

May 5, 2006

Claude Lamoureux
President & Chief Executive Officer
Ontario Teachers' Pension Plan
5650 Yonge Street
Toronto, Ontario M2M 4H5

Sent via facsimile and mail

Dear Mr. Lamoureux:

It is hard for me to believe that a chief executive officer could display the poor judgement illustrated by your April 21, 2006 memo to members of OPSEU Local 598. From OECTA's perspective, good corporate governance, for which you are a leading advocate, includes principled decision-making. Your decision to send the memo was anything but.

Where to begin in detailing the memo's objectionable elements?

Your lecturing the members of Local 598 about their individual rights is disrespectful and patronizing. It seems to assume that OPSEU wants to violate the individual rights of members. As you have cited the *Ontario Labour Relations Act* in your memo, let me point out that you risk engaging in unfair labour practices as defined in Section 70 of the Act by interfering in the union's representation of its members. In addition, you risk misleading your employees in your carefully worded statement that they "also have the right to come to work during a strike," by failing to disclose potential consequences of their actions. A recent judicial decision upheld the right of the Public Service Alliance of Canada to discipline members who did not respect a legal picket line. In the present context, your statement amounts to encouragement to strike-break and does not bode well for future harmony at the Ontario Teachers' Pension Plan.

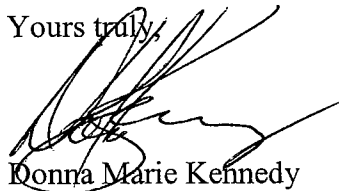
The vast majority of members of the OTPP are current or former union members. The plan invests and manages the funds generated by their premiums, which come from unionized employment. Teachers understand the necessity of collective bargaining and its importance in maintaining fair working conditions. Many of us have undertaken job action. We do not tolerate concession bargaining, nor do we want scabs hired to provide us with service — with our own funds. We respect the decision to strike taken by Local 598. We know they believe a legal strike is the only way they can achieve a fair settlement.

On the other hand, by your memo you betray a dismissive attitude towards collective bargaining. This process may have its flaws, however when undertaken in good faith by all parties it protects employees from the paternalism you have displayed. Your lack of respect for members of Local 598 suggests a similar attitude towards members of the OTPP and does not inspire confidence in your management.

The OTPP's investment principles include reviewing "the impact of social, environmental and labour issues on each company's long-term prospects." While the plan may not have the "legal authority to select or exclude investments based solely on... non-financial criteria," it is safe to assume that a company in turmoil, whose employees suffer from low morale because of their treatment by management, would not represent a desirable investment. How can members of the OTPP be confident in the long-term health of their plan and the services it provides when managers such as you seem unwilling to respect the spirit of the labour law that regulates employee/employer relations in this province?

On behalf of OECTA, I strongly urge you to respect the spirit as well as the letter of the law governing your employees' labour rights. Return to the bargaining table and negotiate a fair settlement with the members of Local 598.

Yours truly,



Donna Marie Kennedy
President

DMK/kkl

cc: Members of OTPPB appointed by OTF: Raymond Koskie, Guy Matte,
Eileen Mercier, Carol Stephenson
Marilyn Rettig, President, OTF
Paul Taillefer, President, AEFO
Emily Noble, President, ETFO
Rhonda Kimberly-Young, President, OSSTF
OECTA Provincial Executive
OTF Governors
Andy Kayser, President, OPSEU Local 598
✓ Leah Casselman, President, OPSEU