



Tribunals Ontario

2019-20 Annual Report

Tribunals Ontario is responsible for 19 tribunals across three divisions:

Environment and Land
www.elto.gov.on.ca

Safety, Licensing Appeals and Standards
www.slsto-tsapno.gov.on.ca

Social Justice
www.sjto.gov.on.ca

Mailing Address:

25 Grosvenor Street, 19th Floor
Toronto ON M7A 1R1

Ce document est également disponible en Français.

June 30, 2020

Dear Attorney General Downey:

Re: Tribunals Ontario 2019-20 Annual Report

On behalf of Tribunals Ontario, it is our pleasure to submit to you the 2019-20 Annual Report.

This report reflects the activities of Tribunals Ontario for the fiscal year ending March 31, 2020.

Since our amalgamation last year, we have worked to create a new organization that takes into consideration the unique attributes of the 19 boards and tribunals that are part of our organization.

In our first year of operation, we completed an organizational review to develop a new set of strategic directions to improve performance and results, promote consistency in practices, procedures, decision-making and dispute resolution. We are pleased to report that Tribunals Ontario has made great progress on improving how services are delivered to ensure a streamlined, cost-effective and efficient model for the people who access our services.

The attached report reflects how Tribunals Ontario has established priorities and activities with the goals of fulfilling its mandate and serving the people of Ontario effectively and efficiently.

We look forward to continuing to work with your ministry in the upcoming year.

Yours sincerely,



Sean Weir
Executive Chair
Tribunals Ontario



Lori Coleman
Executive Director (Acting)
Tribunals Ontario

Disponible en Français.

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**Messages from the
Executive Chair
and the
Executive Director**



Executive Chair's Message

On June 2, 2020, I was appointed new Executive Chair. I am honoured to be leading Tribunals Ontario as we continue improving our service while meeting the challenges presented by the COVID-19 pandemic.

January 1, 2020 marked our first year in operation as Tribunals Ontario. Thanks to the diligent work of our adjudicators and staff, we were able to face the challenges of becoming a new organization, while capitalizing on the new opportunities that amalgamation presented.

I am proud of our staff and adjudicators who provide fair, effective, timely and accessible dispute resolution services and who contributed to processing and resolving 151,213 cases in 2019-20. Over the last year, Tribunals Ontario has demonstrated the knowledge, expertise and experience to fulfill its mandate, and these are some of the ways we have delivered fair and efficient adjudicative services across the province:

- We focused on leveraging digital and shared service models, such as case conferences and e-filing, to address existing caseloads and work towards the common goal of early resolution.
- We improved front-line service delivery by providing telephone hearings where feasible to reduce travel time and make it more convenient for parties.
- We worked to leverage video conference technology to streamline the hearing process for efficiency and convenience.
- We developed expedited procedures to deal with motions and preliminary issues to help lead to an earlier resolution of disputes.

Our staff and adjudicators are committed to ensuring fairness and increasing access to justice.

While we experienced challenges with delays at some of our high-volume tribunals, we are encouraged by the quick response to the COVID-19 pandemic and are confident our successes in alternative proceeding formats will lead to further modernization of procedures across Tribunals Ontario in the next fiscal year. Our staff and adjudicators are committed to ensuring fairness and increasing access to justice and look forward to continuing to serve the people of Ontario.

Sincerely,



Sean Weir

Executive Chair

Executive Director's Message

I am pleased to share the successes of our staff and members within the Tribunals Ontario 2019-20 Annual Report.

Serving the public is at the heart of the work we do. Each interaction is an opportunity to learn how we may better address challenges and meet the needs of the public. For example, where appropriate, tribunals are supporting and encouraging the early resolution of disputes.

We will leverage our successes and adapt our operations to the new needs of our communities.

Over the past year, Tribunals Ontario established centralized business planning, communications, public appointments and legal services to increase effectiveness and gain efficiencies through streamlined processes, and enhanced coordination in serving all our boards and tribunals.

We continue to improve resources that support the diverse needs of the people who access our services. For example, Tribunals Ontario implemented a new French Language Services Policy across the organization based on previous engagement and advice from the Office of the Ombudsman (previously the French Language Services Commissioner). Standardized training continues to be provided to staff and members to ensure all tribunals are applying a consistent approach to the provision of French language services and that all staff and adjudicators (both French and English speaking) are adequately trained on their responsibilities under the *French Language Services Act*.

In the last few weeks of the fiscal year, we acted quickly to respond to the COVID-19 outbreak by rescheduling in-person hearings, where feasible, to written, telephone and video conference options. We continued to provide services to Ontarians during this time with the dedication and tremendous work of staff and members. Going forward, we will leverage our successes and adapt our operations to the new needs of our communities and Ontarians. Thank you to our staff and members for their remarkable work to serve Ontarians.

I look forward to working with staff, members, Associate Chairs and the Executive Chair to continue to improve front-line service delivery and enhance the quality of dispute resolution services for the thousands of people across the province who access our tribunals each year.

Sincerely,



Lori Coleman

Executive Director (Acting)

About Tribunals Ontario



About Tribunals Ontario

Tribunals Ontario is responsible for 19 boards and tribunals that fall under the Ministry of the Attorney General:

- Animal Care Review Board
- Assessment Review Board
- Board of Negotiation
- Child and Family Services Review Board
- Conservation Review Board
- Criminal Injuries Compensation Board
- Custody Review Board
- Environmental Review Tribunal
- Fire Safety Commission
- Human Rights Tribunal of Ontario
- Landlord and Tenant Board
- Licence Appeal Tribunal
- Local Planning Appeal Tribunal
- Mining and Lands Tribunal
- Ontario Civilian Police Commission
- Ontario Parole Board
- Ontario Special Education Tribunals – English and French
- Social Benefits Tribunal

The tribunals hold proceedings throughout the province and promote the early resolution of a multitude of matters using a variety of dispute resolution methods. The tribunals process files from intake to closure, which may include issuance of decisions, orders and recommendations arising from pre-hearings and mediations, settlement conferences and if required, a formal hearing.

Organizational Structure



Organizational Structure

Tribunals Ontario is led by an Executive Chair, who also assumes the powers, duties and functions legislatively assigned to the chair of each constituent tribunal. The Executive Chair is accountable to the Minister (Attorney General) for the performance of Tribunals Ontario in fulfilling its mandate. While under the leadership of the Executive Chair, each tribunal maintains its legislative mandate and remains independent in its decision-making. However, all tribunals benefit from the coordination and sharing of resources, expertise, best practices, processes, and administrative and professional development support.

The organization is also led by an Executive Director, who is responsible for supporting the Executive Chair in the implementation of Tribunal Ontario’s policies and operational decisions. The Executive Director is accountable to the Deputy Attorney General for the management of Tribunals Ontario’s operations.

Tribunals Ontario has a total of 614 allocated staff positions as outlined below.

Area within Tribunals Ontario	Number of Staff
Executive Office	31
Strategic Business Services	63
Legal Services	30
Environment and Land Division	93
Social Justice Division	305
Safety, Licensing Appeals and Standards Division	92
Total	614

Tribunals Ontario has a total of 188 full-time members and 126 part-time members. Some members are appointed to more than one tribunal (see Appendix A for a full list of members).

Operational Highlights



Operational Highlights

Tribunals Ontario Mediation and Hearing Centre

In July 2019, we opened the new Tribunals Ontario Mediation and Hearing Centre at 15 Grosvenor Street in Toronto. The new location offers an improved experience for the public with an information desk, natural light in many hearing rooms, and equipment for teleconference and video conference hearings. Other features include public Wi-Fi, a hearing room ventilated for smudging, barrier-free washrooms and hallways, and slip-resistant stairs.

Six tribunals are holding mediations and hearings at the location including the Animal Care Review Board, the Criminal Injuries Compensation Board, the Fire Safety Commission, the Landlord and Tenant Board Toronto South office, the Licence Appeal Tribunal, the Ontario Civilian Police Commission and the Social Benefits Tribunal.

Digital Transformation

Tribunals Ontario continues to work on providing more digital options for Ontarians. This includes developing an IT strategy that will integrate case management, data analytics, and online engagement with external users. These improvements will help make our services more accessible and responsive to the needs of the people we serve.

COVID-19 Pandemic

As the COVID-19 pandemic evolved in late March, Tribunals Ontario took immediate action to safeguard the health and well-being of staff, members and Ontarians. We continued to provide services by converting all in-person hearings to written and telephone hearings where feasible.

The Government of Ontario's Emergency Order made under the *Emergency Management and Civil Protection Act* retroactive to March 16, 2020, affected proceedings before tribunals as timelines for proceedings were suspended. This suspension impacted some boards and tribunals.

As the situation continues to develop, Tribunals Ontario is working to ensure minimal service disruption for Ontarians.

Diversity, Inclusion and Accessibility



Diversity, Inclusion and Accessibility

Tribunals Ontario is committed to building a diverse, inclusive and accessible environment to reflect the public we serve and respond to the needs of diverse stakeholder groups. Diversity objectives and outcomes in policies, processes and services ensure the public, staff and Order-in-Council (OIC) members have access to a space that is free from harassment and discrimination.

In April 2019, a Diversity and Inclusion Committee was established with members from multiple tribunals to better support and improve services for Ontario's diverse population. The committee works to bring inclusive practices that can be incorporated into our daily work, celebrate our diversity and bring about awareness through days of significance.

The *Act respecting First Nations, Inuit and Métis children, youth and families* (Bill C-92) – the first federal legislation on Indigenous child and family services – came into force on January 1, 2020. In light of this new legislation, the Child and Family Services Review Board made changes to its processes for addressing applications for review of emergency admission to secure treatment program (ESTA) brought under s.171 of the *Child, Youth and Family Services Act*. The Tribunal has also made changes to Notice of Hearing for ESTA applications to reflect the changes under Bill C-92.

Accommodation Requests

Improving access to services and providing accommodation when requested are priorities for Tribunals Ontario. Some highlights include:

- Recognizing environmental sensitivity by offering a hearing outside the usual venues and a hearing partially in person and in writing;
- Increasing the number of video conference hearings;
- Choosing accessible venues and ensuring that they will accommodate service animals and provide other accommodations required by parties, their counsel or witnesses;
- Providing culturally appropriate processes in support of Indigenous parties such as talking circles and smudging, when requested; and
- Recruiting designated bilingual adjudicators in order to strengthen the Landlord and Tenant Board's ability to provide French language services at hearings.

Professional Development



Professional Development

Professional development remains an integral part of the organization. Training ensures OIC members and staff have the knowledge and support to meet legislatively mandated timelines, the most relevant knowledge in legislation, administrative justice tools, and operational functions.

Across the divisions, we have provided new member onboarding and tribunal specific training sessions, conducted both in-class and through remote platforms. Training is done collaboratively with other units throughout the organization and is facilitated internally by Associate Chairs, Vice Chairs, Members, Registrars and legal counsel, externally with guest presenters, through online modules and self-directed study and job shadowing. Training has covered topics including decision writing, access and privacy, legislative changes, mediation, alternative dispute resolution and early resolution, and French Language Services initiatives. Job shadowing and ongoing mentoring are important components of the training program. The onboarding and training plan ensure that OICs are properly onboarded and trained to fulfill their roles as public servants.

In addition to the above-noted initiatives, Tribunals Ontario staff and members also participated in the following training:

- Indigenous Cultural Competency Training through the San'yas Indigenous Cultural Safety Program; and
- Updates to the French Language Services (FLS) Policy and Active Offer training as well as ongoing FLS training for French-speaking members.

The Professional Development and Training Unit is working towards creating a training plan to integrate and adapt to a new remote-based working environment.

Tribunal Highlights



Tribunal Highlights

Animal Care Review Board

The Animal Care Review Board (ACRB) resolves disputes and conducts hearings regarding animal welfare, including hearing appeals of orders and decisions of the Chief Animal Welfare Inspector and other animal welfare inspectors. When reviewing appeals and applications, the welfare of any animal involved is the ACRB's main priority.

The ACRB's jurisdiction and authority are derived from the *Provincial Animal Welfare Services Act, 2019*.

Operational Highlights

The ACRB maintained a steady caseload by closing as many cases as it received this fiscal year. The early resolution process was effectively used to resolve matters quickly without need for a hearing. Only two hearings were conducted in the fiscal year.

On January 1, 2020, the *Provincial Animal Welfare Services Act, 2019* came into effect replacing the previous animal protection legislation in the province – the *Ontario Society for the Prevention of Cruelty to Animals Act*. Under the new legislation, the ACRB continues to have jurisdiction to hear appeals of orders and decisions made by an animal welfare inspector or the Chief Animal Welfare Inspector. The ACRB undertook various initiatives to prepare for the new legislative regime including training adjudicators and administrative staff and working towards updating ACRB's forms.

To increase digital options, the ACRB incorporated video technology for the first time in a hearing, allowing a witness to testify via video conference. In concert with Tribunals Ontario, the ACRB will continue to seek ways of leveraging video conference technology to streamline the hearing process for efficiency and convenience in the upcoming fiscal year and beyond.

Statistics

Table 1: ACRB Performance Measures

Performance Measures	Target	2019-20 Actual	2018-19 Actual	2017-18 Actual	2016-17 Actual
Hearing date will be scheduled within 5 business days of receipt of a completed appeal (statutory obligation)	100%	100%	100%	100%	100%
First hearing event will take place no later than 10 business days after receipt of a completed appeal (statutory obligation).	100%	100%	100%	100%	100%
Decisions of the Board will be released within 30 days of the hearing.	80%	100%	N/A	N/A	75%

*Note: N/A – Not applicable as no decisions were released during this period.

Table 2: ACRB Caseload Overview

Caseload	2019-20	2018-19	2017-18	2016-17
Appeals opened	14	39	13	11
Appeals closed	14	40	10	16
Active appeals at fiscal year end	2	2	3	0
Hearings held	2	4	0	2
Decisions rendered	1	0	0	4

Assessment Review Board

The Assessment Review Board (ARB) adjudicates applications and appeals on property assessments, classifications and tax matters.

The ARB's jurisdiction and its authority are defined by the *Assessment Review Board Act*, the *Assessment Act*, the *Municipal Act*, the *City of Toronto Act*, the *Provincial Land Tax Act*, the *Education Act* and the *Statutory Powers Procedure Act*.

Operational Highlights

As one of the key parts of Ontario's property assessment system, the ARB was tasked with undertaking a review of its processes to improve the service it provides by achieving five goals:

1. Increasing the timeliness of appeal resolutions;
2. Improving frontline service delivery;
3. Improving the effectiveness and efficiency of the process;
4. Resolving legacy appeals before the beginning of the new assessment cycle; and
5. Reducing the number of appeals in the current cycle before the next assessment cycle.

Ongoing operational initiatives include reducing the schedule of events timelines from 66-104 weeks to 40 weeks, review and revision of the ARB Rules of Practice and Procedure to reflect updated and more streamlined processes, and the assignment of a hearing month for all appeals.

A staggered disclosure approach for appeals in the summary stream was implemented and has resulted in far fewer adjournment requests than in the previous year.

The ARB has also implemented expedited timelines for legacy appeals. Legacy appeals are defined as appeals filed before the 2017 taxation year. A new schedule of events (18 weeks) was assigned to each appeal. All legacy appeals were assigned commencement dates of January to March 2020 thereby ensuring resolution before the year end.

The number of legacy appeals identified in January 2020 was approximately 7,600. As of March 31, 2020, approximately 5,100 appeals remained outstanding.

