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Dear Mr. Hanson and all Standing Committee on Resource Stewardship Members,

As President of the Calgary & District Labour Council, I have been asked for my input on the *Public Sector Compensation Transparency Act*, and I have nothing to offer.

The government, through this committee, appears to be following the advice of Dr. Mackinnon and Dr. Mintz when they wrote in *Putting the Alberta Budget on a new Trajectory*,

Canadian governments can establish and impose salary settlements on unionized employees, but they have to show respect for the collective bargaining process. Legislation recently introduced in Manitoba outlines the process. The legislation explains the need for restraint: public sector compensation must “reflect the fiscal situation of the province, [be] consistent with the principles of responsible fiscal management, and protect the sustainability of public services” (SCR, 2015b, 1). The legislation also commits to respecting collective bargaining. Then, it establishes a framework that specifies the public sector salary levels for each year over the next four years. The legislative mandate applies to all provincial employees, including employees of government and government agencies, health organizations, school districts and post-secondary institutions....

If Alberta were to follow this process, then, the government would have to consult with the unions about the fiscal situation, pass legislation establishing a bargaining mandate and continue to bargain collectively. In establishing the appropriate mandate, factors that should be considered include: the high level of Alberta public sector salaries, the dramatic drop in government revenue and the fact that since 2015 thousands of Albertans in the private sector have lost their jobs or had their compensation reduced. A reasonable mandate might be: minus two per cent in year 1, zero in year 2 and zero in year 3¹.

I view the request for input as part of the process outlined by Dr. Mackinnon. Should the CDLC give suggestions, we would be participating in this sham of a process. I would also point out that the advice given by Dr. Mackinnon and Dr. Mintz breaches the Charter of Rights and Freedoms. Legislating an outcome to negotiations is not even close to bargaining in good faith.

The government has engaged Dr. Mackinnon to produce a report for political cover. Her scope was narrow, not being allowed to look at the revenue side of the ledger. While not identical to her previous report, it certainly rhymes. In her report to the government she made a recommendation relevant to the work of the committee: **Recommendation 12:** *Establish a legislative mandate that sets salary levels for all public sector employees, including fees and other compensation for insured medical and health services and all third parties, and applies to all negotiations and arbitration. In the event of a strike, the mandate would form the basis for back-to-work legislation.*

Again, why would we participate in a process where the outcome has been predetermined?

The government is already drafting a Pension Bill. Further, the government has already breached the Charter of Rights and Freedoms with Bill 9, having no consultation with unions, violating the Supreme Court precedent.

I have no suggestions for this committee, nor am I interested in participating in this farce. The United Conservative Party members are bad faith actors.

I do have a suggestion for the members of the United Conservative Party - Resign; you and this process are a disgrace.

Regards,

Alexander Shevalier, President
 Calgary & District Labour Council