



*******IMPORTANT NOTICE*******

To: CUPE Health Care Locals and Members

Date: June 30, 2006

Re: JJE overpayments

It is apparent that employers are beginning the process of corresponding and meeting with employees concerning the repayment of JJE overpayments. Such meetings with Employees should **not** occur without a Union Representative present.

We strongly urge all locals and members not to sign any proposed memorandum of agreements concerning a repayment plan until we have had the opportunity to negotiate the repayment process.

There remain many unanswered questions surrounding these repayment plans. We want to ensure our members fully understand all ramifications before any repayment plans are finalized.

Gordon Campbell
President Health Care Council