

# **Free to Fly Canada: Aviation Legal Campaign Terms and Conditions Agreement (TCA)**

**July 22, 2022**

## **Definitions**

‘Organization’: Free to Fly Canada, as registered under the Canada Not-for-profit Corporations Act.

‘Members’: Those participating in the Free to Fly Aviation Legal Campaign and who meet the requirements of ‘Membership’, outlined in this TCA.

‘Board’: Free to Fly Canada Board of Directors.

## **Membership**

Membership in the Free to Fly Aviation Legal Campaign are those who:

1. Are employed or were employed within the aviation sector, that sector being defined as any business directly involved in the facilitation of air travel.
2. Have agreed with and are adhering to this TCA;
3. Have paid the enrolment fee and any subsequently authorized fees, as outlined in ‘Legal Costs and Structure’ in this TCA;
4. Have completed online registration.

## **Legal Costs and Structure**

Initial enrolment as a Member in the Free to Fly Aviation Legal Campaign will be \$300. Ten percent of enrolment will be sectoried into a Hardship Fund to assist Members in need. These funds will be allocated by the Board, based on needs presented by the management team.

All remaining proceeds from group enrolment will be sectoried into a separate Legal Fund. Free to Fly Canada and Members will promote our Legal Campaign, endeavouring to crowdfund financial support for legal costs from private and corporate donors. If the Legal Fund at any time drops below \$5000, the Board will meet to authorize an additional round of Member contributions, not to exceed \$300 per Member, per round of contributions. Contributions, once executed via e-transfer or cashed cheque, are non-refundable.

## **Confidentiality**

Information shared or exchanged within the Free to Fly Legal Campaign may be private or sensitive and should be regarded as internal only. Information or documentation shall not be shared beyond Members.

## **Communication**

The Organization will keep Members apprised of all significant developments with a minimum of bi-weekly written or video updates, sent directly to each Member at their email address provided on registration. Monthly webinars will also be held to ensure as many outstanding questions are answered as possible.

Members are not authorized, nor should they speak publicly on behalf of Free to Fly Canada, without the express approval of the Organization's executive.

Our legal actions and any communication will garner public attention and we will be held to a higher standard than the general public. Free to Fly Canada has zero tolerance for public comments or social media posts calling for or supporting violence against any person or group, or damage to property. In any instance where it could be construed that a Member has done so, the situation will be referred to the Board, who will vote on forfeiture of their right of membership in the Legal Campaign.

## **Legal Documentation**

Strategy will be devised based on the submission of Members' evidence regarding company and union actions and interactions. Legal claims identified as meritorious will be filed on behalf of the Members and managed by the management and executive team. Claims may be filed on behalf of a group of Members or the group as a whole, depending on the claim.

For those wanting individual consultation, and individualized advice, matters of privilege and liability will require separate private retainer of Mr. Umar Sheikh, subject to his availability, or private consultation with other outside counsel.

Members' names will be included on legal documents. Free to Fly Canada will advise Members in writing (via email) in advance of any filing.