The ARB also introduced a new streamlined Dismissal Process for appeals where there is a failure to comply with timelines set out in the Schedule of Events. This process

provides increased efficiencies and services for stakeholders and the ARB. Further, this allows adjudicative resources to focus on those matters that require adjudication.

The ARB continues to improve its case management system to ensure support for the resolution of appeals in the hearing process.

To support Tribunals Ontario’s plan to move toward a digital-first approach to delivering services, the ARB continues to focus on the increased use of electronic and written hearings, and the exploration of video conferencing. Approximately 90 per cent of ARB’s services are electronic.

Statistics

Table 1: ARB Performance Results (Service Standards)

Performance Measures	Target	2019-2020 Actual	2018-2019 Actual	2017-2018 Actual	2016-2017 Actual
Cases in which the ARB issued a decision within 60 days of the hearing	85%	99%	98%	97%	97%
Summary appeals resolved within 40 weeks of commencement date	85%	82%	92%	99%	100%
General Appeals resolved within 135 weeks of commencement date	85%	100%	100%	N/A	N/A

Table 2: ARB Assessment Appeals Caseload

Caseload	2019-2020	2018-19	2017-2018	2016-2017
Opening Caseload Balance	62,642	47,990	55,769	61,000
Caseload Received	29,051	34,547	17,309	20,622
Total Caseload for Year	91,693	82,537	73,078	81,622
Resolved Caseload	36,697	19,895	25,088	25,853
Balance at end of Fiscal	54,996	62,642	47,990	55,769

Table 3: ARB Caseload Breakdown

Caseload	2019-2020 Original Appeals	2019-2020 Deemed Appeals	2018-2019 Original Appeals	2018-2019 Deemed Appeals
Opening Caseload Balance	28,936	33,706	33,294	14,696
Caseload Received	2,752	26,299	4,339	30,208
Total Caseload for Year	31,688	60,005	37,633	44,904
Resolved Caseload	12,872	23,825	8,697	11,198
Balance at end of Fiscal	18,816	36,180	28,936	33,706

Table 4: ARB File Types

File type	2019-2020 # of Prop	2019-2020 # of Appeals	2018-2019 # of Prop	2018-2019 # of Appeals	2017-2018 # of Prop	2017-2018 # of Appeals	2016-2017 # of Prop	2016-2017 # of Appeals
Summary	312	362	448	626	1,335	2,564	2,492	6,231
General	14,237	49,509	22,466	62,016	1,335	2,564	19,815	49, 538
Legacy	908	5,125	N/A	N/A	N/A	N/A	N/A	N/A
Total	15,457	54,996	22,914	62,642	26,695	47,990	22,307	55,769

Table 5: ARB Tax Appeals Caseload

Caseload	2019-2020 Original Appeals	2018-2019 Original Appeals
Opening Caseload Balance	801	841
Caseload Received	510	433
Total Caseload for Year	1,311	1,274
Resolved Caseload	608	473
Balance at end of Fiscal	703	801

Table 6: Caseload

Caseload	2019-20
Appeals received	29,561
Appeals closed	37,305

Active appeals at fiscal year end	55,699
Hearings held	932
Decisions rendered	37,711
Number of in-person hearings held	85
Number of electronic hearings held (i.e. video conference and teleconference)	472
Number of written hearing events	135
Total Number of hearing days	241
Number of Appeals Dismissed	1,447
Number of Appeals with revised values	15,681

Board of Negotiation

The Board of Negotiation (BON) conducts mediations of disputes over the value of land expropriated by a public authority and negotiates compensation.

The BON was created under the former 1964 *Expropriations Procedures Act*. The current law for expropriations, the *Expropriations Act*, came into effect on January 1, 1970.

Operational Highlights

To ensure the resolution of mediations within 18 months, the BON introduced new processes that include administratively closing files that have been inactive for more than six months, allowing the Board to focus on its active files.

The BON also introduced a requirement that all materials be filed electronically before scheduling mediations. This requirement alleviated the requests for adjournments that had caused delays in previous years.

Statistics

Table 1: BON Performance Results (Service Standards)

Performance Measures	Target	2019-2020 Actual	2018-2019 Actual	2017-2018 Actual	2016-2017 Actual
Cases in which the BON scheduled a negotiation meeting within 180 days	85%	85%	87%	77%	81%
Cases will be resolved within 18 months of filing	85%	98%	N/A	N/A	N/A

Table 2: BON Caseload

Caseload	2019-2020	2018-2019	2017-2018	2016-2017
Opening Caseload Balance	63	67	83	64
Caseload Received	101	89	69	87
Total Caseload for Year	164	156	152	151

Resolved Caseload	104	93	85	68
Balance at end of Fiscal	60	63	67	83

Table 3: BON Caseload Resolution Results

Result	2019-2020	2018-2019	2017-2018	2016-2017
Tribunal Resolved	54	34	39	31
Parties Resolved	17	4	23	24
Filed with LPAT	7	5	7	10
Administratively Closed	26	50	16	3
Total	104	93	85	68

Child and Family Services Review Board

The Child and Family Services Review Board (CFSRB) conducts reviews, hearings and appeals for matters affecting children, youth and families in Ontario, including: Children's Aid Society services complaints, emergency secure treatment admissions, adoption refusals, and appeals of school board expulsions.

The CFSRB's jurisdiction and authority are derived from the *Child, Youth and Family Services Act, 2017*, the *Education Act* and the *Intercountry Adoption Act*.

Operational Highlights

On January 1, 2020, the Government of Canada's legislation the *Act respecting First Nations, Inuit and Métis children, youth and families* came into effect. In light of this new legislation, the CFSRB made changes to its processes to address applications seeking a review of emergency admission to secure treatment program (ESTA) brought under s.171 of the *Child, Youth and Family Services Act* and the Notice of Hearing for ESTA. The CFSRB also changed the Notice of Hearing for ESTA to include that if the child is First Nations, Inuit or Métis, then the child's Band, First Nation, Inuit or Métis community or communities may be entitled to be notified of the admission to secure treatment and of the application seeking review of the emergency admission.

The CFSRB continues to improve the Case Management System to streamline operations to improve timeliness.

Statistics

Table 1: CFSRB Performance Measures

Performance Measures	2019-20 % of time standard is met	2018-19 % of time standard is met	2017-18 % of time standard is met	2016-17 % of time standard is met
Section 119/20 pre-hearing conferences will be scheduled within 40 calendar days after the application is deemed eligible	50%	52%	57%	74%
Section 119/120 hearings will be scheduled within 60 calendar days after the application is deemed eligible	11%	0%	75%	17%
Section 119/120 decisions or orders will be issued within 30 calendar days of the completion of the hearing	76%	67%	84%	75%

Hearings for all other applications will be scheduled within 30 calendar days of receipt of application or determination of eligibility	100%	100%	100%	100%
Decisions or Orders for all other applications will be issued within 30 calendar days after the hearing has been completed	100%	100%	100%	100%

Note: Most matters were resolved at mediation. Hearings were scheduled for comparatively few matters based on the availability of parties and the anticipated time required to gather relevant supporting information.

Table 2: CFSRB Applications

Application Status	2019-20	2018-19	2017-18	2016-17
Applications Received	270	338	380	356
Applications Completed	294	371	344	363
Active Cases at Year-End	88	112	145	109

Conservation Review Board - Land

Through the facilitation of settlement or a recommendation report to the final government decision maker, the Conservation Review Board (CRB) resolves disputes over properties that may demonstrate cultural heritage value or interest and disputes that involve archaeological licensing.

The CRB’s jurisdiction and authority are derived from the *Ontario Heritage Act* (OHA) and the *Statutory Powers Procedure Act*.

Operational Highlights

On January 27, 2020, the CRB amended its Rules of Practice and Procedures (Rules). The amendments updated the Rules to reflect considerations of efficiency, consistency, access to justice and the sensible use of the CRB’s resources. The amended Rules clarify requirements for parties, including the introduction of rules governing motions, brings the Rules in line with updated business practices and provides a foundation for future revisions.

On June 6, 2019, the Government of Ontario’s Bill 108, *More Homes, More Choices Act, 2019* came into effect. This bill amends the OHA by giving the Local Planning Appeal Tribunal jurisdiction for appeals of municipal heritage decisions. Following proclamation of the OHA amendments, the CRB’s jurisdiction will be limited to heritage matters and archeological licensing decisions made by the government.

Statistics

Table 1: CRB Performance Results (Service Standards)

Performance Measures	Target	2019-2020 Actual	2018-2019 Actual	2017-2018 Actual	2016-17 Actual
Cases in which the CRB issued a report or order within 30 days of the hearing event	85%	90%	100%	86%	81%

Table 2: CRB Caseload

Caseload	2019-2020	2018-2019	2017-2018	2016-17
Opening Caseload Balance	57	35	24	19
Caseload Received	25	42	27	21
Total Caseload for Year	82	77	51	40
Resolved Caseload	23	20	16	16
Balance at end of Fiscal	59	57	35	35

Table 3: CRB File Types

File types	2019-2020 # of Cases	2019-2020 # of Appeals	2018-2019 # of Cases	2018-2019 # of Appeals	2017-2018 # of Cases	2017-2018 # of Appeals	2016-2017 # of Cases	2016-2017 # of Appeals
Intention to designate property by municipality	20	27	42	160	24	71	18	18
Designation by-law amendment	3	10	0	0	1	1	2	2
Designation by-law-request for repeal by owner	1	1	0	0	0	0	0	0
Designation by-law-objection to repeal	1	2	0	0	1	4	1	1
Alternation of heritage designation property	0	0	0	0	1	1	0	0
Archaeological licensing	0	0	0	0	0	0	0	0

Total	25	40	42	160	27	77	21	21
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Table 4: CRB Case Results

Caseload	2019-2020	2018-2019	2017-2018	2016-17
Reports Issued	0	2	3	5
Orders Issued	10	5	15	7
Withdrawals*	22	18	13	11

*Note: Withdrawals are often the result of settlement of the issues among the parties.

Criminal Injuries Compensation Board

The Criminal Injuries Compensation Board (CICB) assesses and awards financial compensation to victims of violent crime committed in Ontario and to the family members of deceased victims. The CICB can compensate victims for pain and suffering, loss of income, treatment expenses, funeral expenses and other costs that result from being a victim of crime.

The CICB's jurisdiction and authority are derived from the *Compensation for Victims of Crime Act* (CVCA).

Operational Highlights

In April 2019, the Government of Ontario announced the wind down of the CICB. The CICB continued to receive applications until September 30, 2019. All applications received by September 30, 2019 will be processed and adjudicated before the CICB ceases operations.

There were two amendments to the CVCA in 2019. On May 29, 2019, changes were made to amounts that could be awarded by the CICB. The maximum lump sum payment that could be paid, with respect to the injury or death of one victim, was increased from \$25,000 to \$30,000, with the maximum award for pain and suffering not to exceed \$5,000. CICB decisions made on or after May 29, 2019 were subject to the new maximums.

On October 1, 2019, the CVCA was further amended to address the wind down of operations. As of October 1, 2019, applications for compensation, requests for review hearings or applications to vary an order for compensation could no longer be filed with the CICB. Further, any appeals arising from applications could no longer be commenced with the Divisional Court. As of October 1, 2019, victims of crime can access financial support through the Victim Quick Response Program.

The CICB remains committed to providing a high quality of service as it winds down its operations and will continue its efforts toward ensuring an efficient and effective dissolution.

Statistics

Table 1: CICB Applications

Applications	2019-20*	2018-19	2017-18	2016-17
Applications Received	5,344	4,863	4,264	3,884
Cases Closed	5,208	5,842	3,856	3,433
Active Cases at Year-End*	5,907	4,894	5,169	4,784
Case Processing Time (days)	378	376	374	383

*Note: CICB stopped receiving applications on September 30, 2019.

Table 2: Compensation by Benefit Type

Type of Benefit Award (\$000s)	2019-20	2018-19	2017-18
Pain and Suffering	\$23,015	\$45,924	\$32,810
Loss of Wages	\$761	\$905	\$654
Medical Expenses	\$5,005	\$1,070	\$566
Funeral Expenses	\$426	\$331	\$237
Legal Expenses Associated with Application	\$142	\$170	\$96
Other Pecuniary Loss	\$155	\$152	\$139

Total*	\$29,504	\$48,552	\$34, 502
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*Note: as part of its winddown provisions, awards for future treatment will no longer be administered by the CICB. These awards are now paid in full directly to an applicant.

Table 3: CICB Performance Measures

Standard	2019-20 % of time standard is met	2018-19 % of time standard is met	2017-18 % of time standard is met	2016-17 % of time standard is met
Hearings will be scheduled within 11 months (330 days) of receipt of an application.)	70%	73%	62%	61%
Orders will be issued within 45 days of the hearing with payment to follow within 30 days*	63%	69%	N/A	N/A

*Note: Due to procedural changes in 2018-19, the service standards for oral and written decisions were combined.

Custody Review Board

The Custody Review Board reviews placement decisions regarding young persons being held in detention or custody and makes recommendations to the Provincial Director regarding the placement of youth.

The Custody Review Board's authority and jurisdiction are derived from the *Child, Youth and Family Services Act, 2017* and the *Youth Criminal Justice Act*.

Operational Highlights

The Custody Review Board continues to work on improving its case management system to streamline operations to improve timeliness. Custody Review Board members have knowledge and expertise relating to youth and youth justice, and strive to provide fair, effective, and timely dispute resolution. In all cases, a member will contact the youth within 24 hours of receiving an application.

Statistics

Table 1: Custody Review Board Applications

Application	2019-20	2018-19	2017-18	2016-17
Applications Received	122	197	141	98
Applications Completed	127	195	145	92
Active Cases at Year-End	2	7	5	9
Case Processing Times (days)	17	18	16	19

Table 2: Custody Review Board Performance Measures

Standard	2019-20 % of time standard is met	2018-19 % of time standard is met	2017-18 % of time standard is met	2016-17 % of time standard is met
A review will begin with a telephone call within 24 hours of receipt of an application	100%	100%	100%	100%
Recommendations will be issued within 30 calendar days of receipt of an application	90%	81%	90%	88%

Environmental Review Tribunal

The Environmental Review Tribunal (ERT) hears applications and appeals under 15 different environmental and land-use planning statutes in Ontario. The ERT also functions as the Niagara Escarpment Hearing Office to hear development permit appeals and Plan amendment applications in the Niagara Escarpment area. It also serves as the Office of Consolidated Hearings to hear applications for a Joint Board hearing under the *Consolidated Hearings Act*.

The ERT's jurisdiction and authority are derived from the following statutes:

- *Clean Water Act*
- *Consolidated Hearings Act*
- *Environmental Assessment Act*
- *Environmental Bill of Rights, 1993*
- *Environmental Protection Act*
- *Environmental Review Tribunal Act, 2000*
- *Greenbelt Act, 2005*
- *Niagara Escarpment Planning and Development Act*
- *Nutrient Management Act, 2002*
- *Oak Ridges Moraine Conservation Act*
- *Ontario Water Resources Act*
- *Pesticides Act*
- *Resource Recovery and Circular Economy Act, 2016*
- *Safe Drinking Water Act, 2002*
- *Statutory Powers Procedure Act*
- *Toxics Reduction Act, 2009*
- *Waste Diversion Transition Act, 2016*

Operational Highlights

The ERT's appeal intake increased by 25 per cent this fiscal year from the previous two years. The ERT was successful in maintaining a steady state of cases by closing 54 cases, with an average timeline of less than nine months.

