



February 18, 2021

Dr. Kevin Smith, CEO
University Health Network

Re: Ending the exploitation of staff working at the UHN's Hillcrest site

Dear Dr. Smith,

I appreciate that the University Health Network (UHN) is a large and complex organization and that aspects of the details of some of its operations may be obscure for you. I write to make you aware of the fact that the staff who work at the UHN - Hillcrest site are being very badly paid and denied the same working conditions that you make available to UHN staff (like benefits and a pension) although Hillcrest is essentially a reactivation hospital site overseen by UHN and takes its patients directly from your other hospital locations.

The workers at the Hillcrest site are predominantly women (many of whom are racialized), and are paid between \$16.50 and \$16.83 an hour to do work which the UHN pays its own staff much more. Only if they are full-time do they receive 3 sick days a year. No hospital workers in Toronto are paid so little to do hospital work. This treatment is exploitative. With the COVID-19 pandemic, the public recognises the value of PSWs, nurses and all health care workers now more than ever. They will not be pleased to see such practices at one of Canada's leading hospitals.

In the spirit of the immense amount of good will which the people of Toronto have so frequently expressed about and to their front-line health care workers, we urge you to make the staff at Hillcrest direct employees of the University Health Network.

CUPE plans to hold a series of events to draw attention to the situation of these workers. We have no interest in causing UHN embarrassment or discomfort and would welcome discussions with you to bring these workers into the direct employ of the UHN.

Thank you for your consideration of this request,

Yours sincerely,

A handwritten signature in black ink, appearing to read "M. Hurley", is written over a light blue horizontal line.

Michael Hurley
President