

2024

MEMBER'S MANUAL

Membership and Engagement
———— PCPO ————



ONTARIO
PC 

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Doug Ford

Dear Members and Friends,

In the last election, the people of Ontario gave our PC party an overwhelming mandate to deliver on our ambitious agenda. And we have the right team to get it done.

We've never been more focused on delivering on our promises, including:

- Building highways, public transit, hospitals, homes and schools
- Keeping costs down by cutting the gas tax and removing road tolls
- Securing the clean and reliable energy we need to support families, businesses and manufacturing
- Working for workers by adding to the 700,000 new jobs created since 2018



We're building Ontario through projects like Highway 413, the Bradford Bypass, the Ontario Line, the road to the Ring of Fire, the return of the Northlander and other investments in transportation and infrastructure that will have people spending less time in traffic and more time doing what's important to them.

We're working for the people of Ontario by keeping taxes low, cutting red tape, building homes and attracting more than \$27 billion in investment in our automotive and electric vehicle sectors.

Our success as a movement would not be possible without the hard work and support of our volunteers and riding associations. I want to thank each and every one of you for your hard work and dedication recruiting new members, knocking on doors and supporting our local MPPs.

Thank you for your continued support and for helping us keep our promise to get it done for the people of Ontario!

All the best,

Doug Ford,

Leader of the Ontario PC Party

Michael Diamond

Dear fellow Progressive Conservatives,

Our members are our greatest strength. Thank you for your commitment to our Ontario PC Party and helping our leader Doug Ford get it done for Ontario!

Although we have a lot to celebrate, our work will never be over. I know 2026 might seem like a long way away, but the preparations for a successful election starts now - and you are a key part of our team.

I hope you find the PC Party of Ontario Membership Manual a useful tool in your activism. It is one of the building blocks for success as we move towards 2026.

This manual provides a clear description of rights, roles and responsibilities for members.

I encourage all PC Party members to read the enclosed guide and consider what role they will play in our party and eventually the election campaign of 2026.

Best Regards,
Michael Diamond
President, Ontario PC Party

Tim Iqbal

Fellow PCs,

Political leadership is about more than making decisions; it's about charting the best course to navigate the challenges of our time.

In order to meet the tests of this unique period in Ontario's history, our Leader, Doug Ford, is rising to the occasion, along with our all-star members at Queen's Park. In order to be successful, a team is required. For the PC Party of Ontario, our team includes the Party's entire membership.

The next Ontario election is coming up in 2026. It's important that as a PC Party, we build up for success in the upcoming campaign. Party members - the grassroots activists across the province - are at the heart of our team, literally laying the groundwork in every corner of Ontario.

With a province as big as ours, the PC Party's members - from Kenora to Ottawa to Windsor to Niagara Falls, and beyond - are the people who will play a vital role in determining whether we're re-elected in 2026.

The enclosed - the PC Party of Ontario membership manual - is one of the pieces of the puzzle if we're to be electorally successful.

The enclosed Membership Manual is a statement of rights, roles and responsibilities. Knowing those rights, roles and responsibilities provide some of the framework for electoral success. We need our movement to be strong, ready, and eager to take on the opportunities that lie ahead.

I hope to speak with you in the coming months as the PC Party of Ontario lays the foundation for success in 2026.

Best Regards,
Tim Iqbal
7th VP, Ontario PC Party,
Membership Committee Chair

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.

