

MEMO

Date: October 1, 2024

To: All Shared Health Employees

From: Gerry Gattinger, Interim Chief Human Resources Officer

Re: **NOTICE TO ALL NON CUPE EMPLOYEES REGARDING A POSSIBLE WORK STOPPAGE OR STRIKE OF THE CUPE BARGAINING UNIT**

As you are likely aware, a work stoppage or strike may occur within Shared Health as a result of a strike vote of the Community Support and Facility Support bargaining units. The purpose of this notice is to advise you of your rights and obligations as an employee.

Shared Health intends to maintain its operations to the degree possible through the use of essential services employees and non-striking employees in the event of a strike.

As you are not a member of the striking bargaining unit, you cannot withdraw your services in the event of a strike. You are therefore expected to work during a strike.

If you encounter picketers when entering your place of work, remember that they are legally allowed to communicate information about the strike but cannot impede or otherwise hinder your right to enter. If you experience difficulty in entering your workplace you are asked to call your supervisor as soon as possible who will advise you of how or where to report for work.

You should be aware that certain employees of the striking bargaining unit have been designated as Essential Services Employees. These employees are required to work during the strike under the terms of The Essential Services Act and must not be impeded in doing so.

If you have any questions concerning this notice, please contact your immediate supervisor or your respective Human Resources Department.

Yours truly,



Gerry Gattinger
Interim Chief Human Resources Officer
Shared Health