Over the last two quarters of this fiscal, the ERT increased its use of teleconference calls for pre-hearing events to streamline the hearing process and implemented a focused approach to the use of hearing panels, ensuring that only the most complicated cases are assigned a panel of members to manage and adjudicate the case. The ERT has maintained its adjudicative capacity despite a reduction in adjudicators through increased active case management.

The ERT also implemented a strategy to expedite the resolution of its legacy cases. The strategy, implemented in the last two quarters of the fiscal year, worked to focus the parties towards a settlement or prepare the parties for scheduling a hearing for the adjudicator to decide the matter. Work is currently ongoing with most matters on schedule to be resolved in the next fiscal year.

On December 10, 2019, the Government of Ontario passed Bill 132, *Better for People, Smarter for Business Act, 2019*. This act adds or amends provisions related to administrative penalties in the *Environmental Protection Act*, the *Nutrient Management Act, 2002*, the *Ontario Water Resources Act*, the *Pesticides Act* and the *Safe Drinking Water Act, 2002*. These amendments allow the Ministry of the Environment, Conservation and Parks (MECP) to issue monetary fines to persons who violate the regulations of the Act. The increased use of administrative penalties by the MECP could lead to an increase in appeal intake at the ERT in the upcoming years.

Statistics

Table 1: ERT Performance Results (Service Standards)

Performance Measures	Target	2019-2020 Actual	2018-2019 Actual	2017-2018 Actual	2016-2017 Actual
Cases in which the ERT issued a decision within 60 days of the hearing	85%	*79%	97%	87%	85%

Table 2: ERT File Types

File type	2019-2020 # of Cases	2019-2020 # of Appeals	2018-2019 # of Cases	2018-2019 # of Appeals	2017-2018 # of Cases	2017-2018 # of Appeals	2016-2017 # of Cases	2016-2017 # of Appeals
<i>Environmental Bill of Rights, 1993</i>	10	9	3	3	2	2	6	20
<i>Environmental Protection Act</i>	17	37	18	31	16	34	18	27
<i>Environmental Protection Act – Renewable Energy Approval Appeals</i>	0	0	1	1	1	1	1	1

<i>Nutrient Management Act, 2002</i>	1	3	0	0	0	0	0	0
<i>Ontario Water Resources Act</i>	0	0	2	3	1	1	2	4
<i>Pesticides Act</i>	1	1	0	0	0	0	0	0
<i>Safe Drinking Water Act, 2002</i>	1	1	0	0	1	2	0	0
<i>Niagara Escarpment Planning and Development Act</i>	21	49	16	33	19	36	19	36
<i>Consolidated Hearings Act</i>	0	0	0	0	1	1	0	0
Total	51	100	40	71	41	76	46	88

Table 3: ERT Caseload

Caseload	2019-2020	2018-2019	2017-2018	2016-2017
Opening Caseload Balance	46	46	50	54
Caseload Received	51	40	41	46
Total Caseload for Year	97	86	91	100
Resolved Caseload	54	40	45	50
Balance at end of Fiscal	43	46	46	50

Fire Safety Commission

The Fire Safety Commission (FSC) resolves disputes and conducts hearings regarding fire safety matters, including orders made by inspectors or the Fire Marshal for repairs, alterations or installations to a building, structure or premises.

The FSC’s jurisdiction and authority are derived from the *Fire Protection and Prevention Act*.

Operational Highlights

The FSC’s appeal intake increased by approximately 50 per cent this past fiscal year compared to the last three fiscal years. However, the FSC continued to facilitate early resolutions to efficiently process its matters and close almost as many cases as it received.

The FSC also implemented a process to track outstanding decisions to ensure decisions are released in a timely manner. This new process helped the FSC release all decisions within 60 days of the final hearing event.

Statistics

Table 1: FSC Performance Measures

Performance Measures	Target	2019-20 Actual	2018-19 Actual	2017-18 Actual	2016-17 Actual
A hearing will be scheduled to take place within 45 days of receipt of a completed appeal	80%	82%	100%	96%	97%
Decisions of the Board will be released within 60 days of the final hearing event	80%	100%	60%	22%	50%

Table 2: FSC Caseload Overview

Caseload	2019-20	2018-19	2017-18	2016-17
Appeals opened	51	34	30	37
Appeals closed	49	36	26	28
Active appeals at fiscal year end	25	24	26	22
Hearings held	16	7	4	10
Decisions rendered	10	5	9	6

Human Rights Tribunal of Ontario

The Human Rights Tribunal of Ontario (HRTO) resolves claims of discrimination and harassment brought under the *Human Rights Code*. The HRTO offers parties the opportunity to settle the dispute through mediation first. If the parties do not agree to mediation or mediation does not resolve the application, the HRTO holds a hearing.

The HRTO's jurisdiction and authority are derived from the Human Rights Code.

Operational Highlights

In 2019, the HRTO began work on redesigning the early resolution of applications process. In order to support this initiative, the HRTO is seeking to launch large-scale changes to its processes, Rules of Procedure, Practice Directions and Forms. Changes to the HRTO's forms include simplifying them, ensuring Smart forms are accessible, and promoting electronic document filing. This work will continue into the new fiscal year with the aim to implement the changes in 2020-21.

The HRTO continued to improve its case processing model through updates to the procedures manuals for intake, scheduling and adjudicative support units.

Throughout summer 2019, the HRTO increased scheduling mediations by 126 per cent, resulting in the settlement and closure of 159 per cent more files in June, July and August compared to the other nine months of the fiscal year. This focused scheduling approach allowed the HRTO to manage its growing caseload as intake of applications increased for the fourth consecutive year.

The HRTO also carried out various initiatives to support digital processes. In December 2019, telephone mediation was integrated to enhance accessibility, timely scheduling and to reduce travel time and costs to the parties. In March 2020, the HRTO introduced a project to transition from paper files to a fully electronic record management process.

Statistics

Table 1: HRTO Applications

Application	2019-20	2018-19	2017-18	2016-17
Applications Received	4,577	4,541	4,425	3,585
Applications Reactivated	113	57	27	22

Cases Closed	3,299	4,460	3,137	2,880
Case Processing Times (days)	419	391	352	333

Table 2: Types of HRTO Decisions

Type of Decision	2019-20	2018-19	2017-18	2016-17
Final decision on the merits	50	65	97	87
Discrimination found	26	19	40	30
Discrimination not found	24	46	57	57
Interim decisions (address procedural issues)	424	826	752	771
Reconsideration	90	147	136	163
Breach of settlement	10	22	24	26

*Note: In 2019-20, the HRTO also issued 1,005 Case Assessment Directions to prepare the parties for the hearing.

Table 3: Applications by Social Area

Social Area*	2019-20	2018-19	2017-18	2016-17
Employment	62%	69%	70%	69%
Goods, services and facilities	25%	26%	26%	27%
Housing	9%	8%	8%	8%
Contracts	1%	2%	2%	2%
Membership in a vocational association	1%	1%	1%	1%
No social area	2%	1%	1%	1%

*Note: Some applications allege discrimination in more than one social area, so the totals exceed 100%.

Table 4: Applications by Grounds

Grounds	2019-20	2018-19	2017-18	2016-17
Disability	53%	56%	56%	55%
Reprisal	28%	25%	23%	23%
Race	25%	22%	21%	21%
Colour	18%	15%	14%	16%
Age	14%	12%	13%	12%
Ethnic Origin	18%	14%	15%	15%
Place of Origin	14%	11%	12%	12%
Family Status	12%	10%	10%	10%
Ancestry	13%	10%	10%	10%
Sex, Pregnancy and Sexual Harassment	18%	20%	18%	17%
Sexual Solicitation or Advances	5%	6%	5%	4%
Sexual Orientation	4%	3%	4%	4%
Gender Identity	5%	4%	5%	5%
Gender Expression	3%	3%	3%	3%
Creed	8%	6%	6%	6%
Marital Status	6%	5%	5%	5%
Association	5%	5%	5%	4%
Citizenship	5%	4%	5%	4%
Record of Offences	2%	2%	2%	2%
Receipt of Public Assistance	2%	2%	2%	1%
No Grounds	2%	2%	2%	2%

Table 5: HRTO Performance Measures

Hearings and Mediation	2019-20 % of time standard is met	2018-19 % of time standard is met	2017-18 % of time standard is met	2016-17 % of time standard is met
First mediation date offered within 150 days of the date parties agree to mediation	27%	62%	84%	92%
First hearing date offered within 180 days of the date the application is ready to proceed to hearing	7%	35%	38%	34%
Decisions for hearings which take 3 days or less will be issued within 90 days	76%	76%	81%	68%
Decisions for hearings which take longer than 3 days, will be issued within 180 days	50%	29%	33%	17%

Landlord and Tenant Board

The Landlord and Tenant Board (LTB) resolves applications related to residential tenancy disputes between landlords and tenants and eviction disputes in non-profit housing co-operatives.

The LTB's authority and jurisdiction are derived from the *Residential Tenancies Act* (RTA). The LTB is also mandated to provide information to landlords and tenants about their rights and responsibilities under the RTA.

Operational Highlights

In 2019-20, e-File became the most popular option to file an application. The LTB received 45,899 applications through e-File, which accounted for more than half of all applications filed. The e-File system allows landlords and tenants across Ontario to file the most common LTB applications online at any time, from anywhere, and at a discounted fee.

In August 2019, the LTB revised the processing and scheduling protocol for Above Guideline Increase (AGI) applications in order to improve the wait time to schedule a hearing. A notice of Case Management Hearing is now issued immediately following processing.

In December 2019, the LTB expanded, refreshed and positioned the [Frequently Asked Questions \(FAQ\)](#) section more prominently on its website to promote visibility of key information and enhance public use. The [Contact the LTB](#) section was also updated to capture more accurate contact centre wait times, and links to information guides were added.

The LTB engaged in three intensive adjudicator recruitment efforts in 2019-20 to increase and improve service delivery. The most recent round of recruitment focused on filling remaining gaps by recruiting more bilingual members and additional members for regions with the most critical adjudicator shortages.

The LTB implemented several initiatives in 2019-20 to help streamline its processes and address critical challenges. These included initiatives that allowed certain services to be performed by members electronically such as routine adjudication requests, order processing and issuance. Additionally, changes were made to the scheduling model that would allow the LTB to assess needs and allocate member resources more effectively across all regions of Ontario.

On January 9, 2020, the Ontario Ombudsman announced an investigation into delays at the LTB. The Ombudsman noted that “the investigation will focus on whether the government is taking adequate steps to address the delays and backlogged cases”. Although the terms of some adjudicators were recently extended and a few more have been recruited, the investigation will also look into other potential systemic factors that may be contributing to the problem, such as relevant legislation, training, funding and technology. Tribunals Ontario and the LTB are fully cooperating with the Ombudsman’s office and look forward to the Ombudsman’s recommendations.

Statistics

Table 1: LTB Applications

Application	2019-20	2018-19	2017-18
Applications Received*	80,874	82,095	80,791
Applications Resolved**	72,064	79,476	78,744
Active Cases at Year-End***	22,803	14,726	12,944

*The totals do not include non-profit co-operative housing eviction applications.

**In 2019-20 the majority of applications – 56.9% – are resolved at hearing (ordered by hearing contested or uncontested, or ordered by review), through mediation – 14.2% (mediated or ordered by hearing mediated), and through withdrawals – 14.6%.

***In a small number of cases, “resolved” applications are re-opened in the case management system (e.g. when the LTB grants a request for review or an order). As a result, a single application can result in more than one resolution. Therefore, the number of applications open at the end of the fiscal year does not necessarily equal the number from the previous year plus “applications received,” less the applications resolved.”

Table 2: Landlord Applications Received by Type

Case Type	Application Description	2019-20	2018-19	2017-18	2016-17
A1	Determine whether the act applies	102	126	96	104
A2	Sublet or assignment	491	378	332	264
A3	Combined application (usually includes an L1)	2,986	3,362	3,878	4067
A4	Vary rent reduction amount	86	173	220	134
L1	Terminate & evict for non-payment of rent	44,621	46,043	47,595	49,489

Case Type	Application Description	2019-20	2018-19	2017-18	2016-17
L2	Terminate for other reasons and evict	15,732	13,945	11,404	9,987
L3	Termination – tenant gave notice or agreed	1,877	1,711	1,622	1,439
L4	Terminate the tenancy – failed settlement	5,156	5,571	5,552	5478
L5	Rent increase above the guideline	758	717	559	575
L6	Review of provincial work order	1	4	5	3
L7	Transfer tenant to care home	1	5	1	1
L8	Tenant changed locks	41	39	29	37
L9	Application to collect rent	900	1,394	1,218	1628
TOTAL		72,752	73,738	72,511	73, 206

Table 3: Tenant Applications Received by Type

Case Type	Application Description	2019-20	2018-19	2017-18	2016-17
A1	Determine whether the act applies	85	116	91	49
A2	Sublet or assignment	62	66	57	55
A3	Combined application	1,610	1,780	1,798	1634
A4	Vary rent reduction amount	0	1	2	0
T1	Rent rebate (e.g. illegal rent)	884	863	765	732
T2	Tenant rights	3,072	3,053	2,832	3807
T3	Rent reduction	78	148	71	68
T4	Failed rent increase above guideline	4	1	3	6
T5	Bad faith notice of termination	408	355	295	211
T6	Maintenance	1,914	1,970	1,818	1675
T7	Suite meters	5	4	6	7
TOTAL		8,122	8,357	7,738	8,244

Table 4: Co-Op Applications Received by Type

Case Type	Application Description	2019-20	2018-19	2017-18	2016-17
C1	Application to end the occupancy and evict the member based on non-payment of regular monthly housing charges and to collect the housing charges that the co-op member owes	217	251	247	274
C1/2	Combined C1 and C2 applications	116	118	114	102
C2	Application to end the occupancy of the member unit and evict the member	141	107	86	93

C3	Application to end the occupancy and evict the member – based on the member’s consent or notice	3	6	6	3
C4	Application to end the occupancy of the member unit and evict the member because the member failed to meet conditions of a settlement/ order	91	81	89	110
TOTAL		568	563	542	582

Table 5: Call Centre

Calls	2019-20	2018-19	2017-18	2016-17
Calls handled	201,871	242,892	272,719	261,154
Average time per call	4:37	4:48	4:57	5:19
Average wait time in the queue	17:36	15:18	9:04	9:46

Table 6: LTB Performance Measures

Performance Measure	2019-20	2018-19	2017-18
L1 and L9 applications will be scheduled for a hearing within 25 business days	15% (45.6 days)	35% (31.8 days)	54% (26.1 days)
Decisions (Orders) for L1 and L9 applications will be issued within 4 business days at the conclusion of the final hearing	58% (5.8 days)	70% (4.6 days)	78% (4 days)
All other LTB applications (excluding L5 and A4) will be scheduled for a hearing within 30 business days	16% (52.7 days)	37% (36.7 days)	53% (31.2 days)
Decisions (Orders) for all other LTB applications (excluding L5 and A4) will be issued within 10 business days at the conclusion of the final hearing	71% (11.7 days)	79% (9.5 days)	82% (7.6 days)

Table 7: Requests for Reviews

Requests	2019-20	2018-19
Total number of requests for review	3,238	3,595
Denied requests for review	833	844
Requests for review sent to hearing	2,405	2,751

Licence Appeal Tribunal

The Licence Appeal Tribunal (LAT) adjudicates applications and resolves disputes concerning compensation claims and licensing activities regulated by the provincial government, including the activities of delegated administrative authorities. The LAT is currently comprised of two main divisions: General Service (LAT-GS) and Automobile Accident Benefits Service (LAT-AABS).

