

Dear Mr. Rowsell, MLA and members of the Standing Committee on Resource Stewardship,

Please accept this submission of the Calgary and District Labour Council.

We have concerns about the effectiveness of the legislation.

First, we decided to examine whether the legislation was reflected in the policies of the institutions.

We looked at Alberta's post-secondary institutions; the following organizations did not appear to have a policy that we could examine:

Burnham University
Makami College
St. Mary's University
University of Lethbridge

That is not to suggest they don't have a policy, but it was not publicly available. It appears that some post-secondary institutions don't have a whistleblower policy.

We next looked at charter schools and the following charter schools did not have any publicly available evidence that they have a whistleblower policy.

Almadina Language Charter Academy
Aurora Schools
Gwynne Valley Charter School
Calgary Girls Charter School
Connect Charter School

That is not to suggest they don't have a policy, but it was not publicly available.

We next looked at public, catholic and francophone schools, and the following school boards did not have any publicly available evidence that they have a whistleblower policy.

Fort Vermillion School Division
Lloydminster Public School Division
Northland School Division
Red Deer Public School Division
Lloydminster Catholic School Division
Conseil Scholaire Centre Est

That is not to suggest they don't have a policy, but it was not publicly available.

We next looked at accredited private schools that receive public funding and the following schools did not have any publicly available evidence they had a whistleblower policy.

Chinook Winds Adventist Academy
 Coralwood Adventist Academy
 Edmonton Talmud Torah
 Mamawi Atosketan Native School
 Parkview Adventist Academy
 Rundle Academy
 St. John Paul II Catholic School

That is not to suggest they don't have a policy, but it was not publicly available.

We next looked at Agencies, Boards and Commissions and the following organizations did not have any publicly available evidence they have a whistleblower policy.

Alberta Accreditation Committee
 Acute Care Alberta
 Alberta Association of Architects
 The Association of Professional Engineers and Geoscientists
 Alberta Boiler Safety Association
 Alberta College of Combines Laboratory and X-Ray Technologists
 Alberta College of Dental Hygienists
 Alberta College of Medical Diagnostic and Therapeutic Technologists
 Alberta College of Optometrists
 Alberta College of Paramedics
 Alberta College of Pharmacy
 Alberta College of Social Workers
 Alberta College of Speech Language Pathologists and Audiologists
 Alberta Conservation Association
 Alberta Elevating Devices and Amusement Rides Safety Association
 Alberta Foundation for the Arts
 Alberta Funeral Services Regulatory Board
 Alberta Ecology and Home Economics Association
 Alberta Human Rights Tribunal
 Alberta Institute of Agrologists
 Alberta Insurance Council
 Alberta Investment Management Corporation
 Alberta Labour Relations Board
 Alberta Land Surveyors Association
 Alberta Law Foundation
 Alberta Law Libraries

Alberta Professional Outfitter Society
 Alberta Recycling Management Authority
 Alberta Social Housing Corporation
 Alberta Society of Professional Biologists
 Alberta Veterinary Medical Association
 Assisted Living Alberta
 Association of Alberta Forest Management Professionals Council
 Attendance Board
 Automobile Insurance Rate Board
 Banff Centre for Arts and Creativity
 Campus Quality Assurance Council
 Cancer Care Provincial Health Corporation
 Certification Appeal Board
 Citizens Appeal Panel
 Emissions Reduction Alberta
 College of Alberta Dental Assistants
 College of Alberta Denturists
 College of Alberta Psychologists
 College of Alberta Superintendents
 College of Chiropractors of Alberta

This is where we stopped. We have noted that many of the organizations noted do not appear to have a whistleblower policy. Work needs to be done to ensure that Agencies, Boards and Commissions, along with many other institutions, need to enshrine whistleblower protections in policy and make workers aware of their rights.

We will also note that Municipalities are excluded from this legislation. We think that municipalities should be included in whistleblower legislation.

We have no way of evaluating the effectiveness of this legislation or its processes. We could only find two cases where the facts of a case have been made public.

Neither in Campbell v Alberta (Public Interest Commissioner), 2024 ABKB 372 nor in Campbell v Alberta (Public Interest Commissioner), 2024 ABKB 269 reflect well on the office of the Public Interest Commissioner.

We can't evaluate the effectiveness of the office when there are no details beyond very brief case summaries.

Contrast this with the Occupational Health and Safety Act. We have similar legislation in that workers cannot be fired or disciplined for refusing unsafe work. There are decisions where we can evaluate and advocate for changes to the law. We cannot do it with the Whistleblower Protection Act.

Anonymized decisions can be and should be provided to the public.

To sum up:

1. Expand the legislation to include municipalities.
2. Ensure all organizations have the appropriate policies and worker education.
3. Ensure that decisions are made public.

Thank you for your time and consideration in this matter.

Yours Truly,

Alexander Shevalier, President
Calgary and District Labour Council