



CRAO Since 1967
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Issue 3

**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.
Utmmost 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 pro-
fession with the constant de-
sire to improve

For the RECORD

Message from the A/President

The Little Court Reporter

by Tricia Rudy

(Sung to the tune of The Little Drummer Boy)

Come they told me. Pa rump a pum pum.
A new career for you. Pa rump a pum pum.
We make no guarantees, Pa rump a pum pum.
How many days you'll work and then you must type, on your own time, whenever you can.
Shall I spell for you? Pa rump a pum pum.
I can use a semi-colon.

Time to set up court. Pa rump a pum pum.
The mics all fall apart. Pa rump a pum pum.
Taped to the desk and floor. Pa rump a pum pum.
Don't trip up on the cords, and don't nod your head, one at a time, is that what you said?
Please don't interrupt. Pa rump a pum pum.
Soon we'll be done.

Can you speak louder please? Pa rump a pum pum.
Chinese or Cantonese? Pa rump a pum pum.
Please wait for the interpreter. Pa rump a pum pum.
Russian or Greek my friend, now what will we do? How do you spell Rupnaranathanarajan?
Those mics don't amplify. Pa rump a pum pum.
You want the transcript by when? *(spoken in a shocked voice)*

Now it's 3 a.m. Pa rump a pum pum.
Only one more page to type. Pa rump a pum pum.
I know it's back in court, tomorrow at 10,
Unless it gets adjourned to some time next year, or who knows when, rump a pum pum.
No, I don't mind, Pa rump a pum pum.
It's no problem.

Now I've got a choice to make. Pa rump a pum pum.
My transcript work to take. Pa rump a pum pum.
I'll have to quit my job and go freelance,
Give up my benefits, my pension, the court, compete for the work, rump a pum pum.
Type from some stranger's notes. Pa rump a pum pum.
Sure, no problem.

Now the year is 2012. Pa rump a pum pum.
The courts are overwhelmed. Pa rump a pum pum.
Nothing but Charter Motions. Rump a pum pum.
Transcripts are a year overdue, and full of mistakes, the record's been lost, rump a pum pum.
Just don't look for me, Pa rump a pum pum.
I'll be out on the farm.

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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.

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CRAO 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.

For the Record • The Court Reporters' Association of Ontario
(Articles submitted are not necessarily the view of the CRAO)

*Our Thanks to Wendy Ponka
CRAO Training & Certification Chair
September 2008 - October 2009*



We would like to extend our thanks to Wendy Ponka who has served as certification chair. She has brought our certification process up to date to include today's technology, i.e. digital, and has brought our certification study booklet up to date as well. She has been conscientious and diligent in setting up certification sessions and meticulous in her marking of the tests. Thank you again, Wendy.

*Best wishes at this holiday season from your
CRAO Executive.*



All the best to you and yours during this holiday season.
Enjoy your families and all the blessings of good health.
Due dates and deadlines can be set aside while we enjoy
the time to spend with each other.
Let's remember that each day is precious. It'll all get
done. So take advantage of this time with your families
and friends and enjoy!

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.)*

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SEASONS GREETINGS

Message from The Coalition

It's appropriate at this time of year, not only to give thanks for the blessings of Thanksgiving as we enter the festive season, but to also take the time to reflect on the past and to look to the future.

The CRAO has posted and distributed several messages and updates from The Coalition since it was formerly introduced just prior to October 15th, but there is a little more history and a further update for reflection that ties into this time of year.

This Christmas message affects all members of the CRAO as Ms. Abramsky's Decision on jurisdiction has been released and she has been persuaded by submissions made by counsel on behalf of the Ministry that the employer can move forward in implementing its future plans for court reporting in this province. If you have not seen the Ministry's proposed new plan or you would like to receive a copy of the GSB decision you can contact Joanne Hardie at jhardie1045@rogers.com and she will forward these documents directly to you.

We ask you all to please reflect over this Holiday Season on the outcome of this Decision, as it is very important for each reporter of this province to be informed and prepared for the future. As soon as we get any more information we will notify the CRAO and other members related to The Coalition with news. Please check your emails regularly for future updates.