LAT's jurisdiction and authority are derived from the following:

- *Accessibility for Ontarians with Disabilities Act*
- *Alcohol, Cannabis and Gaming Regulation and Public Protection Act*
- *Bailiffs Act*
- *Building Code Act*
- *Cannabis Licence Act*
- *Child Care and Early Years Act*
- *Child, Youth and Family Services Act*
- *Collection and Debt Settlement Services Act*
- *Condominium Act*
- *Condominium Management Services Act*
- *Consumer Protection Act*
- *Consumer Reporting Act*
- *Discriminatory Business Practices Act*
- *Film Classification Act*
- *Funeral, Burial and Cremation Services Act*
- *Gaming Control Act*
- *Horse Racing Licence Act*
- *Highway Traffic Act*
- *Insurance Act*
- *Intercountry Adoption Act*
- *Liquor Control Act*
- *Liquor Licence Act*
- *Motor Vehicle Dealers Act*
- *Ontario New Home Warranties Plan Act*
- *Paperback and Periodical Distributors Act – Repealed December 10, 2019*
- *Payday Loans Act*
- *Post-secondary Education Choice and Excellence Act*
- *Private Career Colleges Act*
- *Private Security and Investigative Services Act*
- *Real Estate and Business Brokers Act*
- *Retirement Homes Act*
- *Ticket Sales Act*
- *Travel Industry Act*
- *Vintners Quality Alliance Act*

Operational Highlights

The number of appeals filed with the LAT-GS increased by approximately 11 per cent from the previous fiscal year, while the LAT-AABS saw an approximate 9 per cent increase. The LAT continues to promote and facilitate the early resolution of all disputes between the parties.

The LAT has introduced several streamlined approaches to the service delivery of decisions, case conference orders and reports. These improvements in a key business service area will provide increased capacity for timely issuance of adjudicative decisions. An expedited procedure to deal with motions and preliminary issues was introduced in the third quarter with the expectation that it would lead to an earlier resolution of disputes.

Statistics

Table 1: LAT-GS Performance Measures

Performance Measures	Target	2019-20 Actual	2018-19 Actual	2017-18 Actual	2016-17 Actual
A hearing will take place within 30 days of receipt of a completed appeal in medical appeals under the <i>Highway Traffic Act</i> (HTA), motor vehicle impoundments under the HTA, and in appeals of immediate suspension orders regarding businesses or business privileges	80%	95%	88%	74%	100%
If a statutory period regarding an order of immediate suspension will expire in less than 30 days, a hearing will be scheduled to commence within the statutory period	100%	100%	83%	100%	100%
In all other appeal types, the first hearing event will be scheduled to take place within 60 days of receipt of a completed appeal	80%	94%	64%	68%	96%
A final decision will be issued within 30 days of the final hearing event	80%	54%*	52%	63%	90%

*Note: A significant number of appeals heard were lengthy or about complex matters, contributing to decisions being released later than 30 days after hearing.

Table 2: LAT-GS Caseload Overview

Caseload	2019-20	2018-19	2017-18	2016-17
Appeals opened	686	614	501	540
Appeals closed	736	620	464	564
Active appeals at fiscal year end	138	186	189	152
Hearings held	333	350	204	238
Decisions rendered	228	229	155	197
Case conferences	902	768	373	372

Table 3: LAT-AABS Performance Measures

Performance Measures	Target	2019-20 Actual	2018-19 Actual
A case conference will take place within 3 months of receipt of an appeal/application	80%	*1%	6%
A hearing will take place within 3 months of a case conference	80%	*7%	30%
A decision will be issued within 3 months of the conclusion of the hearing	80%	21%	39%
An appeal/application will be resolved within 9 months	80%	76%	90%

*Note: Tribunal data indicates most hearing events are scheduled approximately 21 weeks from time of receipt. Scheduling hearing events earlier often results in significant rescheduling requests due to availability of parties and time required to gather pertinent supporting information. During this initial period, parties are also afforded time to resolve matters through settlement discussions.

Decisions issued are expected to demonstrate improvement following the streamlined business processes implemented in the 4th Quarter.

Table 4: LAT-AABS Caseload Overview

Caseload	2019-20*	2018-19	2017-18	2016-17
Appeals received	14,711	13,565	10,125	6,594
Appeals closed	12,087	10,390	7,967	4,511
Active appeals at fiscal year end	9,571	7,341	4,241	2,083
Case conferences	9,971	8,819	5,756	3,583
Hearings held	656	369	490	173
Decisions rendered	396	369	331	89
Applications settled/withdrawn	11,433**	10,021	7,636	4,422

*Note: Figures updated April 24, 2020

**Additional Note: Figure reflects the number of cases that were closed administratively, dismissed, withdrawn or settled prior to the conclusion of a hearing.

Local Planning Appeal Tribunal

The Local Planning Appeal Tribunal (LPAT) hears cases related to a range of municipal planning, financial and land matters, including official plans, zoning by-laws, and other issues assigned to the Tribunal by numerous Ontario statutes.

Legislative Authority

LPAT's jurisdiction and authority are derived from many different public and private statutes for individual municipalities, which give specific jurisdiction and authority to LPAT including:

- *Local Planning Appeal Tribunal Act*
- *Planning Act*
- *Municipal Act*
- *Aggregate Resources Act*
- *Development Charges Act*
- *Expropriations Act*
- *Education Act*
- *Greenbelt Act*
- *Places to Grow Act*
- *Lake Simcoe Protection Act*
- *Oak Ridges Moraine Conservation Act*
- *Statutory Powers Procedure Act*
- *Ontario Heritage Act*
- *Consolidated Hearings Act*
- *Environmental Assessment Act*

Operational Highlights

On September 3, 2019, the Government of Ontario enacted the *Housing Supply Action Plan* through Bill 108, which resulted in legislative changes that repealed many of the changes implemented by Bill 139 and returned adjudicative and administrative practices and procedures to a process similar to that which was in effect before April 3, 2018 (Ontario Municipal Board processes). A further regulation amendment on November 15, 2019 resulted in some matters that had transitioned to Bill 108, returning to the Bill 139 process. LPAT is now processing appeals under a few systems.

To implement the new legislation, administrative screening was undertaken to review all *Planning Act* appeals to determine the system under which they must be processed. In

addition, revised operational processes and updated Rules of Practice and Procedure were put into place to support these changes.

LPAT is continuing to address the legacy appeals filed before Bill 139 and the number has been significantly reduced. The Tribunal continues to resolve legacy cases through ongoing proactive case management of the Tribunal’s caseload and, where appropriate, has delegated the clearance of conditions to the approval authority.

Statistics

Table 1: LPAT Performance Results (Service Standards)

Performance Measures	Target	2019-2020 Actual	2018-2019 Actual	2017-2018 Actual	2016-2017 Actual
% of LPAT decisions issued within 60 days of the end of a hearing	85%	71%	72%	76%	80%
A minor variance case (standalone) will be scheduled for a first hearing within 120 days of receipt of a complete appeals package	85%	55%	42%	31%	44%
Other cases will be scheduled for a first hearing within 180 days of receipt of a complete appeals package	85%	67%	51%	73%	74%

Table 2: LPAT Caseload*

Caseload	2019-2020	2018-2019	2017-2018	2016-2017
Opening Caseload Balance	1,704	1,864	1,642	1,490
Caseload Received	552	634	1,067	1,021
Total Caseload for Year	2,256	2,498	2,709	2,511
Resolved Caseload	926	794	845	869
Balance at end of Fiscal	1,330	1,704	1,864	1,642

*Note: minor variations in previously reported figures result from deferred entry of case information to systems.

Table 3: Caseload

Caseload	2019-20	2018-19	2017-18	2016-17
Appeals opened	992	1,017	2,100	2,436
Cases heard	1,308	1,446	1,470	1,414
Decisions rendered	1,205	1,153	1,195	1,087

Table 4: LPAT File Types*

File type	2019-2020 # of Files	2019-2020 # of Appeals	2018-2019 # of Files	2018 - 2019 # of Appeals	2017-2018 # of Files	2017-2018 # of Appeals	2016-2017 # of Files	2016-2017 # of Appeals
Minor Variances	209	215	204	217	329	340	634	652
Consents	148	151	123	138	160	166	160	164
Zoning By-laws	111	171	136	189	140	319	140	655
Official Plans and Amendments	90	148	118	171	251	434	139	519
Zoning Refusal or Inaction	110	110	120	120	377	380	166	166
Plans of Subdivision/ Condominium	30	30	60	62	130	135	55	58
Municipal and Miscellaneous (incl. site plans)	52	52	65	66	179	277	118	152
Development Charges	50	81	19	26	16	24	19	22
Land Compensation	33	34	27	28	33	33	43	43
Municipal Finance	0	0	0	0	2	2	5	5

Total	833	992	872	1,017	1,617	2,100	1,479	2,436
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*Note: minor variations in previously reported figures result from deferred entry of case information to systems.

Mining and Lands Tribunal

The Mining and Lands Tribunal (MLT) hears and decides matters under legislation administered by the Ministry of Energy, Northern Development and Mines and the Ministry of Natural Resources and Forestry.

The MLT has exclusive jurisdiction over most matters arising under the *Mining Act*, and proceedings involving private civil and property rights, relating to or arising out of matters governed by the *Mining Act*.

Over time, additional powers and duties were assigned to the MLT to make decisions on matters under the *Conservation Authorities Act*, the *Oil, Gas and Salt Resources Act*, the *Aggregate Resources Act*, the *Lakes and Rivers Improvement Act*, and the *Assessment Act*.

Operational Highlights

A new information guide was created and is available on the website to assist clients with preparing an MLT application or appeal. The guide provides information about the documentation required, the application/appeal process and what to expect at a hearing.

New administrative processes were established to create a more streamlined approach for appeals, including administratively closing appeals that remain inactive for more than six months. These new processes allow the MLT to more accurately reflect the number of appeals that require its expertise.

All materials must be filed electronically in advance of scheduling hearings. This requirement has alleviated requests for adjournments that had previously caused delays in scheduling.

Statistics

Table 1: MLT Performance Measures

Performance Measures	Target	2019-2020 Actual	2018-2019 Actual
Cases will be resolved within 18 months of filing	85%	97%	N/A
A decision will be issued within 60 days of a hearing	85%	97%	97%

Table 2: MLT File Types

File Type Received	2019- 2020 # of Files	2018- 2019 # of Files	2017- 2018 # of Files	2016- 2017 # of Files
<i>Mining Act</i>	17	21	19	15
<i>Conservation Authorities Act</i>	12	10	6	5
<i>Lakes and Rivers Improvement Act</i>	0	0	1	0
<i>Oil, Gas and Salt Resources Act</i>	0	0	1	0
<i>Assessment Act</i>	0	2	4	7
<i>Aggregate Resources Act</i>	0	0	0	0
Total	29	33	31	27

Ontario Civilian Police Commission

The Ontario Civilian Police Commission (OCPC) adjudicates applications, conducts investigations and resolves disputes regarding the oversight and provision of policing services. This includes hearing appeals of police disciplinary decisions, conducting investigations and inquiries into the conduct of chiefs of police, police officers and members of police services boards.

The OCPC includes two divisions: adjudicative and investigative. The divisions operate independently under one Registrar.

In March 2019, the Ontario government passed the *Comprehensive Ontario Police Services Act*, which introduced many changes to the oversight of policing in the province. The OCPC was not part of the new framework of oversight and will be dissolved after an appropriate transition period. Matters will be heard by the Ontario Police Arbitration and Adjudication Commission.

The OCPC's jurisdiction and authority are derived from the *Police Services Act*.

Operational Highlights

The OCPC continued to receive a steady stream of appeals on the adjudicative division, while requests for investigations decreased significantly in the past fiscal year. Through active management of its investigations, the OCPC decreased its open investigations caseload by 60 per cent.

The OCPC continued to manage its open appeals caseload, working with its stakeholders and parties to schedule 92 per cent of its matters for a case conference within three months of the appeal intake.

A new reporting system was developed to manage the OCPC's adjudicative caseload and provide a more efficient way to track important timelines in the processing of appeals and provide a tool to support the timely resolution of its adjudicative matters.

Statistics

Table 1: OCPC Performance Measures

Performance Measures	Target	2019-20 Actual	2018-19 Actual	2017-18 Actual	2016-17 Actual
A case conference will take place within 3 months of receipt of an application or appeal	80%	92%	43%**	29%	80%
A hearing will take place within 3 months of a case conference	80%	64%	N/A*	100%	100%
A decision will be issued within 3 months of the conclusion of a hearing	80%	33%			
An appeal or application will be resolved within 9 months	80%	50%			
Section 54(1) Approval Requests – will be processed within 5 business days of receipt of the request	80%	97%	100%	100%	100%

*Note: N/A – not applicable as the OCPC did not have any first instance hearings during this period.

Table 2: OCPC Caseload Overview

Caseload	2019-20	2018-19	2017-18	2016-17
Appeals opened	12	14	13	18
Appeals closed	6	15**	28	11*
Active appeals at fiscal year end	16	10	12**	27
Hearings held	11	8	19	16
Decisions rendered	3	13	29	9
Investigation requests received	2***	30	20	20

Investigation cases closed	13	17	23	16
Investigation cases pending	7	18	5	8

*Note: Adjustment to tracking and case management systems resulted in an updated figure for 2016-2017 appeals closed.

**Additional Note: In 2017-18, one appellant had two active files that were later merged into one file and closed in 2018-19.

***Adjustment to definition of Investigation Requests Opened.

Ontario Parole Board

The Ontario Parole Board (OPB) makes parole decisions for applicants serving a sentence of less than two years in a provincial correctional institution. The OPB also decides applications for temporary absences from a correctional institution for greater than 72 hours.

When considering parole and temporary absence applications, public safety is the OPB's main priority.

The OPB's jurisdiction and authority are derived from the *Ministry of Correctional Services Act*.

Operational Highlights

The OPB created new Practice Guidelines to support its independence while working collaboratively with the Ministry of the Solicitor General. The guidelines were posted on the OPB's website on July 22, 2019. The Practice Guidelines were designed to clarify for applicants, victims, and individuals engaged with or interested in the OPB, how and when to interact with the OPB and to bring greater consistency and transparency to service delivery.

The OPB enhanced its scheduling framework by increasing the number of hearings held per day at each institution. This resulted in improved efficiency and increased value for money by allowing the OPB to optimize its resources and improve access to justice for applicants.

The OPB worked in partnership with the Ministry of the Solicitor General to transform the parole consideration options available to applicants. On November 1, 2019, Section 43 of Ontario Regulation 778 was amended to allow applicants serving sentences of six months or more, the option to waive their statutory right to parole consideration. This change created another avenue for applicants who may wish to remain incarcerated for various reasons, including the pursuit of treatment within the institution and the ability to determine the option best suited to their rehabilitative needs.

Statistics

Table 1: OPB Performance Measures

Performance Measures	Target	2019-20 Actual	2018-19 Actual	2017-18 Actual	2016-17 Actual
A hearing will be convened and a decision issued to the applicants by their parole eligibility date *	80%	88%	100%	100%	100%

*Note: In some cases, further time may be needed due to technical or operational challenges.

Table 2: OPB Caseload Overview

Caseload	2019-20	2018-19**	2017-18	2016-17
Appeals received	4,220	3,828	5,409	4,377
Decisions rendered	4,220	3,828	4,015	3,038

*Note: Differences in how the OPB accounts for applications received, decisions rendered, and hearing events has resulted in reported figures differing substantially from previous years where the OPB relied upon statistical information from Ministry of the Solicitor General – the numbers for previous years are not directly comparable.

