

Gordon D Hebb - Bill No. 84 (Dalhousie gobbles up NSAC)

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Subject: Bill No. 84 (Dalhousie gobbles up NSAC)
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Yesterday I observed a good example of shoddy legislation put forward and fast tracked to avoid any public witnesses. Now I've learned it is being sent to Law Amendments without allowing the good people of Nova Scotia or the good people of the Nova Scotia Agricultural College time to even grasp what is being attempted.

This legislation while allowing the designated employees to maintain participation in the Public Service Superannuation Plan (PSSP) it has completely disregarded an earlier promise made to them by members of the current legislature. We had recently been told our Public Service Award (PSA) continues to apply under the current collective agreements. Government and Dalhousie have further agreed that should collective agreements change, existing employees who retire from Dalhousie and meet the PSA eligibility criteria will be entitled to a PSA based on their years of service up to the date of the collective agreement changes. **That peice is now missing.**

There has been several statutes over the last twenty years which have devolved services provided by civil servants to entities outside of the civil service. These statutes have protected employees who accompany the devolved services. These statutes provide for the protection of successor rights offered by Section 31 of the Trade Union Act but they also offer additional protection for specific benefits and entitlements.

Where is the preservation of the employees' rights to a public service award upon the transfer from the civil service to Dalhousie University?

Nova Scotia Agricultural Act s.43 Where, at retirement from the College, a designated NSAC person would have been eligible for a public service award either under a collective agreement concluded pursuant to the Civil Service Collective Bargaining Act or under the General Civil Service Regulations made under the Civil Service Act if the person had remained as an employee of the Province,

(a) the Province shall pay to the person, upon retirement, an amount equivalent to the amount of the public service award that it would have paid to the person for the person's years of employment with the Province; and

(b) the College shall pay an amount equivalent to the amount of public service award that would have been paid by the Province if the person has remained as an employee of the Province, less the amount paid pursuant to clause (a) 2008, c.7, s.43.

This provision, if added to Bill No. 84 would protect both the accrued rights of a civil servant to a public service award and entitlement to a public service award with the new entity (Dalhousie University).

Can Bill No 84 not be ammended to permit a similar addition?

As an NSAC employee I am asking government to live up to the promises it made four years ago when an agreement was implemented for an independent NSAC. At that time, the government promised wage, benefit, and job security protections for the employees of NSAC. **That peice is now missing.**

In fact, section 13(3) of Bill No 84 **removes all protection and rights for fair collective bargaining**. If before September 1 the NSGEU gives notice to commence collective bargaining, this bill gives Dalhousie (who is not our employer yet) all the rights to negotiate and sign an agreement.

My concerns (and concerns of many others) have not been heard to date. The cows and the land they graze on were given more consideration than the people who fed and milk the cows, harvested their grain, researched and developed the feed mixtures ensuring they were fed the correct nutrients. **Is the Government of Nova Scotia now going to starve the staff of their employment benefits?**

I am asking you to please consider the employees of the Nova Scotia Agricultural College during this time of merger and be our protector and our voice.

... Sally Steeves