

FedsForFreedom: Legal Campaign - Liberty Membership

Terms and Conditions Agreement (TCA)

Original: September 1, 2022

Updated: September 23, 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:

1. You are/were a Federal Public Servant employed with a core public administration department and fell under the [Policy on COVID-19 Vaccination for the Core Public Administration Including the Royal Canadian Mounted Police](#)
2. You are/were governed by a collective agreement, represented by a Union and pay Union dues
3. You are/were unvaccinated or unwilling to disclose your private medical information
4. On or after the date the policy was enacted in your department, you suffered 1 or more of the following harms;
 - were terminated;
 - attested you were unvaccinated or partially vaccinated, applied for 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 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

- Signing up as a Liberty Member grants you access to the following:
- Social media groups Monthly membership meetings General & legal communications Website resources Liberty Hardship Fund Raklet announcement boards (where important legal updates are shared)
- Members who joined between September 1 2022 – May 31, 2023: Members completed evidence surveys which were reviewed by our legal counsel. These submissions assisted our legal counsel in defining the criteria for our class action and building a robust legal strategy
- Members who joined after May 31, 2023: Qualify to participate in the class action lawsuit against the employer

Legal Costs and Structure

Initial enrolment as a Liberty Member (between September 1 2022 – May 31, 2023) paid \$300 and had legal counsel review their submitted evidence. The submitted evidence guided legal counsel in the development of the most viable legal strategy and case structure Initial members will be required to submit a second payment of \$300 to be included in the class action lawsuit.

Members joining after May 31 2023 will be subject to a \$600 fee ten percent of enrolment will be allocated to our Hardship Fund which exists to assist Members in need. Access to these funds will be assessed by the Board and disseminated at the discretion of the executive committee.

All remaining proceeds from membership enrolment will be placed 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 at any time the Legal Fund 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 communications (written or video) occurring at a minimum of once per month ; these will be sent directly to each Member at the email address provided on registration. Monthly webinars will also be held to ensure as many outstanding questions are answered as possible. Members are not permitted to contact our legal counsel directly; should specific questions arise, they should be sent to contact@fedsforfreedom.ca or via direct message to 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

Legal strategies, including the criteria for our class action, have been devised based on the content of the initial Liberty Members' evidence submissions.

Those seeking individual legal advice, guidance, consultation or representation will require a separate private retainer of Mr. Umar Sheikh or other outside counsel.

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

Upon signing up for Liberty Membership, members will be asked to consent to Representation of Society by Sheikh Law. This gives permission to our legal counsel to review the members' evidence.

Prior to being included in the class action, members will be required to complete a contractual agreement providing their express consent.