* * * * *

From The Coalition, we send you our very Best Wishes of the Season. Enjoy the time spent with your families over the Holidays and take some time to reflect on the coming of a New Year.

Joanne Hardie
Founding Member, The Coalition

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.

For the Record • The Court Reporters' Association of Ontario
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Meet Our New Executive Members



Vice-President Chair: Joanne Hardie
Acting Training & Certification Chair: Pam Thompson
Website Chair: Tracey Beatty
Newsletter Chair: Lisa Ruggiero
MAG Rep: Pam Thompson
POA Rep: Helena Tsapoitis-Barbesin
Independent Rep: Lisa Vale
Convention Chair: Suzanne Dorgan

Vice-President: Joanne Hardie

Biography:

Joanne Hardie, Vice President, CRAO



Joanne became an accredited member and was certified through the CRAO in 2004. She is currently a court reporter in the Ministry of the Attorney General in the Ontario Court of Justice in Durham Region where she has been reporting for almost eight years.

Her work experience covers many years in the corporate private sector in different positions in the world of media and film. Joanne started at Rogers Radio in programming and promotions and was then promoted to an executive assistant position working with a senior Vice President at Rogers' headquarters in downtown Toronto primarily involved with lobbying media organizations and government agencies in the United States to promote Canadian cable technology there.

After loving that corporate job for a very long time and also taking a course at Ryerson in PR, an opportunity arose to switch careers and Joanne then became involved in public relations for a not-for-profit foundation which produced children's magazines, books, and television programs.

Just at the top of her game, so to speak, in a City and with a career that opened many opportunities and excitement, she suddenly and unexpectedly fell in love and her perspective on life changed forever, with no regrets. Two kids later and living in the suburbs, it was time to reinvent herself, once again, when her second child got a little bored staying at home with mom.

The end of the story (or, rather the start of it) is that one day in the local newspaper in the little town of Oshawa there was a job ad seeking court reporters to work in Durham Region courts and luckily, after eyeing that curious little ad, Joanne found herself in the absolutely most challenging job she has had in whole her life, next to being a mother that is, and she welcomes the opportunity to serve as Vice President of the CRAO.

Joanne Hardie is also one of the Founding Members of The Coalition.

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Website Chair: Tracey Beatty



We're on the web
CRAO.ca

I am a Court Reporter with the Ministry of the Attorney General in Newmarket, Ontario. I have been employed in that capacity since the spring of 2007.

I thoroughly enjoy my job and the variety it brings each day.

My background is in Patent & Trademark Law and Entertainment Law. I worked in the private sector for many years before staying home to raise our children. My first venture back into the workforce was at Newmarket Court, and I believe it will be my last. It is a tremendous opportunity for me and I continue to learn and grow while doing my job every day.

I joined the C.R.A.O. this past year and I attended my first conference in St. Jacob's in September. I feel it is important to have an organization like this where court reporters, whether independent, MAG or POA, can meet to exchange ideas and to stand together as a vital part of our justice system.

I look forward to working on the website and with the C.R.A.O. Executive in my term as the Website Administrator.

Newsletter Chair: Lisa Ruggiero

*Keeping you up to
date with current
court information.*

I have been working as a Court Reporter at the Newmarket Courthouse since June of 2007. The challenges, the diversity and the interesting people I meet each day are some of the reasons I love being a court reporter.

Previous to this I worked at an insurance brokerage firm in the policy processing department.

I am married and have five children; three boys and two girls.

I have studied steno machine theory and hope to build my speed to the required level for certification.

I'm looking forward to producing the newsletter and keeping everyone abreast of new things happening in the court reporting field.

I welcome and encourage your suggestions. Please feel free to pass on newsworthy articles/jokes/fillers 'For the Record.'



For the Record • The Court Reporters' Association of Ontario
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**Acting Chair
Training & Certification and MAG Rep:
Pam Thompson**



.....*Update next newsletter.*



POA Rep: Helena Tsapoitis-Barbesin

I have been a court reporter since 2004. I started working in night court for the City of Toronto in March 2004.

I had a short stint at a private transcribing company after the birth of my first son in 2006. In 2008 I was blessed with a daughter.

