

## ***United Health Care Workers of Ontario Legal Campaign***

Terms and Conditions Agreement November 5 , 2022

### **Definitions:**

**Society:** United Health Care Workers of Ontario, a registered, Canadian, Not for Profit Corporation.

**Legal Campaign Members:** Current UHCWO members that have entered into the legal campaign. \*\*not to include all UHCWO members. This is for members that have registered into the United Health Care Workers of Ontario legal campaign.

**Board:** The Board of Directors of the United Health Care Workers of Ontario.

Legal Campaign Membership in the United Health Care Workers of Ontario Legal Campaign is open to all members who:

Fall into one or more of the 4 categories of harm as identified by Sheikh Legal:

- 1) Placed on leave without pay or terminated by their employer.
- 2) Coerced or threatened into taking a vaccine.
- 3) Resigned or took an early retirement due to the vaccine mandate.
- 4) Vaccine injured.
- 5) Have registered into the United Health Care Workers of Ontario Legal Campaign.
- 6) Have either donated \$300 to join the United Health Care Workers of Ontario Legal Campaign and provided their receipt during registration, or, have arranged for an alternate method of payment with the board (due to hardship.)
- 4) Have their ID verified during the video call with a United Health Care Workers of Ontario Welcoming Committee Volunteer.
- 5) Read through and agreed with the (Karmic Retainer) and this Terms and Conditions document.

### **Member Responsibilities**

We are a society wholly run by volunteers from a variety of backgrounds. Volunteers are our greatest asset, and we commit to maintaining a respectful and accessible environment that encourages activism. As a member you are also expected to uphold these basic principles to encourage open communication.

We are committed to operating the Society with honesty and integrity. Members will not place themselves or the Society in any outside obligations that could affect the decision making of the Society and/or undermine the Society's Vision, Mission, and Value Statements. Members must declare to the Board any real or perceived or potential current or future conflicts of interest.

Our legal actions and any communication will garner public attention and will be held to a higher standard than the general public. Members are not authorized, nor should they speak publicly on behalf of the Society, without the express permission of the Board. The Society has zero tolerance for public comments or social media posts advocating violence, damage to property or the portrayal of United Health Care Workers of Ontario in a negative or unprofessional manner. Any Member found doing so will be expelled from the society.

United Health Care Workers of Ontario Legal Campaign Members will promote our Legal Campaign, and endeavour to crowdfund financial support for legal costs from private and corporate donors.

### **Legal Costs and Structure**

Initial enrolment as a member of the United Health Care Workers of Ontario Legal Campaign will \$300.

- \$50 goes to the society's "Hardship Fund"
- \$250 will be designated to the legal fund. Funds will be transferred to a Trust set up by Sheikh Legal as required.
- If the legal fund drops below \$5,000 , the board will meet to authorize an additional round of Member contributions not to exceed \$300 per Member, per round of contributions.
- Contributions, once executed via credit card, e-transfer, or cashed cheque, are non-refundable.

### **Legal Strategy**

United Health Care Workers of Ontario has retained lawyer Umar Sheikh to represent the Society in this campaign. The Society will ensure members are signed up and will upload their contact information and facilitate evidence collection for Mr. Sheikh. The Society and its Members agree to allow Mr. Sheikh to file the claims as he sees fit, which may represent the group as a whole or as a smaller group of members. It may not be possible to receive individual advice. United Health Care Workers of Ontario will advise members of filing in advance during a zoom call or by email.

### **Communication**

### **Information Collection**

It is necessary for the Society to verify Member's identity when signing up for the Legal Campaign. This will take place on a video call with a potential Member where one of the Society's Volunteers will visually verify ID. The Society does not keep any ID on record. Sheikh Legal may request a copy of your ID later. Participation in the video call to confirm your identity is implied consent given to our volunteers viewing this information.

We will store your name, address, phone number, email address, where you work(ed), and if unionized, your union and local. This is necessary for us to be able to contact you with updates and alerts. This will be stored on our website and will not be accessible to the public. We will not share your information with anyone other than Sheikh Legal, without your written consent.

### **Confidentiality**

Information shared within meetings, messages, or conversations between Members must be regarded as internal information and will not be shared beyond our internal communications or non-members without prior authorization of the Board. Unauthorized sharing of internal or privileged information will result in immediate expulsion from the Society.