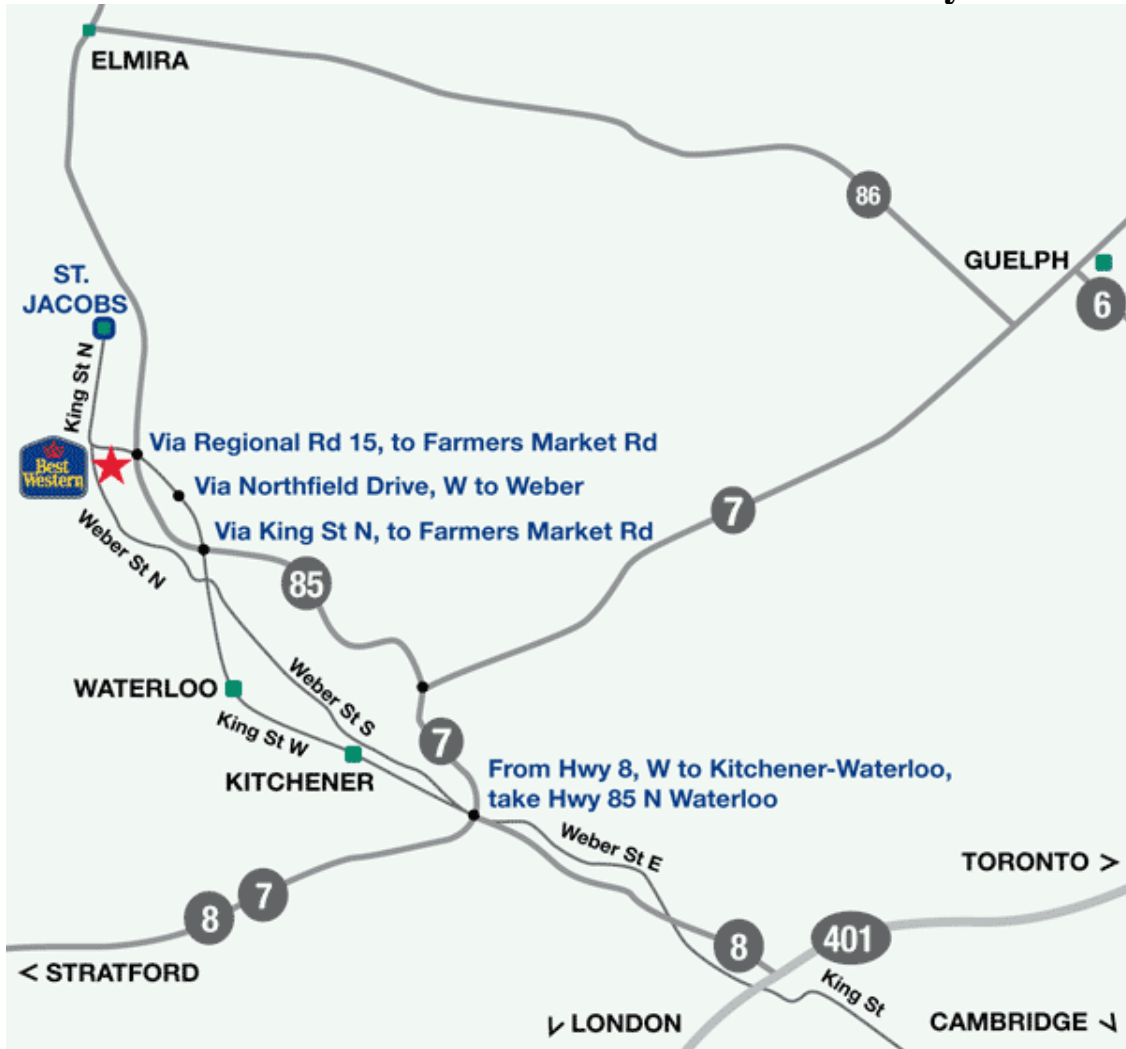
7 Ann Street, Bowmanville, Ontario L1C 1B1 e-mail – denise.kemp@crao.ca

FOR CRAO USE ONLY

Dues Received: \$ _____	Receipt Issued <input type="checkbox"/> Yes <input type="checkbox"/> No	Receipt Number: _____
Method of Payment: <input type="checkbox"/> Cheque # _____ <input type="checkbox"/> cash	Date Received _____	

If you are already a member, please pass this Application on to a colleague

2009 CRAO Convention Best Western St. Jacobs Country Inn



Directions? www.stjacobscountryinn.com

Best Western St. Jacobs Country Inn

50 Benjamin Rd. E., Waterloo, ON **Toll Free:** 800-972-5371

Phone: 519-884-9295 **Fax:** 519-884-2532

From the 401, take Highway 8 West, Kitchener-Waterloo. Follow to Highway 85 North Waterloo.

Via Regional Road 15: Take Regional Road 15 (left) to Farmers Market Road. Turn left on Farmers Market Road. Turn left on Benjamin Road. The hotel is on the right.

Via Northfield Drive: Take Northfield Drive West (right) to Weber Street North. Turn right on Weber Street North. Turn right on Benjamin Road. The hotel is on the left.

Via King Street North: Take King Street North (right) to Farmers Market Road. Turn left on Farmers Market Road. Turn left on Benjamin Road. The hotel is on the right.

NOTE: To download a printable copy of the following CRAO forms:

2009 Convention Poster – St. Jacobs
2009 Convention Registration form – St. Jacobs
2009 Convention Agenda – St. Jacobs
2009 CRAO Membership Registration (also attached in this newsletter)
2009 Convention Map – St. Jacobs

1. click on www.crao.ca/conventions/php; or
2. visit www.crao.ca and click on the “CONVENTIONS” tab at top; or
3. click on links to the forms on the blue side bar headed “CONVENTION”;
or
4. contact us at info@crao.ca.