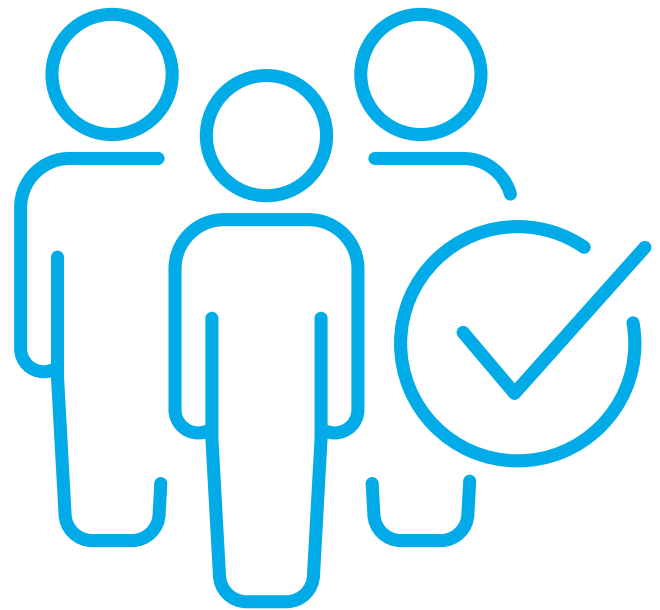
Membership: Shaping our province's future

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
- 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, gender, 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 nearly 85 years of Ontario's 156-year history.

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

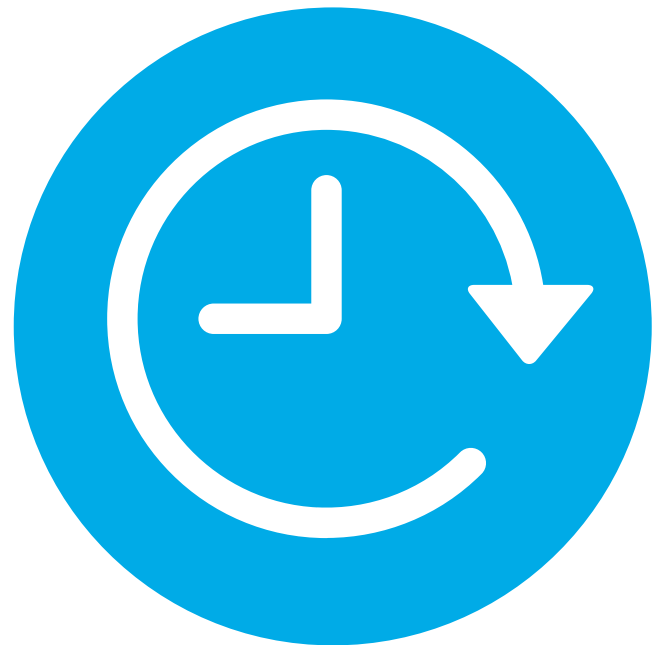
During the 1970s, as a result of the 1973 oil shock many countries throughout the world were subject to economic pressures to which they were not subject since WWII. Ontario PCs guided the province through these difficult global economic circumstances. The fact that Ontario managed its debt and economy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

Since 2018, under the leadership of Premier Doug Ford, Ontario PCs have again embarked on efforts to right the Ontario ship. They are seeking to build Ontario with transit and key infrastructure, attract good-paying jobs, and make sure that students have the skills to succeed. These goals are being pursued while the PC government is also building or redeveloping 50 hospitals provincially. 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:

- 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.

Advantages of a Loyal Blue Club membership include:

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

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

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.

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.

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.

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.

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

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.

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
- 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 2022-2024 PCPO EXECUTIVE