In 2008, 3 months after I gave birth, I started working for the Region of York in Newmarket POA court.

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Independent Representative: Lisa Vale

I am a second generation court reporter. My mother has been a court reporter for as long as I can remember, and following the birth of my first son I took up the profession, nearly seven years ago.

I am an independent court reporter working out of Marbrae in Kitchener, Ontario. I love what I do, and it's allowed me the freedom to be involved in the lives of my three children.

I have also been active in the implementation of digital recording at our firm, a process that has been quite fun and rewarding.

I am hoping that independent reporters will continue to join the CRAO, and will come to me with concerns and questions to be taken up with the Executive.



Convention Chair for 2010: Suzanne Dorgan

*Convention Plans for
September 2010 are in
the making.
Workshops and Special
Event ideas are
welcomed.*



Dear fellow reporters, I would like to introduce myself as the Chair for the 2010 Convention. I have been a court reporter at Newmarket Courthouse now for six years.

I joined the Association just this year because like many others I am concerned about our future and hope that by increasing our membership we will have a stronger voice.

The dates for the Convention will be September 24 to 26 of 2010. As yet the venue hasn't been decided but I am working on that. So mark that weekend in your diary and I will update you through the newsletter or the website.

As I have not done anything like this before I welcome any input from the members. Also, anyone who wishes to help in any way please contact me at:

sdorgan@rogers.com.

I am looking forward to working with everybody and to having a great 2010 convention.

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UPDATE FROM THE COALITION

Hunt et al

The latest confirmed news is that Ms. Abramsky issued her Decision with respect to jurisdiction on Friday, December 4th, 2009 in favour of the Ministry and as a result the employer can go ahead with its plan as presented to us and move on with implementation. We can only speculate as to the full context and rationale that went into Ms. Abramsky's reasoning except to say that she decided: (1) that the union could grieve it if they didn't like it; (2) that under Article 2 of the Collective Agreement, the employer has the right to do what it wants with its workforce; and, (3) her parting words: *I remain seized in regard to all other remedial issues arising from the Hunt Decision.* That last line should ring bells in all of our ears. What exactly does that mean?

On November 10th the Ministry argued that if Ms. Abramsky were to decide in their favour with respect to jurisdiction then the union had the right to grieve her decision. If the Decision does in fact allow the implementation of the employer's plan, then we can, as well, only speculate at this point as to whether the union will use their resources once again and take on the additional financial burden that will come as a result of going forward to oppose it. What is the likelihood that the union would resume another policy grievance without further consultation with us to oppose the plan the employer has the right to implement under Article 2 of the Collective Agreement? The question then is, is the Union willing to do that? We don't know. But if the union does decide to do that, one must wonder if that does not mean it will be like starting the process all over again.

Some things you should think about with respect to the new plan: What does it mean to be, 'qualified'? Who will qualify transcriptionists? Is it automatic that you'll be qualified? Is being, 'authorized' to produce certified transcripts not enough?. How does FPT hourly categories work under this new Ministry plan? Counsel for the union on November 10th disclosed that the policy grievance was launched for, 'full time rights and benefits'. How does that translate to FPT hours under this new staffing model? Will the union argue full time hours for us to regain some of its costs to date? It might. Neither side has really fully explained how scheduling will work and this becomes an important issue under the new MAG plan so we need to ask these questions. For example, can you survive on a 1000 hour category without the prospect of automatic transcript revenues and having the burden rest on you to enter a competitive marketplace to get the business? Are roster lists locally-based or province wide? If so, are potential clients restricted to local lists, or, is the range unlimited? Can defence counsels' secretaries be, 'qualified', if there is a testing component being operated by Court Reporting Services, possibly for a fee? Are you prepared to compete at a grass-roots level to get the business before counsel leaves the courtroom and before they can get to the roster list? Or, are you content to not produce transcripts and to just be scheduled to work in court, and if that is the case, what hours would you need to work to survive financially?

