

ONTARIO
HOSPITAL
ASSOCIATION

200 FRONT STREET WEST
SUITE 2800
TORONTO, ON, CANADA
M5V 3L1
TEL: (416) 205-1300
<http://www.oha.com>



October 23, 2002

Ms. Moya Beall
Ontario Public Service Employees Union
100 Lesmill Road
Toronto, ON M3B 3P8

Dear Ms. Beall:

We have been made aware of a number of incidents of activity by OPSEU locals in the past week which promote strike action. "Strike Vote" notices were posted at some hospitals by OPSEU Local representatives. OPSEU has since posted the "Strike Vote" notice on its Website which confirms that the activity has been coordinated by OPSEU at a provincial level. As you would be aware, Hospitals have responded by removing the signs and discussing with their OPSEU local representatives the ramifications of such activity. They have discussed the fact that posting of any notices in the Hospital must be approved by Hospital management, and that the collective agreement, the Hospital Labour Disputes Arbitration Act and the Labour Relations Act make any strike action illegal. Further, the Hospitals addressed the potential legal and disciplinary action that may be taken against any employee engaged in this activity or seen to be promoting this activity. In these discussions, some Local representatives have confirmed with the Hospital that they plan illegal activity. Clearly, those representatives are aware of the fact that what they are contemplating is illegal.

While we recognize the Union's right to represent its members, that right does not extend to illegal activity. Due to the serious nature of these recent events, please be advised that hospitals as well as the OHA will take any necessary legal action in response to any employee or Union official engaging in or promoting illegal activities.

A handwritten signature in black ink that reads "Shelagh Quigley".

Shelagh Quigley
Spokesperson
Hospitals' Negotiating Team - OPSEU

cc: Leah Casselman
Catherine Bowman
Hospitals' Negotiating Team - OPSEU