Michael Diamond, President

Chris Loreto, 1st VP

Jay Davison, 2nd VP

Kyle Sholes, 3rd VP

Nico Fidani-Diker, 4th VP

Stephanie Delorme, 5th VP

Sukhman Sangha, 6th VP

Tim Iqbal, 7th VP

Maddy Stieva, 8th VP

Alexander Corelli, 9th VP

Jordon Erickson, RVP North West

Martin Proulx, RVP North East

Robert Dekker, RVP Ottawa

YOUR PCPO MPPS

in the current Provincial Parliament

PATRICE BARNES, Ajax

MICHAEL PARSA,
Aurora-Oak Ridges-Richmond Hill

ANDREAKHANJIN, Barrie-Innisfil

DOUG DOWNEY,
Barrie-Springwater-Oro-Medonte

TODD SMITH, Bay of Quinte

CHARMAINE A. WILLIAMS, Brampton Centre

HARDEEP SINGH GREWAL, Brampton Centre

GRAHAM MCGREGOR, Brampton North

PRABMEET SARKARIA, Brampton South

AMARJOT SANDHU, Brampton West

WILL BOUMA, Brantford-Brant

RICK BYERS, Bruce-Grey-Owen Sound

NATALIE PIERRE, Burlington

BRIAN RIDDELL, Cambridge

GOLDIE GHAMARI, Carleton

TREVOR JONES, Chatham-Kent- Leamington

SYLVIA JONES, Dufferin-Caledon

TODD MCCARTHY, Durham

ROBIN MARTIN, Eglinton-Lawrence

ROB FLACK, Elgin-Middlesex-London

ANTHONY LEARDI, Essex

KINGA SURMA, Etobicoke Centre
DOUG FORD, Etobicoke North
CHRISTINE HOGARTH, Etobicoke-Lakeshore
DONNA SKELLY,Flamborough-Glanbrook
STEPHANE SARRAZIN, Glengarry-Prescott-Russell
LAURIE SCOTT, Haliburton-Kawartha Lakes-Brock
NEIL LUMSDEN, Hamilton East-Stoney Creek
RIC BRESEE,Hastings-Lennox and Addington
LISA THOMPSON, Huron-Bruce
GREG RICKFORD, Kenora-Rainy River
STEPHEN LECCE, King-Vaughan
MIKE HARRIS, Kitchener Conestoga
JOHN JORDAN, Lanark-Frontenac-Kingston
JESS DIXON, Kitchener South-Hespeler
STEVE CLARK, Leeds-Grenville-Thousand Islands
and Rideau Lakes
PAUL CALANDRA, Markham-Stouffville
LOGAN KANAPATHI, Markham-Thornhill
BILLY PANG, Markham-Unionville
PARM GILL, Milton
NATALIA KUSEDOVA, Mississauga Centre
SHEREF SABAWY, Mississauga-Erin Mills
RUDY CUZZETTO, Mississauga-Lakeshore
NINA TANGRI, Mississauga-Streetsville
LISA MACLEOD, Nepean
DAWN GALAGHER MURPHY, Newmarket-Aurora
SAM OOSTERHOFF, Niagara West
VIC FEDELI, Nipissing
DAVID PICCINI,
Northumberland-Peterborough South
STEPHEN CRAWFORD, Oakville

EFFIE TRIANTAFILOPOULOS,
Oakville North- Burlington
ERNIE HARDEMAN, Oxford
GRAYDON SMITH, Parry Sound-Muskoka
MATTHEW RAE, Perth-Wellington
DAVE SMITH, Peterborough-Kawartha
PETER BETHLENFALVY, Pickering-Uxbridge
JOHN YAKABUSKI, Renfrew-Nipissing-Pembroke
DAISY WAI, Richmond Hill
ROBERT BAILEY, Sarnia-Lambton
LORNE COE, Whitby
STAN CHO, Willowdale
ANDREW DOWIE, Windsor-Tecumseh
ROSS ROMANO, Sault Ste.Marie
DAVID SMITH, Scarborough Centre
RAYMOND CHO, Scarborough North
ARIS BABIKIAN, Scarborough-Agincourt
VIJAY THANIGASALAM,
Scarborough-Rouge Park
JILL DUNLOP, Simcoe North
BRIAN SAUNDERSON, Simcoe-Grey
NOLAN QUINN,
Stormont-Dundas-South Glengarry
LAURA SMITH, Thornhill
KEVIN HOLLAND, Thunder Bay-Atikokan
GEORGE PIRIE, Timmins
MICHAEL TIBOLLO, Vaughan-Woodbridge
TED ARNOTT, Wellington-Halton Hills
MICHAEL KERZNER, York Centre
MICHAEL FORD, York South-Weston
CAROLINE MULRONEY, York-Simcoe

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