

Please ensure female municipal and regional district employees who work with the RCMP or did so in the past are made aware of the enclosed information. Legal rights may be affected.

Female municipal employees who worked or volunteered with the RCMP may be eligible for compensation under a proposed new settlement

August 14, 2019

Dear Warman:

A class action lawsuit was initiated alleging gender and sexual orientation based harassment and discrimination within the Royal Canadian Mounted Police ("RCMP"). The RCMP has agreed to a settlement of this lawsuit, although the settlement has not yet been approved by the court.

We are in the process of providing notice to potential class members through a number of channels, including through the RCMP, the media and through the employers of potential class members. You are receiving this information because you are a municipality or regional district that has a municipal policing service agreement with the RCMP and, as a result, may have female employees whose legal rights could be affected by the settlement. Compensation under the settlement, if approved, ranges from \$10,000 to \$220,000 for proven claims.

Enclosed are copies of the legal notice in this action. We are asking for your assistance in distributing this notice to any of your employees or former employees who may at any time have worked or volunteered with the RCMP, whether on a temporary, full time or seconded basis.

Please promptly do the following:

- Post physical copies of the notice in common areas;
- Post electronic copies of the notice on electronic platforms, including your intranet, website, blogs and Facebook page as applicable; and
- Email copies of the enclosed notice to all current and former female employees who worked or volunteered with the RCMP, where that information is available. Current employees who have RCMP email addresses should have already received a copy of the notice.

If the settlement is approved, you will be sent a second notice, likely this fall, and you will be asked to distribute it as well.

We appreciate your cooperation with this important matter.

If you have any questions or concerns, please contact Class Counsel at the addresses below.

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Did you experience gender or sexual orientation-based harassment or discrimination while working with the RCMP?

On July 5, 2019 the Federal Court (Canada) certified a class action concerning allegations of gender and sexual orientation-based harassment and discrimination of women working or volunteering with the Royal Canadian Mounted Police ("RCMP"). The settlement provides for six levels of compensation ranging from \$10,000 to \$220,000.

Who is Eligible for the Proposed Settlement?

Women who experienced gender or sexual orientation- based harassment or discrimination while working or volunteering with the RCMP during the Class Period (September 16, 1974 to July 5, 2019).*

***"Primary Class Members"** means current and former living Municipal Employees, Regional District Employees, employees of non-profit organizations, volunteers, Commissionaires, Supernumerary Special Constables, consultants, contractors, public service employees, students, members of integrated policing units and persons from outside agencies and police forces who are female or publicly identify as female and who were supervised or managed by the RCMP or who worked in an RCMP controlled workplace during the Class Period, excluding individuals who are primary class members in *Merlo and Davidson v. Her Majesty the Queen*, Federal Court Action Number T-1685-16 and class members in *Ross, Roy, and Satalic v. Her Majesty the Queen*, Federal Court Action Number T-370-17 or *Association des membres de la police montée du Québec inc., Gaétan Delisle, Dupuis, Paul, Lachance, Marc v. HMTQ*, Quebec Superior Court Number 500-06-000820-163.

The Approval Hearing and Your Rights

A motion to approve the settlement is scheduled to be heard on October 17, 2019 at 9:30 am at the Federal Court, Vancouver, BC at 701 West Georgia Street. You may object to the proposed settlement by October 1, 2019. You may opt-out of the proposed settlement by September 13, 2019.

For detailed information on how you can participate in the hearing, object to the settlement or opt out of the settlement, visit rcmpsettlement.ca or contact Class Counsel at the below email addresses.

More Information?

For complete details on the proposed settlement, the fees being sought by counsel, opting out and objecting to the settlement, visit rcmpsettlement.ca or contact Class Counsel:

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