

FedsForFreedom: Legal Campaign - Liberty Membership

Terms and Conditions Agreement (TCA)

Original: September 1, 2022

Updated: September 10, 2023

Definitions

'Organization': FedsForFreedom, as registered under the Canada Not-for-profit Corporations Act.

'Liberty Members': Those participating in the FedsForFreedom Legal Campaign and who meet the requirements of 'Liberty Membership', outlined in this TCA.

'Board': FedsForFreedom Board of Directors.

Liberty Membership

Liberty Membership in the FedsForFreedom Legal Campaign are those who meet the following parameters:

- You are/were a Federal Public Servant employed with a crown corporation, core-department or agency
- You are/were governed by a collective agreement and represented by a Union
- You are unvaccinated or unwilling to disclose your private medical information
- After the date the policy was enacted (October 6), you suffered 1 or more of the following harms:
 - were terminated;
 - attested and were denied an accommodation;
 - were placed on unpaid leave and have not yet returned to work;
 - were placed on unpaid leave and returned to work when the mandate was suspended, on or after June 20, 2022;
 - retired early, or
 - sought sick leave because of the mandates
- Have agreed with and are adhering to this TCA;
- Have paid the enrolment fee and any subsequently authorized fees, as outlined in 'Legal Costs and Structure' in this TCA;
- Have completed online registration through Raklet; and
- Have completed the Liberty Membership - Evidence Submission Survey.

Benefits

- Access to social media groups
- Access to monthly membership meetings
- Access to general & legal email updates
- Access to general website resources
- Access to the Liberty Hardship Fund
- Access to General & Liberty Membership - legal campaign Raklet announcement boards
- Members who joined from September 1st 2022 – May 31st, 2023: A review of your evidence to build legal campaign against employer and union
- Members who joined after May 31st 2023: Qualify to participate in the class action lawsuit against employer

Legal Costs and Structure

Members who joined from September 1st 2022 – May 31st 2023: Initial enrolment as a Liberty Member in the FedsForFreedom Legal Campaign will be \$300. Members who joined after May 31st 2023: Initial enrolment as a Liberty Member in the FedsForFreedom Legal Campaign will be \$600. Ten percent of enrolment will be sectored into a Hardship Fund to assist Members in need. These funds will be allocated by the Board, based on needs presented by the executive committee.

All remaining proceeds from group enrolment will be sectored into a separate Legal Fund. FedForFreedom and Members will promote our Legal Campaign, endeavoring to crowdfund financial support for legal costs from private and corporate donors. If the Legal Fund at any time drops below \$5000, the Board will meet to authorize additional methods of raising funds, including requesting additional rounds of voluntary Membership donations, not to exceed \$300 per Member, per round of contributions. Contributions, once executed via e-transfer or cashed cheque, are non-refundable.

Confidentiality

Information shared or exchanged within the FedsForFreedom Legal Campaign may be private or sensitive and should be regarded as internal only. Information or documentation shall not be shared beyond Members.

Communication

The Organization will keep Members apprised of all significant developments with a minimum of a monthly written or video updates, sent directly to each Member at their email address provided on registration. Monthly webinars will also be held to ensure as many outstanding questions are answered as possible. Members are not to reach out to the Lawyer directly, however if they have specific questions send them to contact@fedsforfreedom.ca or Direct Message Stacey Payne in Raklet.

Members are not authorized, nor should they speak publicly on behalf of FedsForFreedom, without the express approval of the Organization's executive.

Our legal actions and any communication will garner public attention and we will be held to a higher standard than the general public. FedsForFreedom has zero tolerance for public comments or social media posts calling for or supporting violence against any person or group, or damage to property. In any instance where it could be construed that a Member has done so, the situation will be referred to the Board, who will vote on forfeiture of their right of membership in the Legal Campaign.

Legal Documentation

Strategy will be devised based on the submission of Members' evidence regarding company and union actions and interactions. Legal claims identified as meritorious will be filed on behalf of the Members and managed by the management and executive team. Claims may be filed on behalf of a group of Members or the group as a whole, depending on the claim.

For those wanting individual consultation, and individualized advice, matters of privilege and liability will require separate private retainer of Mr. Umar Sheikh, subject to his availability, or private consultation with other outside counsel.

Members' names will be included on legal documents. FedsForFreedom will advise Members in writing (via email) in advance of any filing.