

# **INFORMATION AND INSTRUCTIONS NOTICE OF LIABILITY TEMPLATES UNITED HEALTH CARE WORKERS OF ONTARIO (UHCWO)**

This is not intended as legal or medical advice.

**PLEASE READ ALL INFORMATION BELOW CAREFULLY**

## **WHO WE ARE**

Health care workers in Ontario have essentially formed a people's union called the United Health Care Workers of Ontario (UHCWO). We already have over 500 people signed up and that number is growing every day - thanks to everyone who is sharing and recruiting!

The UHCWO consists of EACH and EVERY one of you. Thank you for being here and joining the fight for our medical freedoms. We are staff and affiliates in the health sector who stand against the medical mandates being enacted by employers in Ontario. Each employer group represents a division of UHCWO.

## **What is a Notice of Liability?**

A Notice of Liability (NOL) is a letter delivering a powerful message to those advertently or inadvertently causing you harm, and by doing so will result in them being held individually responsible. It puts the employer on notice that you know your rights, you are asserting your rights, and they will be held responsible for violating them. Remaining silent against these violations provides assumed or implied consent. We CANNOT remain silent.

## **Who drafted the notice templates for UHCWO?**

UHCWO has been working directly with Stand Up Canada: <https://standupcanada.solutions/>. Stand Up Canada is a federally registered non-profit Corporation, and its purpose is to educate Canadians to know first and foremost that they have rights and secondly, to know how to use the law to defend their rights and civil liberties.

Stand Up Canada has been working tirelessly to develop the Notice of Liability templates for UHCWO. The notices have been meticulously drafted and reviewed based on expertise and consultation. There are many NOLs circulating in Canada, and some have been very effective in reversing policies. These versions developed by Stand Up Canada were made specifically for workers who have been impacted by Directive 6 and the mandated employer policies.

## Why should I send a NOL?

The NOL is your individual action and notice to your employer. But remember that you are NOT alone. When we work collectively and you send these Notices identifying yourself as part of the UHCWO, we are sending a very clear message to organizations across the province: *we know our rights and we are standing up for them.*

We have the ability and reality right now through this major initiative to reach ALL health care workers in Ontario who want to assert their rights. Imagine the impact this would have if all of us sent a Notice? That will cause WAVES in health care administration.

The letters focus on two areas of God-given and legal rights:

1. Your right to keep your personal health information private.
2. Your right to informed and voluntary consent of medical procedures that cannot be obtained through misrepresentation, force, threat, coercion or fraud. We have a Constitutional right to refuse medical treatment, without justification and without reprisal.

You have a right to make these decisions for yourself and you have a right to refuse to be assaulted by your employer. Stand firm in the knowledge that we all have these rights and we can and must assert them.

## Which template is right for me?

**Please take the time to read these notices very carefully.** We highly encourage everyone to be aware of all the information in the letters and to feel comfortable with all of the content. This is your individual action – this is your stand against your employer. But we are in this together and there will be hundreds or thousands of people in your corner doing the same thing.

The attached NOL's NEED TO BE EDITED TO YOUR ORGANIZATION. This includes:

- Adding the date
- Adding the correct mailing address for the organization
- Including the names and titles of all the recipients of the NOL. These will be the people who wrote, own, sponsored or are otherwise named on the policy mandating COVID-19 vaccination. You may also want to include the organization's President & CEO (or most executive leader) if they are not named in the policy.

Anything highlighted in the NOL needs to be changed to reflect your personal/organization's specific information! Remove the yellow highlighting when you've added the information.

You can choose between the following three main NOL templates:

1. Health care workers who will not disclose their vaccination status and will not submit to medical procedures including testing and vaccination
2. Health care workers who have disclosed their vaccination status but will not submit to medical procedures including testing and vaccination
3. Health care workers who have disclosed their vaccination status and were vaccinated with the first dose but will not submit to further medical procedures including testing and vaccination

Review the Notices and decide what option is right for you. In the templates, it indicates that you may have made certain decisions under duress, coercion and fear. The intent is that these statements should only be used for decisions that you have made for those reasons.

*\*Under extreme trepidation, a fourth option has been included:*

4. Health care workers who will submit to testing but will not consent to vaccination

The guidance that UHCWO has received is that we need to hold the line on our rights and not submit to any medical procedures. However, we recognize that everyone is in a different situation, and it is solely the decision of the individual as to what action you want to take and what you are willing to comply and submit to while the policy still allows it.

We feel compelled to add that **submission to threat of discipline or termination of employment forcing someone to undergo any medical treatment or procedure is not only an egregious exercise of authority but also constitutes assault under the Criminal Code of Canada.** Submitting to testing is an assault on your body.

If you choose to be tested and believe you are doing so out of coercion and fear of reprisal, you can consider sending NOL template 4 to put it on record that you are doing so under extreme duress.

### **How do I send the selected NOL?**

The following are suggestions on how you can send your NOL. The suggested date will be when the policy comes into effect regarding testing (when you are being required to start regular testing in lieu of providing proof of full vaccination).

1. After you have thoroughly and carefully reviewed the electronic document (NOL), add the following:
  - a. Your name
  - b. Your address
  - c. Your telephone number
  - d. Your email address
2. Save the document under a new name: UHCWO-NOL-Your Name (add your own name)
3. Send your email with the NOL on Sept. 7 or the date your policy comes into effect where you work:
  - a. Add the full text of the document to the body of your email (\*do this in case they claim they did not receive the attachment).
  - b. Attach your saved document to the email.
  - c. Add the subject heading: Notice of Liability Re: COVID-19 Vaccination Program
  - d. Add the email addresses for the recipients. (Every person named in the NOL – those involved in the policy and the CEO or otherwise most senior leader)
  - e. Click send!
4. Print the electronic document (NOL) and sign it. Make a copy for your records.
5. Send the printed document (NOL) by registered mail:
  - a. It is important that you also send the NOL by **registered mail**. Registered mail requires a recipient to sign for the letter, showing that it has been received. You can go to your nearest Canada Post to do this. <https://www.canadapost-postescanada.ca/cpc/en/personal/sending/letters-mail/registered-mail.page>

b. Use your organizations mailing address but put the recipients' names on the envelope

e.g.

Hospital Organization Name

C/o: Bob Smith, John Doe, Susan Taylor, Bobby Brown, Dr. Jane Doe and Dr. Seuss (the recipients named in the NOL)

Address

City, ON

Postal Code

Always remember that you are not alone. We have strength in numbers! When we all stand together and push back to safeguard our rights, our employers will take notice. This is collective individual action that we can all take together. Ultimately, it is a personal decision to act, but remember, your individual action is a huge contribution to the overall UHCWO mission!

There is a lot of fear and anxiety. Employers count on us to be uninformed and are using this to push through discriminatory and coercive illegal policies. Let's show them that we know our rights and we will push back. Lean on each other, consult loved ones, pray – do whatever you need to do to stand firm in your convictions and your legal rights. Remember WHY you are doing this. We are reaching a fork in the road and there will be consequences no matter what we do. Stay firm in your own reasons and your own faith. *Remember who and what you are fighting for.*

As a reminder, UHCWO and Stand Up Canada are NOT lawyers or doctors, and are not providing any legal or medical advice. We are lawfully allowed to let everyone know legal information, and knowledge of your legal rights is crucial right now. We are peers sharing information and resources. We cannot predict the outcome of any of these individual actions and are not responsible for any consequences.

Ultimately, your body and the choices you make surrounding it are up to you.