

From: [Nicola De Zanche](#)
To: [ResourceStewardship Committee](#)
Subject: REPEAL Public Sector Compensation Transparency Act
Date: Thursday, September 12, 2019 11:01:56 PM

Dear Standing Committee on Resource Stewardship,

Given the review of the sunshine list that is being undertaken I wish to explain why I believe this law should be REPEALED entirely, immediately.

1. It blatantly and unjustifiably breaches the privacy of a group of hard-working professionals who have committed no fraud or offense, yet is designed to shame them by implying their compensation is not deserved. The same information could be published anonymously to achieve the same goals.

2. Employees whose salaries happen to come from two or more public sources below the threshold are unfairly shielded from disclosure requirements.

3. Aggregate data actually provides more actionable information; publishing individual salaries serves only the petty political purpose of outing individuals, deflecting from the real problem of how provincial resources are managed at the higher levels.

4. Disclosing such financial information puts the employee and his/her family members at serious risk of personal harm. Indeed, in many vacation destinations outside of Canada and the USA (e.g., Mexico, Jamaica, Brazil, Turkey, India, plus numerous African countries) kidnap for ransom is a common crime and this law readily provides the perpetrators all the information needed to select a target and set a fair price for the ransom (see <https://www.garda.com/kidnap-and-piracy-threat-forecast-map-2019>).

5. Similarly, access to this information gives businesses an unfair advantage when the employee is negotiating a large purchase such as vehicle, hiring contractors, etc.

6. Sunshine lists also give employees (current and prospective) all the information they need to negotiate better salaries, which achieves the opposite of what is needed to fix the province's finances.

7. Finally, this Act was passed surreptitiously just before Christmas 2016 without giving any of the affected employees the opportunity to voice their opinion.

In Alberta we value freedom. Personal financial information must remain a private confidential secret, not broadcasted worldwide.

I trust you will do the right thing and repeal this awful legislation.

Sincerely,

Nicola De Zanche
Edmonton