**Additional Note: Effective December 2017, the Ontario Parole Board considers all applicants serving a sentence of six months or more for parole before their parole eligibility date as required by the *Ministry of Correctional Services Act*.

Table 3: Additional OPB Metrics

Metric	2019-20	2018-19
Number of in-person hearings held	1,756	2,179
Number of electronic hearings held (i.e. video conference and teleconference)	77	NA
Number of written hearing events	2,387	1,649
Total Number of hearing days	833	1,198

Ontario Special Education Tribunals – English and French

The Ontario Special Education Tribunals (OSETs) hear appeals from parents who have been unable to resolve disputes with school boards with respect to the identification and placement of exceptional pupils.

The OSETs’ jurisdiction and authority are derived from the *Education Act*.

Operational Highlights

With few appeals filed in the last fiscal year, the OSETs have continued to work effectively and efficiently throughout the 2019-20 year to ensure justice to parents and school boards across Ontario.

A total of 3 applications were received. OSET did not receive any French applications in the fiscal year.

The English OSET received one appeal in 2017-18, which settled through mediation. The French OSET (TEDO) did not receive any appeals in 2017-18.

The English OSET received two appeals in 2016-17. One was settled through mediation. The French OSET (TEDO) received no appeals.

Statistics

Table 1: OSET Performance Measures

Performance Measure	2019-20 % of time standard is met	2019-20 % of time standard is met
All appeals will be scheduled for mediation or a hearing within 120 calendar days of the response being filed	100%	100%
Decisions will be issued within 90 calendar days	100%	100%

*Note: Whether standard has been met or not.

Social Benefits Tribunal

The Social Benefits Tribunal (SBT) considers appeals by applicants who have been refused social assistance and recipients of social assistance who are appealing a decision that affects the amount of, or their eligibility for, social assistance.

The SBT's jurisdiction and authority are derived from the Ontario Works Act (OWA) and the Ontario Disability Support Program Act (ODSP).

Operational Highlights

On October 1, 2019, the SBT began holding its Toronto hearings at the new Tribunals Ontario Mediation and Hearing Centre at 15 Grosvenor Street. The new centre offers an improved experience for applicants with an information desk, natural light in many hearing rooms and equipment for teleconference and video conference hearings. Other features include public Wi-Fi, a hearing room ventilated for smudging, barrier-free washrooms and hallways, and slip-resistant stairs.

The SBT continues to improve the process of accepting electronic submissions from legal clinics and respondent offices.

In order to streamline daily operations and further improve timely delivery of services to the public, the SBT continues working on its case management system.

The SBT continues to improve the Early Resolution Opportunity program (ERO), which aims to help parties resolve their appeal without a hearing. This program provides the opportunity to resolve appeals as early as one month after they are filed. In 2019-20, the SBT held 2250 ERO sessions. The settlement rate was 38 per cent.

Statistics

Table 1: SBT Appeals

Appeals	2019-20	2018-19	2017-18	2016-17
Applications Received	10,520	8,699	10,124	10,403
Completed	7,579	9,048	10,618	12,831

Table 2: SBT Appeals of Program

Type of Decision	2019-20	2018-19	2017-18	2016-17
ODSP	9,845	8,122	9,437	9,704
OW	674	577	687	699
Total	10,520	8,699	10,124	10,403

Table 3: ODSP Appeals by Category

ODSP Appeal Category	2019-20	2018-19	2017-18	2016-17
Refusal	8,853	7,178	8,234	8,392
Cancellation & suspension	352	338	580	640
Amount & reduction	593	546	569	566
Other	47	60	54	106
Total	9,845	8,122	9,437	9,704

Table 4: OW Appeals by Category

OW Appeal Category	2019-20	2018-19	2017-18	2016-17
Refusal	113	126	146	183
Cancellation & suspension	225	176	224	218
Amount & reduction	325	268	310	274
Other	11	7	7	24
Total	674	577	687	699

Table 5: ODSP Decisions by Outcome

ODSP Decision	2019-20	2018-19	2017-18	2016-17
Granted	2,492	3,025	3,481	4,450
Denied	1,157	1,293	1,312	1,721
Denied in absentia*	445	630	640	865

Other**	165	242	195	295
Total	4,259	5,190	5,628	7,331

*Note: Cases denied in absentia: Appellant was not present for the hearing

**Additional Note: Other decisions include: consent order, no appeal before the tribunal, appeal out of time, no jurisdiction, matter resolved or withdrawn, or cases referred back to the Director or Administrator to reconsider its original decision in accordance with the directions given by the tribunal.

Table 6: OW Decisions by Outcome

OW Decision	2019-20	2018-19	2017-18	2016-17
Granted	75	93	114	79
Denied	74	69	81	90
Denied in absentia*	55	86	94	99
Other**	36	40	52	37
Total	240	288	341	305

*Note: Cases denied in absentia: Appellant was not present for the hearing

**Additional Note: Other decisions include: consent order, no appeal before the tribunal, appeal out of time, no jurisdiction, matter resolved or withdrawn, or cases referred back to the Director or Administrator to reconsider its original decision in accordance with the directions given by the tribunal.

Table 7: SBT Performance Measures

Performance Measure	2019-20 % of time standard is met	2018-19 % of time standard is met	2017-18 % of time standard is met	2016-17 % of time standard is met
Appeals will be scheduled with a notice of hearing sent out no later than 30 calendar days after receipt of the appeal. and	36%	94%	87%	82%

The hearing date will be set no more than 180 calendar days after the date of the Notice of Hearing.				
Decisions issued within 30 calendar days after the completion of the hearing	66%	57%	67%	66%

Table 8: SBT Caseload Overview

Caseload	2019-20	2018-19	2017-18	2016-17
Appeals received	10,520	8,699	10,124	10,403
Appeals closed	7,579	9,048	10,618	12,831
Active appeals at fiscal year end	9,267	6,326	6,675	7,169
Hearings held	6,694	7,795	7,891	10,307
Decisions rendered	4,499	5,478	5,969	7,636

Financial Summary



Financial Summary

Tribunals Ontario was established on January 1, 2019. In fiscal year 2019-20 the budget for Tribunals Ontario was consolidated from the three former clusters to one budget and as such the expenditures and revenues were also consolidated. The financial summary also includes the expenditures for the Licence Appeal Tribunal - Automobile Accident Benefits Service, which are fully recoverable from the insurance industry and the Criminal Injuries Compensation Board transfer payments.

To support the government’s commitment to working more efficiently, Tribunals Ontario implemented the following initiatives:

- One Executive Chair, two Directors of Operation for Tribunals Ontario;
- Consolidating the Executive Office, Communications, Legal and Strategic Business Services into Tribunals Ontario;
- Cross-appointing Order-In-Council members and Associate Chairs; and
- Eliminating dual phone services and voice mail.

Tribunals Ontario is committed to continuing to review its business practices, identify efficiencies, and modernize and streamline practices and processes to deliver better service for people across the province.

Table 1: Comparison of Tribunals Ontario Expenditures

Expenditures	2019-20	2018-19	2017-18
Salary and Wages	\$57,142,608	\$61,119,103	\$60,041,928
Employee Benefits	\$8,247,600	\$8,854,704	\$8,346,585
Transportation and Communications	\$3,305,645	\$4,089,742	\$4,061,981
Services	\$17,500,623	\$19,252,844	\$17,245,880
Supplies and Equipment	\$593,828	\$744,740	\$884,959
Recoveries	(\$343,251)	(\$395,500)	(\$313,951)
Total	\$86,447,053	\$93,665,633	\$90,267,382

Table 2: Comparison of CICB Awards Allocated for Victims of Violent Crimes

The caseload for CICB increased by 9.7 per cent in 2019-20 resulting in an increase in transfer payments. In 2019-20, CICB deposited \$10,000 in the Consolidated Revenue Fund (CRF) for monies recovered by applicants through civil actions, pursuant to s.26(5.1) of the CVCA.

Awards for Victims of Violent Crime	2019-20	2018-19	2017-18
Criminal Injuries Compensation Board Awards for Victims of Violent Crime	\$48,669,519	\$45,267,651	\$36,930,117

Table 3: Comparison of Tribunals Ontario Revenue

- 2017 was the first year of a four-year reassessment cycle, which led to an increase in the number of new ARB appeals received, an increase in overall revenue for that year.
- As of April 1, 2016, the Licence Appeal Tribunal began receiving applications under the *Insurance Act*, and the Statutory Accident Benefits Schedule for LAT-AABS. The cost of LAT-AABS is fully recovered from the insurance industry. Regulation 160/16 sets out a points scheme that determines each insurer's share of the assessment, which is based on their usage of the service.
- Revenue received by Tribunals Ontario is transferred to the CRF.

Application Filing Fees	2019-20	2018-19	2017-18
Assessment Review Board Application Filing Fees Estate Administration and Printouts and Copies Fees	\$386,668	\$908,831	\$1,602,740
Landlord and Tenant Board Application Filing Fees and Sales	\$13,024,804	\$13,227,485*	\$12,973,099*
Licence Appeal Tribunal Application Filing Fees and FOI Fees	\$1,478,755	\$1,395,645	\$1,015,301*
Local Planning Appeal Tribunal	\$302,005	\$293,505	\$628,785
Total	\$15,192,232	\$15,825,466	\$16,219,925
Reimbursement of Expenditures			
Automobile Accident Benefits Service	\$15,571,803	\$16,498,761	\$14,928,906

*Note: 2018-19 and 2017-18 financial information was updated to reflect final adjustments

Table 4: Remuneration of Appointees to Adjudicative Tribunals and Regulatory Agencies

Position	Full-Time Appointees (Annual Remuneration)			Part-Time Appointees (Per Diem Remuneration)			
	First 2 Years	Next 3 Years	Final 5 Years	First 2 Years	Next 3 Years	Final 5 Years	Prof & Labour *
Executive Chairs	\$200,780	\$212,564	\$224,349		\$858		N/A
Chairs	\$174,184	\$186,621	\$199,059		\$744		\$788
Associate-Chairs	\$174,184	\$186,621	\$199,059		\$744		\$788
Vice-Chairs	\$136,545	\$146,311	\$156,077		\$583		\$788
Members	\$110,482	\$118,378	\$126,273		\$472		\$788

*Note: Persons appointed in their professional capacity as required by statute or on a labour-related Board.

Table 5: Remuneration Paid to the Full-time and Part-time Members

Tribunals Ontario	2019-20	2018-19	2017-18
Full-time OIC Remuneration	\$18,393,445	\$20,744,306	\$20,105,537
Part-time OIC Remuneration	\$6,686,014	\$8,273,933	\$6,660,417
Total	\$25,079,459	\$29,018,239	\$26,765,954

Appendices



Appendix A

Tribunals Ontario Appointees

In 2019-20, Tribunals Ontario recruited for various positions on the boards and tribunals to meet our commitment to providing timely access to justice across the province.

The *Adjudicative Tribunals Accountability, Governance and Appointments Act, 2009* requires the selection process for the appointment of new board and tribunal members to be competitive and merit-based. It also requires that all new appointments have the support of the Executive Chair, who makes recommendations of new members to Ontario's Attorney General.

Tribunals Ontario's cross-appointment strategy builds on members' experience, skills and knowledge to ensure effective use of Tribunal Ontario's resources.

Tribunals Ontario's members have continued to contribute to the ongoing improvement of the organization, its tribunals and the administrative justice system in Ontario.

Appointees

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Ahlfeld, Pamila	SBT	Full-Time Vice-Chair	25-Oct-15	25-Oct-20
Akhtar, Muhammad Saleem	CICB	Part-Time Member	08-Sep-09	07-Sep-19
Anwar, Khizer	OPB	Part-Time Member	18-May-17	17-May-19
Anwar-Ali, Sonia	LTB	Full-Time Member	18-Apr-19	17-Apr-21
Arnott, Pamela	CICB	Part-Time Member	22-Feb-17	31-Dec-19
Arpino, Marianna	LPAT	Full-Time Member	17-Oct-19	16-Oct-20
Atkinson, Sarah	HRT0	Part-Time Member	05-Jan-15	04-Jan-23
Aulbrook, Randy	LTB	Full-Time Member	17-Jan-19	16-Jan-21
Awad, Katie	LAT	Part-Time Professional Member	08-Feb-18	07-Feb-23

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Awoleri, Subuola	ARB	Full-Time Member	16-Nov-16	20-Nov-21
Ballagh, Margot	LPAT	Full-Time Member	13-Sep-19	12-Sep-21
Barazzutti, Lisa	CICB	Part-Time Member	20-Oct-10	19-Oct-20
Batty, Jonathan+	HRT0	Part-Time Vice-Chair	28-Mar-19	3-Oct-21
	LAT	Full-Time Associate Chair	04-Oct-17	03-Oct-21
	ACRB	Part-Time Member	04-Oct-17	03-Oct-19
	FSC	Part-Time Member	04-Oct-17	03-Oct-19
	OCPC	Part-Time Member	04-Oct-17	03-Oct-19
	OPB	Part-Time Member	04-Oct-17	03-Oct-19
Bayesfsky, Eban	HRT0	Full-Time Vice-Chair	29-Mar-17	30-Jun-20
Bear, Daniel	OPB	Part-Time Member	29-Nov-17	28-Nov-19
Beccarea, Robert	LPAT	Full-Time Member	17-Oct-19	16-Oct-20
Bernhardt, Kim	HRT0	Part-Time Member	05-Jan-15	04-Jan-20
Best, Bruce	HRT0	Full-Time Vice-Chair	30-Sep-15	29-Sep-20
Bhullar, Jatinder	LPAT	Full-Time Member	10-Oct-19	9-Oct-20
Bickley, Catherine	CFSRB	Full-Time Vice-Chair	18-Jan-20	17-Jan-22
	CRB	Full-Time Vice-Chair	18-Jan-20	17-Jan-22
Bishop, Gregory	LPAT	Full-Time Member	10-Oct-19	9-Oct-20
Black, David*	LAT*	Part-Time Member	22-Jun-16	21-Jun-18
Boivin, Nathaniel	SBT	Part-Time Member	15-Feb-17	31-Dec-19
Borenstein, David	LAT	Part-Time Professional Member	03-Nov-10	02-Nov-20
Borer, Mark	HRT0	Full-Time Member	6-Dec-19	5-Dec-21
Bouchard, Josée	HRT0	Full-Time Vice-Chair	07-Jan-16	06-Jan-21

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Boutis, Paula	OMB / LPAT	Full-Time Member	26-Apr-17	25-Apr-19
Bowlby, Brenda	CFSRB	Part-Time Member	08-Feb-18	07-Feb-20
	CRB	Part-Time Member	08-Feb-18	07-Feb-20
	HRT0	Part-Time Member	08-Feb-18	07-Feb-20
Boyce, Jesse	LAT	Full-Time Member	21-Feb-18	20-Feb-23
	ACRB	Part-Time Member	21-Feb-18	20-Feb-23
	FSC	Part-Time Member	21-Feb-18	20-Feb-23
	OCPC	Part-Time Member	21-Feb-18	20-Feb-23
	OPB	Part-Time Member	21-Feb-18	20-Feb-23
Bradley, Janet	LPAT	Part-time Member	5-Sep-19	4-Sep-20
Braun, Shannon*+	SBT	Part-Time Member	21-Mar-19	27-Mar-21
	SBT*	Full-Time Member	18-Jul-16	31-Dec-19
	LAT	Full-Time Member	28-Mar-19	27-Mar-21
Brkic, Aleksandar*	LTB	Full-Time Member	25-Oct-19	24-Oct-21
	LTB*	Part-Time Member	04-Mar-15	3-Mar-20
Brouillet, Terry	SBT	Part-Time Member	12-Jun-13	11-Jun-23
Brown, David	LPAT	Full-Time Member	26-Jun-19	25-Jun-21
Bruce, Laurie	ERT	Part-Time Member	22-Oct-14	21-Oct-24
Bryson, Chantelle	LPAT	Full-Time Member	18-Apr-18	17-Apr-20
Bugby, Kim	OMB / LPAT	Part-Time Member	22-Oct-14	21-Oct-19
Buie, Jean*	SBT	Full-Time Member	09-Oct-13	11-Dec-19
Burgess, Helen-Nikoleta	ACRB	Part-Time Member	20-Sep-17	5-Nov-21
	FSC	Part-Time Member	20-Sep-17	5-Nov-21