....(Continued on page 10)

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UPDATE FROM THE COALITION

Hunt et al

(Continued from page 9)

The ultimate question under this new MAG scheme is: will the employer agree to give the court reporter of record the first right of refusal? If that were the case it would essentially remain a status quo situation. This question has been posed before and the response has been, no, we will not be given first right of refusal. Is that a definitive, final answer? We don't know, but The Coalition is prepared to present this and all other concerns you may have to the Ministry. We have argued the obvious, that transcripts produced in the way the Ministry intends to implement this plan will result in substandard work and outright negligence, but the Ministry and the stakeholders they claim to have consulted with don't seem to care. We believe the Ministry plans to move swiftly, although it appears that not all courthouses have the digital equipment yet, and there is a wide range of stories out there for the reasons why they have not surfaced as of yet. So, if the digital equipment is the initial part of the plan, the Ministry is a little bit behind schedule in that regard and it is possible there will be something forthcoming from the Ministry soon, maybe even before Christmas.

In the meantime, Carol MacLean has received many, many signatures on The Coalition's Petition to the union and another strategy update will come to you later in that regard as well because it might work for us on two fronts. Contact Carol MacLean directly at carol_maclean@hotmail.com for updates.

Please take the time to think about all the potential changes that lay ahead and if you have any questions, or input, or concerns start putting your thoughts together now in order to be proactive as we enter this new world of court reporting as has been represented to us by the Ministry of the Attorney General. If there is any compromise that lays in the future for us, we better be ready and prepared to participate in the process, so, we ask you all to think about not only the potential consequences but also the potential solutions.

Lots to think about as we approach the Holiday Season.

Carol MacLean
MAG Court Reporter, St. Catharines

Tricia Rudy
MAG Court Reporter, Newmarket

Joanne Hardie
MAG Court Reporter, Oshawa

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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

C1060 Concession 14, R.R.#2 Cannington, Ont L0E1E0

admin@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!***

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.

Contact us at admin@crao.ca

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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)

☐ Mr./Miss/Ms/Mrs. _____
(Last Name) (First Name) (Initial)

☐ Home Address: _____ ☐ Court or Business Name: _____
_____ ☐ Business Address _____

☐ City: _____ ☐ City _____

☐ Province: _____ ☐ P.C.: _____ ☐ Province: _____ ☐ P.C.: _____

Phone: _____ ☐ FAX _____ Phone: _____ ☐ FAX _____

☐ E-Mail: _____ ☐ E-Mail: _____

Business website: _____ Business website: _____

☐ I authorize CRAO to include the checked off details in the ☐ Private Directory (No fee) and/or
☐ Public Directory at an annual fee of **\$25.00** at www.crao.ca

LANGUAGE: ☐ English ☐ French ☐ Bilingual

2. MEMBERSHIP STATUS

☐ New ☐ Renewal ☐ Lapsed

3. METHOD OF REPORTING

☐ Open-Microphone (Analog Tapes) ☐ Stenomask ☐ Stenotype ☐ Shorthand
☐ Open-Microphone (Digital) ☐ (CAT) Voice Recognition ☐ (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

☐ MAG ☐ Contract ☐ 1000 or ☐ 1500 ☐ Unclassified Private - Name of Firm: _____

☐ Life Member Due to: ☐ Retired ☐ Contract ☐ Past Pres. ☐ Retired & past 5-year Member

☐ P.O.A. ☐ Superior Court ☐ Small Claims Court ☐ Ontario Court ☐ Official Examiner

Other Unified Family ☐ All

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 *practising reporter in Ontario Province. My cheque for **\$85.00** is enclosed.

GENERAL MEMBER Plus Listing– I hereby apply for General Membership (\$85.00) and a listing in the Public Directory (\$25.00) at www.crao.ca. I am a *practising 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 *practising 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.

* A practising reporter is one who is remunerated for the service they provide, either as an independent reporter or working in a government employed position.

Please make cheque payable to: **Court Reporters' Association of Ontario ("CRAO" acronym not accepted at bank)**

Applicant's Signature : _____ Date: _____

Please send completed Form and Dues to: C1060 Concession 14, R.R.#2 Cannington, Ont L0E1E0

E-Mail admin@crao.ca

FOR CRAO USE ONLY

Dues Received: \$	Receipt Issued: Yes	No	Receipt Number: _____
Method of Payment:	Cheque # _____	Cash	Date Received _____