



Communications, Energy and Paperworkers Union of Canada

Local 87-M Southern Ontario Newsmedia Guild

August 23rd 2010

Mr. Ka Ming Lui, CEO
North America Newspapers Operation
Ming Pao Newspapers (North America)
1355 Huntingwood Drive
Scarborough, Ontario
M1S 3J1

Dear Mr. Lui,

Please be advised that an open committee of Toronto Ming Pao employees has authorized CEP to inform you they have begun a legal campaign to organize their co-workers into a union. They are:

Paul Lee, Yung Chang Lin, Raymond Shiu and Simon Sung.

I suggest you retain your own legal counsel to ensure you are familiar with the labour laws regulating union organizing and company behaviour during union campaigns. However here are some of the important laws that must be observed:

1. No Ming Pao employee may be fired, punished, intimidated or frightened by the company or its agents in any fashion for signing a union card, supporting the union, discussing the union, or even campaigning among their fellow employees for the union. This would be illegal and met by the severest of legal penalties imposed by the Ontario Labour Relations Board.
2. The company may not manipulate any term or condition of employment, including salary, commissions, hours of work, schedules, advertising accounts etc. during the campaigning period. "Manipulate" includes lowering pay or benefits, delaying a scheduled promotion or pay increase, or promising a future reward for deciding against unionization. In particular, the salary increase announced on June 14th must proceed on schedule, in the amounts that were planned prior to the union campaign. Any deviation from the law in this respect would be illegal and met with legal penalties imposed by the Labour Board.
- 3 The company may not imply directly or indirectly that unionization will result in financial consequences for Ming Pao that would jeopardize the business and/or threaten employment security. I note that in your 2005 memoranda in response to the last union campaign at Ming Pao, you implied this would be the case. Again, the legal penalties for such statements, even implied, are clear.



Finally, please be advised that Ontario law guarantees employees the right to discuss the merits of unionization and to distribute union literature on company premises on their own time, and also during working time to the extent communication of any other issue of personal interest has been permitted in the past. Any effort to restrict freedom of speech will be met with swift legal action by the union.

Should you wish to discuss union campaigning and the company's response, please contact me at 416-461-2461 ext 7.

Sincerely,

A handwritten signature in black ink, appearing to read "B. Honywill". The signature is fluid and cursive, with a large initial "B" and a long, sweeping tail.

Brad Honywill
President
CEP Local 87-M
Southern Ontario Newsmedia Guild