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Burke, William	SBT	Full-Time Member	22-Jul-15	25-Jul-24
Burstyn, Marla	HRT0	Full-Time Member	20-Feb-20	19-Feb-22
Burton, Gillian	LPAT	Part-Time Member	17-Oct-19	16-Oct-20
Butcher, Alan	ARB	Part-Time Member	27-Mar-18	26-Mar-20
Butler, Scott	OPB	Part-Time Member	26-Apr-17	25-Apr-19
Campin, Elisabeth	HRT0	Part-Time Member	21-Mar-18	20-Mar-23
Castel, Jacqueline	LAT	Part-Time Member	01-Apr-11	17-Jan-23
	OCPC	Part-Time Member	03-Oct-12	02-Oct-22
Carey, Ruth	LTB	Full-Time Vice-Chair	12-Aug-15	11-Aug-20
Cashin, Marlene	ERT	Part-Time Member	22-Oct-14	21-Oct-19
	ARB	Part-Time Member	14-Jun-17	21-Oct-19
Cavdar, Jessica	LAT	Full-Time Member	18-Jan-18	17-Jan-20
	OPB	Part-Time Member	18-Jan-18	17-Jan-20
Chakravarti, Monica	LAT	Full-Time Member	28-Mar-19	27-Mar-21
Chapelle, Simon	OPB	Part-Time Member	17-Jan-20	16-Jan-22
Charette, Louise	CICB	Part-Time Member	11-Jan-17	27-Feb-22
Charron, Sylvie Rose Marie	LTB	Full-Time Vice-Chair	18-Oct-12	17-Oct-22
	SBT	Full-Time Vice-Chair	18-Oct-12	17-Oct-22
Chipman, Dale	LPAT	Full-Time Member	17-Oct-19	16-Oct-20
Cho, Harry	LTB	Full-Time Member	31-Oct-13	30-Oct-23
Clarke, Susan	FSC	Part-Time Vice-Chair	20-Sep-17	5-Nov-21
	ACRB	Part-Time Member	20-Sep-17	5-Nov-21
Cleghorn, Kevin	CICB	Part-Time Member	12-Apr-17	8-May-22

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
	HRT0	Part-Time Member	19-Jan-11	18-Jan-21
Codjoe, Esi	HRT0	Full-Time Vice-Chair	22-Mar-17	31-Dec-19
Colbourne, Douglas	LPAT	Part-Time Member	10-Oct-19	9-Oct-20
Connell, Jessica	HRT0	Full-Time Member	1-Jan-20	5-Jan 21
Conti, Chris	OMB / LPAT	Full-Time Vice-Chair	17-Aug-17	16-Feb-20
Conway, Patricia	OPB	Part-Time Member	11-Apr-18	10-Apr-20
	LAT	Part-Time Member	11-Apr-18	10-Apr-20
Cooke, Steven	LPAT	Full-Time Member	5-Sep-19	4-Sep-20
Corapi, Daniela	LAT	Full-Time Member	18-Apr-18	17-Apr-21
Crljenica, Theodore	OCPC	Part-Time Vice-Chair	23-Mar-16	22-Mar-21
	LAT	Part-Time Vice-Chair	23-Mar-16	22-Mar-21
Crocco, Emily	LTB	Full-Time Member	05-Jan-15	04-Jan-20
Daoud, Meray	LAT	Full-Time Member	03-Jan-17	02-Jan-20
De Leon-Culp, Cristina	LTB	Full-Time Member	30-Sep-15	29-Sep-20
Del Vecchio, Lisa	LTB	Full-Time Member	05-Jan-15	04-Jan-20
Della Fortuna, Sergio	OPB	Full-Time Member	24-Nov-10	23-Nov-20
Dhanani, Zahra	LAT	Part-Time Member	12-Apr-17	29-May-22
DiCesare, Lisa	SBT	Part-Time Member	17-Jun-15	31-Dec-22
Diplas, George	LAT	Part-Time Member	08-Jan-18	07-Jan-20
Doran, Patrick R.	CFSRB	Part-Time Member	02-May-07	01-May-19
	CRB	Part-Time Member	02-May-07	01-May-19
Douglas, John	LPAT	Full-Time Member	18-Apr-18	17-Apr-20
Doyle, Maureen	HRT0	Full-Time Vice-Chair	07-Feb-11	06-Feb-21

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
	OSETen	Part-Time Member	28-Aug-13	06-Feb-21
	OSETfr	Part-Time Member	28-Aug-13	06-Feb-21
Driesel, Sandra	LAT	Full-Time Member	24-Jan-18	23-Jan-23
Duncan, Justin	ERT	Full-Time Vice-Chair	28-Aug-17	27-Aug-19
	OMB / LPAT	Full-Time Member	23-Jul-14	22-Jul-19
Edu, Jitewa	LTB	Full-Time Member	18-Apr-18	17-Apr-23
Egan, Terrance	BON	Part-Time Member	17-Jun-09	16-Jun-19
Ellery, Leonard	CICB	Part-Time Member	14-Feb-20	13-Feb-22
Farlam, Avril	LAT	Part-Time Vice-Chair	30-Jun-16	29-Jun-21
Ferguson, Christopher	LAT	Part-Time Member	07-Dec-16	06-Dec-21
Ferguson, Nancy	SBT	Full-Time Member	12-Aug-15	11-Aug-20
Ferguson, Nathan+	LAT	Full-Time Member	28-Feb-19	21-Feb-21
Ferguson, Nathan*+	LTB	Part-Time Member	28-Feb-19	21-Feb-21
	LTB*	Full-Time Member	20-Dec-16	21-Feb-21
Ferris, Richard*	SBT*	Full-Time Member	22-Jul-15	21-Jul-20
	LTB	Full-Time Member	14-Feb-20	13-Feb-22
Fine, David	CICB	Part-Time Member	31-Aug-17	24-Oct-20
Finlay, Barbara	SBT	Part-Time Member	11-Aug-18	10-Apr-20
Finlay, Judy	CFSRB	Part-Time Member	04-Jan-11	03-Jan-21
	CRB	Part-Time Member	04-Jan-11	03-Jan-21
Flaherty, Michelle*	OSETfr	Part-Time Member	07-Aug-13	31-Dec-19
Flemming, Leslie	ARB	Full-Time Member	08-Jan-18	07-Jan-20
Flude, D. Gregory	LAT	Full-Time Vice-Chair	08-Feb-16	07-Feb-23

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Foot, Joanne	LAT	Part-Time Member	31-Aug-17	12-Sep-22
	FSC	Part-Time Member	31-Aug-17	12-Sep-22
	ACRB	Part-Time Member	31-Aug-17	12-Sep-22
Forde, Keith	CICB	Part-Time Member	20-Oct-10	19-Oct-20
Fricot, Amanda	LAT	Part-Time Member	29-Nov-17	28-Nov-19
Friedland, Jennifer	LAT	Part-Time Member	30-May-16	31-Dec-22
	OPB	Part-Time Member	30-May-16	31-Dec-19
	ACRB	Part-Time Member	30-May-16	31-Dec-22
	FSC	Part-Time Member	30-May-16	31-Dec-22
Gananathan, Romona	HRT0	Full-Time Vice-Chair	13-Sep-17	12-Sep-22
Gatfield, Aida	HRT0	Part-Time Member	09-Jan-13	08-Jan-23
Gauci, Maureen*	OPB*	Part-Time Member	04-Feb-09	03-Feb-19
George, Caron	HRT0	Part-Time Member	11-Apr-18	10-Apr-20
Go, Avvy	LAT	Part-Time Member	24-Feb-16	23-Feb-21
Goela, Anita	LAT	Full-Time Member	13-Sep-17	12-Sep-22
	FSC	Part-Time Member	13-Sep-17	12-Sep-22
	ACRB	Part-Time Member	13-Sep-17	12-Sep-22
	OPB	Part-Time Member	13-Sep-17	12-Sep-22
Gonda, Gail	CFSRB	Part-Time Member	01-Jan-19	31-Dec-19
	CRB	Part-Time Member	01-Jan-19	31-Dec-19
Gosio, Paul	LAT	Full-Time Member	16-Nov-16	15-Nov-21
	OPB	Part-Time Member	18-May-17	15-Nov-21
Gottfried, Ruth	LAT	Full-Time Member	23-Mar-16	31-Dec-19

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Goulet, Laura	CICB	Part-Time Member	17-Oct-19	16-Oct-21
Graham, James*	CICB*	Part-Time Member	22-Mar-17	21-Mar-19
Grant, Derek	LAT	Full-Time Member	20-Jul-16	31-Dec-22
Grant, Yola	HRT0	Full-Time Associate Chair	16-Apr-14	15-Apr-19
Grieves, Kathryn	LAT	Full-Time Member	24-Jan-18	23-Jan-23
Griffith, Lyndra	LAT	Full-Time Member	21-Feb-18	20-Feb-23
	OPB	Part-Time Member	21-Feb-18	20-Feb-23
	ACRB	Part-Time Member	21-Feb-18	20-Feb-23
	FSC	Part-Time Member	21-Feb-18	20-Feb-23
Griffith, Jennifer	ARB	Full-Time Member	08-Feb-18	07-Feb-23
Guzina, Petar	LTB	Full-Time Member	16-Nov-09	15-Nov-19
Halpenny, Andrew	MLT	Part-Time Member	01-Apr-18	17-Jul-19
Hans, Rupinder	LAT	Part-Time Member	22-Jun-16	25-Jul-22
	OPB	Part-Time Member	11-Jul-17	25-Jul-22
Harper, Jacqueline	LAT	Part-Time Member	03-Feb-17	01-Feb-22
Harris, Beverly A.	HRT0	Part-Time Member	05-Dec-12	04-Dec-22
Hart, Mark	HRT0	Full-Time Vice-Chair	04-Sep-07	03-Sep-19
Hartslief, Laura	LTB	Part-Time Member	17-Jan-20	16-Jan-21
Helis, John*	SBT*	Full-Time Member	18-Jul-16	31-Dec-19
Helt, Maureen+	OSETen	Part-Time Vice-Chair	14-Dec-19	13-Dec-21
	CFSRB	Part-Time Vice-Chair	14-Dec-19	13-Dec-21
	CRB	Part-Time Vice-Chair	14-Dec-19	13-Dec-21
	CICB	Part-Time Vice-Chair	14-Dec-19	13-Dec-21

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
	HRT0	Part-Time Vice-Chair	14-Dec-19	13-Dec-21
	LTB	Part-Time Vice-Chair	14-Dec-19	13-Dec-21
	SBT	Part-Time Vice-Chair	14-Dec-19	13-Dec-21
	MLT	Part-Time Vice-Chair	14-Dec-19	13-Dec-21
	LPAT	Part-Time Vice-Chair	14-Dec-19	13-Dec-21
	BON	Part-Time Vice-Chair	14-Dec-19	13-Dec-21
	ERT	Part-Time Vice-Chair	14-Dec-19	13-Dec-21
	CRB	Part-Time Vice-Chair	14-Dec-19	13-Dec-21
	ARB	Part-Time Vice-Chair	14-Dec-19	13-Dec-21
	LAT	Full-Time Vice-Chair	14-Dec-17	13-Dec-21
	OCPC	Part-Time Vice-Chair	14-Dec-17	13-Dec-21
	ACRB	Part-Time Member	14-Dec-17	31-Dec-21
	FSC	Part-Time Member	14-Dec-17	31-Dec-21
	OPB	Part-Time Member	14-Dec-17	31-Dec-21
Henderson, Nancy*	LTB*	Full-Time Vice-Chair	08-Mar-17	07-Mar-19
Hendrick, Colleen	SBT	Part-Time Member	11-Apr-18	10-Apr-20
Henry, Sean D.	LTB*	Full-Time Member	12-Aug-15	11-Aug-20
	LTB	Full-Time Vice-Chair	16-Apr-20	15-Apr-22
Henshaw, Cheryl	SBT	Part-Time Member	05-Nov-14	27-Nov-22
Himel, Andrea	CFSRB	Part-Time Member	29-Nov-10	28-Nov-20
	CRB	Part-Time Member	29-Nov-10	28-Nov-20
Hines, Rebecca	LAT	Full-Time Member	16-Nov-16	15-Nov-21
Hodgins, Thomas	OMB / LPAT	Full-Time Member	11-Oct-16	21-Oct-21

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Hodgson, Laura	OCPC	Part-Time Vice-Chair	12-Mar-18	11-Mar-23
	OPB	Part-Time Member	12-Mar-18	11-Mar-23
	LAT	Part-Time Member	12-Mar-18	11-Mar-23
Hoffman, Flora	SBT	Full-Time Member	14-Feb-20	13-Feb-22
Hubbard, Marie	LPAT	Full-Time Associate Chair	21-Aug-19	21-Feb-22
Hughes, Theresa	CFSRB	Part-Time Member	19-Oct-16	11-Dec-19
	CRB	Part-Time Member	19-Oct-16	11-Dec-19
Hummelen, Audrey	SBT	Full-Time Vice-Chair	18-Oct-12	17-Oct-22
Hunter, Terry	LAT	Part-Time Vice-Chair	22-Jun-16	31-Dec-22
Hussey, Karlene	OMB / LPAT	Full-Time Vice-Chair	04-Jan-11	03-Jan-21
Ilori, Solape	SBT	Full-Time Member	26-Oct-15	25-Oct-20
Irwin, Tamara	LTB	Full-Time Member	28-Mar-19	31-Dec-19
Jackson, Helen	ERT	Full-Time Member	24-May-11	23-May-21
	OMB / LPAT	Full-Time Member	24-May-11	23-May-21
Jacobs, Sarah	OMB / LPAT	Full-Time Member	23-Jul-14	22-Jul-20
Jai, Julie	HRTO	Part-Time Member	05-Jan-15	04-Jan-20
Jain, Kanji	SBT	Full-Time Member	26-Oct-15	25-Oct-20
Janczur, Jacek*	HRTO*	Full-Time Vice-Chair	22-Mar-17	21-Mar-19
Jebreen, Joseph	ARB	Part-Time Member	31-May-17	30-May-19
Jefferson, Christie*	CICB*	Full-Time Vice-Chair	15-Feb-17	14-Feb-19
Johal, Sandeep	LAT	Full-Time Member	18-Oct-16	21-Oct-21
	OPB	Part-Time Member	18-May-17	17-May-19
John, Anita	LAT	Part-Time Member	30-Jun-16	31-Dec-22

