

## LEGAL NOTICE

**Were you a paramedic for Spectrum Event Medical Services (SEMS)  
between May 30, 2014 and October 30, 2020?**

**The Court has approved a settlement reached on behalf of a group of  
Spectrum Paramedics. Please read this notice carefully.**

Dear Spectrum Paramedic,

### ***Notice of Spectrum Event Medical Services Class Action Settlement***

The Ontario Superior Court recently approved a settlement in a class action against Spectrum Event Medical Services (SEMS).

You are receiving this notice because we believe you might be entitled to a payment under the settlement. Please read this notice carefully for details. This notice also describes how to opt out of the settlement, should you wish to do so.

The Ontario Superior Court authorized this notice. This is not a solicitation from a lawyer.

### ***What Is the Class Action about?***

A former Spectrum paramedic, Shane Hale (the "**Representative Plaintiff**"), sued Spectrum on behalf of Spectrum Paramedics. Monkhouse Law represents Hale and the Class in this lawsuit. This class action lawsuit claimed:

- Spectrum misclassified its paramedics as "independent contractors" when they were in fact "employees"; and
- As a result, Spectrum did not compensate these paramedics for overtime, public holiday pay, and vacation pay.

SEMS has denied all of these allegations.

After extensive settlement discussions, Hale and SEMS have reached a proposed settlement that provides compensation to eligible paramedics. The Ontario Superior Court has approved this agreement.

The settlement of this action does not constitute an admission of liability on behalf of SEMS.

### ***Am I Eligible?***

All Class Members are eligible for a payment.

A person is a Class Member if they worked as an Emergency First Responder, Primary Care Paramedic, Advanced Care Paramedic, and any other individuals who provided event paramedical services to SEMS on an independent contractor basis during the class period.

Estates of Class Members may be eligible. A claim must be filed by the Estate Executor, or, if the Estate has been wound up, an immediate family member of a deceased Class Member.

All Class Members (except those who validly "opt out" of the Settlement) will be bound by the terms of the Settlement and will be covered by the releases in the Settlement. As a result, they will not have the right to sue SEMS for misclassifying them as independent contractors and/or for failing to pay them overtime and any other related claims, from 2000 to October 30, 2020.

### ***What Does the Settlement Provide?***

The settlement provides that:

- a) Class Members who submit a claim form and indicate they were a paramedic on an independent contractor basis for SEMS from May 30, 2014 to October 30, 2020, are eligible for compensation;
- b) Class Members who worked as an independent contractor for a company which was acquired by SEMS or for which SEMS acquired the event contracts in 2014 or 2015 are eligible for additional compensation.
- c) Monkhouse Law will review records provided by SEMS to substantiate each paramedic's claim and determine, in consultation with SEMS, the amount of your payment. The amount of each payment will depend on the number of paramedics that apply for compensation.

Full details of the settlement are available in the formal settlement agreement found at: <https://www.monkhouselaw.com/spectrum-event-medical-class-action/>.

### ***How Much Money Will I Get?***

The Court approved a total payment of \$500,000, all inclusive. From these amounts, \$200,000 will be paid to Monkhouse Law for legal fees, HST and disbursements. You do not need to pay Monkhouse Law any money, nor will any counsel fees be deducted from the amount that you receive.

The amount each Class Member will receive will depend on a number of factors. These factors include:

- (1) The number of Class Members that apply for payment;
- (2) The amount of work you did for SEMS as an independent contractor and at what rate;
- (3) Whether work you performed for SEMS was before or after January 1, 2018; and
- (4) Whether you worked as an independent contractor for one of the companies which SEMS acquired or for which SEMS acquired the event contracts in 2014 and 2015.

The monies are being distributed as follows in relation to work performed from January 1, 2018 to October 30, 2020:

- (1) Every paramedic will be assigned a value of 4% of amounts invoiced for vacation pay;
- (2) Every paramedic will be assigned a value of 4% of amounts invoiced for holiday pay;
- (3) Every paramedic will be assigned a value of 50% of their hourly rate for hours worked above 44 in a given week.

The monies are being distributed as follows in relation to work performed from the establishment of SEMS to December 31, 2017:

- (1) Every paramedic will be assigned a value of 2% of amounts invoiced for vacation pay;
- (2) Every paramedic will be assigned a value of 2% of amounts invoiced for holiday pay;
- (3) Every paramedic will be assigned a value of 25% of their hourly rate for hours worked above 44 in a given week.

All of these figures are **starting points**: the amount you will actually paid will be more or less than these numbers depending on the number of Class Members who apply and what their work performed for Spectrum was like.

Anyone who can show proof of working for Ontario Patient Transfer, Event Medical Staffing, Parkview Emergency Medical Serviced Limited and Community Patient Transfer Group as an independent contractor in an event paramedic capacity prior to their acquisition by SEMS will receive a payment targeted at \$1,000 per person. This amount will go down depending on how many people apply for payment. It will be derived from a separate fund than the work done for SEMS directly.

Importantly, the entirety of the settlement is for a fixed amount, meaning that SEMS and Monkhouse Law do not “save” money by denying claims.

If you want to see the formulae being applied in detail, you will have to read the formal settlement agreement found at <https://www.monkouselaw.com/spectrum-event-medical-class-action/>.

You should know that tax withholdings will **not** be made on these amounts. Class Members who receive any monies paid pursuant to contracts for services continue to be responsible for making any necessary remittances to the Canada Revenue Agency.

### ***How Do I Get This Money?***

You must complete a Claim Form and send it, **by January 1, 2022**, to Monkhouse Law at:

Spectrum EMS Class Action  
c/o Monkhouse Law, 220 Bay Street,  
Suite 900,  
Toronto, Ontario, M5J 2W4  
Email: [SpectrumEMSClassAction@monkouselaw.com](mailto:SpectrumEMSClassAction@monkouselaw.com)  
Fax: 888-501-7235

A copy of the Claim Form is available at <https://www.monkouselaw.com/spectrum-event-medical-class-action/> and is included with this notice too.

If you choose to opt out of the class action, you are not eligible for any compensation under this settlement.

### ***What If I Do Not Want to Be Bound by the Settlement?***

If you do not want to be bound by the settlement, you must opt out of the class action by **December 1, 2021**. If you opt out, you will not be entitled to any compensation under the class action settlement.

If you want to commence your own lawsuit, you must opt out.

If you opt out, you must abide by any applicable limitation periods. We strongly recommend you consult a lawyer before making the decision to opt out.

To opt out of the settlement, you must submit an Opt-Out Form to the Class Counsel. A copy of the Opt-Out Form is available at <https://www.monkouselaw.com/spectrum-event-medical-class-action/>.

***Want More Information?***

Visit, call, or email Class Counsel at:

Website: [www.monkouselaw.com](http://www.monkouselaw.com)

Email: [SpectrumEMSClassAction@monkouselaw.com](mailto:SpectrumEMSClassAction@monkouselaw.com)

Telephone: 416-907-9249

***Do You Know Anyone Who May Be Part of the Spectrum EMS Class Action?***

Please share this information with them.