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Johnston, Colin	HRT0	Part-Time Member	05-Jan-15	04-Jan-20
Jones, Richard Coleman	OMB / LPAT	Part-Time Member	22-Oct-14	21-Oct-19
Jordan, Tamara	CICB	Part-Time Member	17-Oct-19	16-Oct-21
	CFSRB	Part-Time Member	17-Oct-19	16-Oct-21
	CRB	Part-Time Member	17-Oct-19	16-Oct-21
Jovanovic, Stephen+	OCPC	Full-Time Associate Chair	11-Jan-17	10-Jan-22
	LAT	Part-Time Member	11-Jan-17	10-Jan-22
	ACRB	Part-Time Member	11-Jan-17	10-Jan-22
	FSC	Part-Time Member	11-Jan-17	10-Jan-22
	OPB	Part-Time Member	11-Jan-17	10-Jan-22
	HRT0	Part-Time Member	21-Mar-19	10-Jan-22
	CFSRB	Part-Time Vice-Chair	9-Jan-20	10-Jan-22
	CRB	Part-Time Vice-Chair	9-Jan-20	10-Jan-22
	CICB	Part-Time Vice-Chair	9-Jan-20	10-Jan-22
	LTB	Part-Time Vice-Chair	9-Jan-20	10-Jan-22
	OSETen	Part-Time Vice-Chair	9-Jan-20	10-Jan-22
	OSETfr	Part-Time Vice-Chair	9-Jan-20	10-Jan-22
	SBT	Part-Time Vice-Chair	9-Jan-20	10-Jan-22
	BON	Part-Time Associate Chair	14-Feb-19	10-Jan-22
	MLT	Part-Time Associate Chair	14-Feb-19	10-Jan-22
	ARB	Part-Time Vice-Chair	9-Jan-20	10-Jan-22
	CRB	Part-Time Vice-Chair	9-Jan-20	10-Jan-22
ERT	Part-Time Vice-Chair	9-Jan-20	10-Jan-22	

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
	LPAT	Part-Time Vice-Chair	9-Jan-20	10-Jan-22
Joyner, Douglas	LPAT	Full-Time Member	13-Sep-19	12-Sep-21
Kaufman, Neil*	LTB*	Full-Time Member	06-Jul-16	31-Dec-18
Kaur, Tavlin	LAT	Full-Time Member	28-Mar-19	27-Mar-21
Kelly, John*	HRTO*	Part-Time Member	15-Feb-17	14-Feb-19
Kepman, Stephanie	LAT	Full-Time Member	24-Jan-18	23-Jan-23
	ACRB	Part-Time Member	24-Jan-18	23-Jan-23
	FSC	Part-Time Member	24-Jan-18	23-Jan-23
	OCPC	Part-Time Member	24-Jan-18	23-Jan-23
	OPB	Part-Time Member	24-Jan-18	23-Jan-23
Kershaw, Dawn	LAT	Full-Time Vice-Chair	24-Jan-18	23-Jan-20
	OCPC	Part-Time Vice-Chair	24-Jan-18	23-Jan-20
	ACRB	Part-Time Member	24-Jan-18	23-Jan-20
	FSC	Part-Time Member	24-Jan-18	23-Jan-20
	OPB	Part-Time Member	24-Jan-18	23-Jan-20
King, Caroline	ARB	Full-Time Vice-Chair	31-Aug-17	30-Aug-21
Kraft Sloan, Karen	ERT	Part-Time Member	23-Jul-16	22-Jul-19
Kromkamp, John	OCPC	Part-Time Member	15-Jan-16	14-Jan-21
	FSC	Part-Time Vice-Chair	21-Mar-18	20-Mar-20
	ACRB	Part-Time Member	15-Jan-16	14-Jan-21
	LAT	Part-Time Member	15-Jan-16	14-Jan-21
	OPB	Part-Time Member	15-Jan-16	14-Jan-21
Kowal, Karina	LAT	Full-Time Member	17-Oct-16	21-Oct-21

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Kunkel, Cyndi	SBT	Full-Time Member	26-Oct-15	25-Oct-20
Kung, Gregory	OPB	Part-Time Member	31-Jan-20	30-Jan-22
Lake, Lindsay	LAT	Full-Time Member	18-Apr-18	17-Apr-23
	ACRB	Part-Time Member	18-Apr-18	17-Apr-23
	FSC	Part-Time Member	18-Apr-18	17-Apr-23
Lamoureux, Linda+	SLASD (Tribunals Ontario)	Full-Time Executive Chair	01-Jan-14	31-Dec-22
	SJD (Tribunals Ontario)	Full-Time Executive Chair	01-Jan-19	31-Dec-22
	ELD (Tribunals Ontario)	Full-Time Executive Chair	01-Jan-19	31-Dec-19
Lang, Renee	LTB	Full-Time Member	05-Jan-15	04-Jul-20
Lanthier, David	OMB / LPAT	Full-Time Member	04-May-16	26-Feb-22
	OMB / LPAT	Full-Time Vice-Chair	27-Feb-20	26-Feb-22
LaRegina, Anthony	ARB	Full-Time Member	31-Jan-17	01-Feb-23
Lariviere, Georges	SBT	Part-Time Member	17-Jun-15	16-Jun-20
Laroche, Marc	LAT	Part-Time Member	11-Apr-18	10-Apr-20
	OPB*	Part-Time Member	11-Apr-18	10-Apr-20
Larsen, Gregory S.	SBT	Part-Time Member	02-Feb-17	01-Feb-22
Lassonde, Julie	CICB	Part-Time Member	21-Mar-18	20-Mar-20
Lavigne, Pierre	ARB	Part-Time Member	27-Mar-18	26-Mar-23
Laws, Joanne	ARB	Full-Time Member	08-Feb-18	07-Feb-23
Lee, David	LTB	Full-Time Member	14-Dec-17	13-Dec-19
Lee, Susan	CICB	Part-Time Member	13-Apr-11	12-Apr-21

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Lerner, Michael	HRT0	Part-Time Member	04-Jan-11	03-Jan-21
Leslie, Claudette	LAT	Part-Time Member	26-Apr-16	31-Dec-22
Lester, Chloe	LAT	Full-Time Vice-Chair	31-Aug-17	30-Aug-22
	OPB	Part-Time Member	28-Jun-17	27-Jun-19
Letheren, Laurie	HRT0	Full-Time Vice-Chair	18-Feb-15	17-Feb-20
Letourneau, Matthew	LAT	Full-Time Member	28-Feb-18	27-Feb-23
	OPB	Part-Time Member	28-Feb-18	1-Apr-21
	ACRB	Part-Time Member	28-Feb-18	27-Feb-23
	FSC	Part-Time Member	28-Feb-18	27-Feb-23
	OCPC	Part-Time Member	28-Feb-18	1-Apr-21
Levy, Alan*	BON*	Part-Time Member	31-May-17	30-May-19
Lewis, Harriet	LAT	Part-Time Member	05-Apr-17	8-May-22
	FSC	Part-Time Member	05-Apr-17	8-May-22
	ACRB	Part-Time Member	05-Apr-17	8-May-22
	OPB	Part-Time Member	05-Apr-17	04-Apr-19
Livingstone, Katherine	OPB	Part-Time Member	11-Jan-17	10-Jan-22
	LAT	Part-Time Member	11-Jan-17	10-Jan-22
Looknauth, Yugita	OPB	Full-Time Member	18-Jan-18	17-Jan-23
Louvish, Dimitri	LAT	Part-Time Professional Member	21-Feb-18	20-Feb-23
Louwers, Jeroen	FSC	Part-Time Member	08-Sep-14	07-Sep-19
Love, Melanie*	LTB*	Part-Time Member	22-Jun-16	31-Dec-18
Lui, Clarence	OCPC	Part-Time Member	11-Apr-18	10-Apr-20
	LAT	Part-Time Member	11-Apr-18	10-Apr-20

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Lundy, Kevin*	LTB	Full-Time Member	31-Jan-20	30-Jan-22
	LTB*	Full-Time Member	26-Oct-14	23-Oct-22
Lust, Arthur	LTB	Part-Time Member	17-Jan-20	16-Jan-21
Macchione, Sandra	LTB	Full-Time Member	13-Jul-16	31-Dec-22
MacDougall, Donald	SBT	Part-Time Member	08-Feb-18	07-Feb-20
MacEachen, Janet	CICB	Part-Time Member	08-Sep-09	07-Sep-19
MacGuigan, Janice*	SBT*	Full-Time Member	28-May-08	27-May-18
Maclsaac, Sherry	SBT	Part-Time Member	29-May-13	28-May-23
Makhamra, Samia	LAT	Full-Time Member	08-Feb-16	07-Feb-23
Makuch, Richard, G.M.	OMB / LPAT	Full-Time Vice-Chair	13-Jun-12	6-Jun-21
Maedel, Ian	LAT	Full-Time Member	02-Feb-17	01-Feb-23
	OPB	Part-Time Member	18-May-17	01-Feb-23
Maleki-Yazdi, Melody	LAT	Full-Time Member	18-Jan-18	17-Jan-23
	FSC	Part-Time Member	18-Jan-18	17-Jan-23
	ACRB	Part-Time Member	18-Jan-18	17-Jan-23
	OPB	Part-Time Member	18-Jan-18	17-Jan-20
Manigat, Poeme	LAT	Full-Time Member	28-Mar-19	27-Mar-21
Markell, Linda	ACRB	Part-Time Member	28-Mar-19	27-Mar-21
Martel, Sophie	FSC	Part-Time Member	28-Mar-19	27-Mar-21
Marzinotto, Lori+	HRTO	Part-Time Member	28-Mar-19	28-Nov-22
Mascarenhas, Mark	SBT	Part-Time Member	30-Nov-16	25-Oct-20
Mason, Karen	HRTO	Part-Time Member	21-Mar-19	16-Jan-23
Marzinotto, Lori+	LAT	Full-Time Vice-Chair	29-Nov-17	28-Nov-22

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Mather, Susan	LAT	Part-Time Vice-Chair	05-Oct-16	30-Oct-21
Mathers, Lorraine	LTB	Full-Time Member	31-Aug-16	31-Dec-22
Matte, Allan*	SBT*	Part-Time Member	26-Feb-14	25-Feb-19
Mazerolle, Craig	LAT	Full-Time Member	14-Dec-17	13-Dec-22
McAnsh, Scott,	ARB	Full-Time Vice-Chair	28-Jun-17	27-Jun-19
McBride, Amanda	OPB	Part-Time Member	14-Dec-17	13-Dec-22
McDermott, Carol	LTB	Part-Time Member	12-Sep-18	26-Jun-22
McDonald, Duncan	SBT	Full-Time Member	1-Jan-20	19-Jun-21
McGee, Theresa*	OPB	Full-Time Vice-Chair	28-Feb-18	27-May-20
McGoey, Christine	LAT*	Part-Time Member	28-Feb-18	27-Feb-20
McKendy, Annie	LAT	Full-Time Member	28-Feb-20	27-Feb-23
McKenzie, James	OMB / LPAT	Full-Time Associate Chair	02-Feb-17	01-Feb-20
McMaster, James	ACRB	Part-Time Member	28-Feb-18	27-Feb-23
	FSC	Part-Time Member	28-Feb-18	27-Feb-23
McPherson, Isla	LAT	Part-Time Professional Member	11-Apr-18	10-Apr-20
McSweeney, Daniel	CFSRB	Full-Time Member	1-Jan-20	5-Jun-21
	CRB	Full-Time Member	1-Jan-20	5-Jun-21
McQuaid, Patricia	LAT	Part-Time Vice-Chair	23-Nov-16	22-Nov-21
	ACRB	Part-Time Vice-Chair	23-Nov-16	22-Nov-21
Meunier, Jay Gerald	FSC	Part-Time Vice-Chair	23-Nov-16	22-Nov-21
Milchberg, Anne	OMB / LPAT	Part-Time Member	22-Oct-14	21-Oct-19
Milne, Cheryl	CFSRB	Part-Time Member	08-Feb-18	07-Feb-20
	CRB	Part-Time Member	08-Feb-18	07-Feb-20

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
	HRTO	Part-Time Member	08-Feb-18	07-Feb-20
Mintz, Sara	CICB	Part-Time Member	1-Jan-20	8-May-21
	CRB	Part-Time Member	1-Jan-20	8-May-21
	CFSRB	Part-Time Member	1-Jan-20	8-May-21
Mitchell, Lynn	LTB	Part-Time Member	27-Apr-16	31-Dec-22
Moccio, Santina+	LTB	Full-Time Member	31-Jan-20	30-Jan-22
	CICB	Part-Time Member	1-Jan-20	8-May-21
	FSC	Part-Time Member	18-May-17	17-May-22
	ACRB	Part-Time Member	17-Feb-16	17-May-23
Mohamed, Yasmeena*	HRTO*	Full-Time Vice-Chair	22-Mar-17	21-Mar-19
Moniz, Emilie	LTB	Full-Time Member	18-Apr-18	17-Apr-20
Moore, Beverly	SBT	Full-Time Associate Chair	16-Sep-13	31-Dec-19
	CICB	Full-Time Associate Chair	13-Sep-19	12-Sep-20
Morris, Nancy	LTB	Full-Time Member	24-Jan-18	31-Dec-22
Morris, Warren	ARB	Part-Time Member	31-Oct-12	30-Oct-22
	ERT	Part-Time Member	10-May-17	25-Jul-22
	BON	Part-Time Member	18-May-17	25-Jul-22
Morton, Emily	OPB	Part-Time Member	08-Jan-18	07-Jan-23
	OCPC	Part-Time Member	08-Jan-18	07-Jan-20
Mosaheb, Debbie	LTB	Full-Time Member	28-Feb-11	27-Feb-218
Moten, Asad Ali	LAT	Part-Time Member	08-Jan-18	07-Jan-23
	ACRB	Part-Time Member	26-Apr-17	25-Apr-19
	FSC	Part-Time Member	26-Apr-17	25-Apr-19

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
	OPB	Part-Time Member	26-Apr-17	25-Apr-19
Msoa, Aggrey	LAT	Full-Time Member	08-Feb-16	07-Feb-21
Muldoon, Paul	ARB	Full-Time Associate Chair	01-Jun-14	31-Dec-19
Mulima, Nicola	LTB	Full-Time Member	1-Jan-20	17-Apr-21
Murray, William	SBT	Full-Time Member	11-Jun-08	11-Dec-20
	CICB	Part-Time Member	12-Dec-19	11-Dec-20
Neilson, Deborah	LAT	Full-Time Member	18-Jul-16	31-Dec-22
Nelson, Daniel	CRB	Part-Time Member	22-Oct-14	24-Oct-21
Ng, Tee Fung	LPAT	Full-Time Member	10-Oct-19	9-Oct-20
Nichols, Eva	CFSRB	Part-Time Member	20-Feb-13	12-Sep-23
	CRB	Part-Time Member	20-Feb-13	12-Sep-23
	HRT0	Part-Time Member	20-Feb-13	18-Aug-19
	OSETen	Part-Time Member	27-Jan-05	18-Aug-19
Nikota, Gary	OPB	Part-Time Member	01-Mar-17	28-Feb-22
Nolan, John Patrick	LTB	Full-Time Member	29-Nov-06	26-May-19
Norris, Brian	LAT	Full-Time Member	06-Sep-16	21-Oct-21
Nother, Ashleigh	OPB	Part-Time Member	08-Feb-18	07-Feb-23
Novak, Silvia	CFSRB	Part-Time Member	08-Jan-18	07-Jan-20
	CRB	Part-Time Member	08-Jan-18	07-Jan-20
O-Connor, T. Michele	CFSRB	Part-Time Member	29-Nov-10	28-Nov-20
	CRB	Part-Time Member	29-Nov-10	28-Nov-20
Okhovati, Margarita	ARB	Part-Time Member	22-Oct-14	21-Oct-24
Olabode, Ibidunni	LTB	Full-Time Member	27-Mar-18	26-Mar-20

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Orange, Jennifer	HRT0	Part-Time Member	11-Apr-18	10-Apr-20
Osborne, Katie+	LTB	Full-Time Associate Chair	29-Aug-19	28-Aug-21
	HRT0	Part-Time Vice-Chair	21-Mar-19	24-Sept-21
	CFSRB	Part-Time Vice-Chair	9-Jan-20	27-Sep-21
	CRB	Part-Time Vice-Chair	9-Jan-20	27-Sep-21
	CICB	Part-Time Vice-Chair	9-Jan-20	27-Sep-21
	SBT	Part-Time Vice-Chair	9-Jan-20	27-Sep-21
	OSETen	Part-Time Vice-Chair	9-Jan-20	27-Sep-21
	OSETfr	Part-Time Vice-Chair	9-Jan-20	27-Sep-21
	ACRB	Part-Time Associate Chair	28-Sep-16	27-Sep-21
	FSC	Part-Time Associate Chair	18-Nov-15	27-Sep-21
	LAT	Part-Time Vice-Chair	08-Jan-18	07-Sep-20
	OCPC	Part-Time Vice-Chair	08-Jan-18	07-Sep-20
	OPB	Part-Time Vice-Chair	08-Jan-18	07-Sep-20
	ARB	Part-Time Vice-Chair	9-Jan-20	27-Sep-21
	BON	Part-Time Vice-Chair	9-Jan-20	27-Sep-21
	CRB	Part-Time Vice-Chair	9-Jan-20	27-Sep-21
	ERT	Part-Time Vice-Chair	9-Jan-20	27-Sep-21
	LPAT	Part-Time Vice-Chair	9-Jan-20	27-Sep-21
	MLT	Part-Time Vice-Chair	9-Jan-20	27-Sep-21
Paivalainen, Seppo	OPB	Part-Time Member	28-Sep-16	24-Oct-21
	OCPC	Part-Time Member	08-Sep-14	07-Sep-19
Paluch, Cezary	LAT	Full-Time Member	12-Dec-16	11-Dec-21

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Parent, Sylvie	OPB	Part-Time Member	31-Oct-12	30-Oct-22
Parish, Kimberly+	OPB	Part-Time Member	18-May-17	17-May-19
	LAT	Full-Time Member	21-Feb-18	20-Feb-22
Patel, Vandana	HRTO	Full-Time Vice-Chair	27-Mar-18	26-Mar-20
Paul, Noeline	CICB	Part-Time Member	20-Sep-17	5-Nov-21
	CFSRB	Part-Time Member	21-Nov-19	20-Nov-21
	CRB	Part-Time Member	21-Nov-19	20-Nov-21
	OSETen	Part-Time Member	21-Nov-19	20-Nov-21 20-Nov-21
Perera, Chantelle	LTB	Full-Time Member	28-Mar-19	31-Dec-19
Petrou, Constantine	LAT	Part-Time Professional Member	08-Feb-18	07-Feb-23
Pierre, Richard	OPB	Part-Time Member	08-Feb-18	07-Feb-23
Pilon, Jean-Paul	ARB	Full-Time Member	27-Mar-18	26-Mar-23
Pinto, Sancia	LAT	Part-Time Member	11-Apr-18	10-Apr-22
Pop-Lazic, Gabrielle	CFSRB	Part-Time Member	08-Jan-18	30-Jan-23
	CRB	Part-Time Member	08-Jan-18	30-Jan-23
Prior, Robert	OCPC	Part-Time Vice-Chair	12-Mar-18	11-Mar-20
	OPB	Part-Time Member	12-Mar-18	11-Mar-20
Punyarathi, Nidhi	LAT	Full-Time Member	07-Mar-18	06-Mar-20
	OPB	Part-Time Member	07-Mar-18	06-Mar-20
Racioppo, Josephine	SBT	Full-Time Member	17-Jun-15	16-Jun-20
	HRTO	Part-Time Member	21-Mar-19	31-Dec-19
Ramdayal, Raymond*	LAT	Part-Time Member	08-Sep-15	07-Sep-20
	ACRB	Part-Time Member	08-Sep-15	07-Sep-20

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Rangan, Veda	CICB	Part-Time Member	08-Sep-09	07-Sep-19
Reaume, Leslie	HRT0	Full-Time Vice-Chair	27-Jun-07	26-Jun-20
Reeve, Priscilla	FSC	Part-Time Member	20-Sep-17	5-Nov-21
	ACRB	Part-Time Member	20-Sep-17	5-Nov-21
Reilly, Thérèse	LAT	Full-Time Member	10-May-17	25-Jul-22
Rempe, Graham	ERT	Part-Time Member	10-May-17	09-May-19
Restoule, Karen+	OPB	Full-Time Associate Chair	05-Apr-17	4-Apr-22
	ACRB	Part-Time Member	05-Apr-17	4-Apr-22
	FSC	Part-Time Member	05-Apr-17	4-Apr-22
	LAT	Part-Time Member	05-Apr-17	4-Apr-22
	OCPC	Part-Time Member	04-May-16	4-Apr-22
	OSETen	Part-Time Vice-Chair	1-Jan-20	4-Apr-22
	OSETfr	Part-Time Vice-Chair	1-Jan-20	4-Apr-22
	CFSRB	Part-Time Vice-Chair	1-Jan-20	4-Apr-22
	CRB	Part-Time Vice-Chair	1-Jan-20	4-Apr-22
	CICB	Part-time Vice-Chair	1-Jan-20	4-Apr-22
	HRT0	Part-Time Vice-Chair	1-Jan-20	4-Apr-22
	LTB	Part-Time Vice-Chair	1-Jan-20	4-Apr-22
	SBT	Part-Time Vice-Chair	1-Jan-20	4-Apr-22
	ARB	Part-Time Vice-Chair	1-Jan-20	4-Apr-22
	BON	Part-Time Vice-Chair	1-Jan-20	4-Apr-22
	LPAT	Part-Time Vice-Chair	1-Jan-20	4-Apr-22
CRB	Part-Time Vice-Chair	1-Jan-20	4-Apr-22	

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
	ERT	Part-Time Vice-Chair	1-Jan-20	4-Apr-22
	MLT	Part-Time Vice-Chair	1-Jan-20	4-Apr-22
Restoule-Mallozzi, Jenny	OCPC	Part-Time Member	05-Apr-17	31-Dec-19
	OPB	Part-Time Member	05-Apr-17	31-Dec-19
Reynolds, Margaret*	LTB	Full-Time Member	05-Oct-16	30-Oct-21
Ritacca, Luisa	FSC	Part-Time Vice-Chair	21-Mar-18	20-Mar-20
	LAT	Part-Time Member	24-Feb-16	23-Feb-21
	ACRB	Part-Time Member	24-Feb-16	23-Feb-21
Roedding, Blair	OPB	Full-Time Member	08-Mar-17	20-Mar-22
Rosenstein, Mervyn	HRT0	Part-Time Member	21-Mar-19	20-Mar-21
Rossignol, Troy	LTB	Full-Time Member	17-Jan-19	16-Jan-21
Rozehnal, Jana	LTB	Part-time Member	17-Jan-20	16-Jan-21
Sand, Caroline	HRT0	Part-Time Member	11-Apr-18	10-Apr-21
Sanderson, Douglas	HRT0	Full-Time Vice-Chair	10-Jan-11	09-Jan-21
Sanford, Laurie*	ACRB	Part-Time Member	22-Jun-15	31-Dec-19
Sangmuah, Egya	LTB	Full-Time Vice-Chair	13-Aug-14	12-Aug-24
Savage, Peter	LAT	Part-Time Professional Member	22-Mar-17	21-Mar-22
Savoie, Guy William	LTB	Full-Time Vice-Chair	21-Nov-19	20-Nov-20
	CICB	Full-Time Vice-Chair	12-Apr-17	31-Dec-19
	LTB*	Part-Time Vice-Chair	12-Sep-18	31-Dec-19
Scharbach, Stephen	LAT	Part-Time Member	12-Apr-17	29-May-22
Schiller, Susan	ERT	Part-Time Vice-Chair	06-Nov-13	11-Dec-19
	OMB / LPAT	Full-Time Vice-Chair	04-Jan-11	03-Jan-21

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Schoen, Neal	LTB	Full-Time Member	18-Apr-19	17-Apr-21
Scott, Jennifer	CFSRB	Full-Time Associate Chair	22-Feb-17	31-Dec-19
	CRB	Full-Time Associate Chair	22-Feb-17	31-Dec-19
	OSETen	Part-Time Associate Chair	05-Apr-17	31-Dec-19
	OSETfr	Part-Time Associate Chair	05-Apr-17	31-Dec-19
	HRT0	Full-Time Vice-Chair	12-Sep-12	11-Sep-22
Sewrattan, Chris	OPB	Part-Time Member	14-Jun-17	13-Jun-19
Shapiro, Jeffrey+	HRT0	Part-Time Vice-Chair	21-Nov-19	28-Nov-22
	LAT	Full-Time Vice-Chair	29-Nov-17	28-Nov-22
Sharda, Rajneesh	LAT	Part-Time Member	28-Feb-18	27-Feb-20
Sharma, Rakesh	LAT	Full-Time Member	16-Jan-17	15-Jan-22
Shaw, Sherene	ARB	Part-Time Member	27-Mar-18	26-Mar-20
Sills, Mary-Anne*	OMB / LPAT*	Full-Time Member	03-Jul-07	24-Oct-20
Skanes, Tyrone	ARB	Part-Time Member	26-Sep-10	28-Sep-20
Solomon, Anna*	LTB	Full-Time Vice-Chair	31-Jan-20	30-Jan-22
	LTB*	Full-Time Member	1-Jan-20	31-Dec-22
	LTB*	Full-Time Member	25-May-16	31-Dec-19
Smith, Laurie	CRB	Part-Time Vice-Chair	14-Jun-17	13-Jun-19
Smuczek, Joseph	LAT	Part-Time Professional Member	08-Feb-18	07-Feb-20
Spearn, Greg	LPAT	Part-Time Member	18-Mar-20	17-Mar-22
Spekkens, John*	CFSRB	Part-Time Member	29-Nov-10	28-Nov-20
	CRB	Part-Time Member	29-Nov-10	28-Nov-20
Spence, Evelyn	LAT	Part-Time Member	05-Oct-16	21-Oct-21

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Spraggett, Mark	ARB	Part-Time Member	22-Oct-14	21-Oct-19
Stabile, Vincent	ARB	Part-Time Member	29-Sep-10	28-Sep-20
Steinberg, Robert	ARB	Part-Time Member	14-Nov-12	13-Nov-22
	BON	Part-Time Member	04-May-11	03-May-21
Stevens, Lisa M.	LTB	Full-Time Member	16-Nov-09	15-Nov-19
Stringer, Carly	ARB	Part-Time Member	27-Mar-18	26-Mar-23
Sullivan, Dawn Elliott	LTB	Full-Time Member	18-Jan-18	17-Jan-22
Swinkin, Gerald	OMB / LPAT	Part-Time Member	24-Aug-16	11-Sep-21
Tamburro, Anthony	HRT0	Full-Time Member	12-Dec-19	11-Dec-21
Tassou, Maria	CICB	Full-Time Associate Chair	20-Apr-16	31-Dec-19
Taylor, Blair S.	OMB / LPAT	Full-Time Member	17-Oct-12	16-Oct-22
Theoharis, Jeanie*+	ACRB	Part-Time Member	31-Aug-17	30-Aug-21
	FSC	Part-Time Member	31-Aug-17	30-Aug-21
	HRT0	Part-Time Vice-Chair	19-Dec-19	30-Aug-21
	HRT0*	Part-Time Member	21-Mar-19	31-Dec-19
	LAT	Full-Time Vice-Chair	31-Aug-17	30-Aug-21
	LTB	Part-Time Vice-Chair	9-Jan-20	30-Aug-21
	OCPC	Part-Time Vice-Chair	31-Aug-17	30-Aug-21
	OPB	Part-Time Member	31-Aug-17	30-Aug-19
Thériault, Eve	OPB	Part-Time member	31-Jan-20	30-Jan-22
Thorne, Darren	HRT0	Full-Time Vice-Chair	25-Apr-18	24-Apr-20
Tinglin, Winston*	OCPC*	Part-Time Member	22-Oct-14	21-Oct-19
Tousaw, Scott	OMB / LPAT	Full-Time Member	31-May-17	30-May-21

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Trojek, Heather*+	HRTO	Part-Time Vice-Chair	14-Feb-20	7-Feb-23
	HRTO*	Part-Time Member	21-Mar-19	07-Feb-20
	LAT	Full-Time Vice-Chair	08-Feb-16	07-Feb-23
Tucci, Carmine	LPAT	Full-Time Member	17-Jan-20	16-Jan-22
Tuckey, Bryan	LPAT	Part-Time Member	12-Dec-19	11-Dec-21
Usprich, M. Elizabeth	LTB	Full-Time Vice-Chair	12-Aug-15	11-Aug-20
Valiante, Marcia	OMB / LPAT	Part-Time Member	23-Jul-16	22-Jul-19
Van Delft, Jonelle	ERT	Full-Time Vice-Chair	09-May-07	30-May-19
	CRB	Part-Time Member	21-Mar-19	31-Dec-19
VanderBent, Dirk	ARB	Full-Time Vice-Chair	18-Sep-16	21-Oct-21
Victor, Marisa+	BON	Part-Time Vice-Chair	12-Dec-18	21-Oct-21
	OCPC	Part-Time Vice-Chair	18-May-17	17-May-19
Vincent, Sharyn*	OMB / LPAT	Full-Time Vice-Chair	21-Feb-20	26-Feb-22
Wade, Diane	OMB / LPAT*	Full-Time Member	27-Jun-16	26-Feb-22
Wallace, Karen	ACRB	Part-Time Member	05-Oct-16	30-Oct-21
Wallace, Bradley	LAT	Part-Time Member	05-Oct-16	21-Oct-21
Walsh, Helen*	HRTO*	Part-Time Member	15-Feb-17	14-Feb-19
Watson, Sylvia Nancy	LTB	Full-Time Member	08-Jun-09	07-Jun-19
Watt, Robert	LAT	Part-Time Member	11-Jan-17	10-Jan-22
Weagant, Dan	ARB	Full-Time Member	28-Nov-16	11-Dec-21
Webster, Jennifer*	HRTO*	Part-Time Member	15-Feb-17	14-Feb-19
Weinberg, Erica	LAT	Part-Time Professional Member	08-Feb-18	07-Feb-23
White, Eleanor	LAT	Full-Time Vice-Chair	08-Feb-16	07-Feb-21

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Whitmore, Dale	LTB	Full-Time Member	13-Jul-16	31-Dec-22
Whittick, Shelby	LTB	Full-Time Member	25-May-16	31-Dec-22
Wilkins, Hugh*	ERT	Full-Time Member	02-Apr-14	31-Dec-19
	OMB / LPAT	Part-Time Member	02-Mar-16	23-Apr-22
	CRB*	Part-Time Member	21-Mar-19	31-Dec-19
Wright, Robert	ARB	Part-Time Member	27-Mar-18	26-Mar-20
Young, Brenda*	BON	Part-Time Member	28-Nov-19	11-Dec-21

*Indicates appointees who were no longer with TO as of March 31, 2019, or whose position at TO changed in the 2019-2020 fiscal year.

+Indicates appointees who are cross-appointed to more than one of Tribunals Ontario Divisions.