

---

**From:** Karen Crowell <karen.crowell@smu.ca>  
**Sent:** Thursday, April 30, 2015 9:15 AM  
**To:** Office of the Legislative Counsel  
**Cc:** Marc Lamoureux  
**Subject:** Bill 100 - Submission from SMUFU  
**Attachments:** Submission from SMUFU.pdf

Hi,

Please accept the attached Submission on Bill 100 from Saint Mary's University Faculty Union .

Regards,  
Marc Lamoureux  
SMUFU President

## Bill 100 - Law Amendments Committee

### Submissions of the Saint Mary's University Faculty Union

These are the comments of the Saint Mary's University Faculty Union (the Union) with respect to Bill 100.

Overall, the legislation is a continuation of this government's casual willingness to limit collective bargaining rights as a panacea for the public sector's perceived ills. It is a further demonization of organized labour in Nova. The Bill is yet another unfortunate example of government overreach in the limitation of bargaining rights in the public sector. These measures are simply not necessary to achieve the stated aims of the Bill; rather, they are heavy-handed and punitive actions that are not only irrelevant to the objectives of the Bill, but may, in fact, impede it.

Legislation that provides a process by which a struggling university can remain sustainable is both necessary and admirable. The Bill gets into trouble, however, with certain aspects of the process. Parts of the Bill are not only bad policy but are likely contrary to the Charter of Rights and Freedoms.

In the recent *Mounted Police Association of Ontario* case, the Supreme Court of Canada stated that the Charter protects a "meaningful process of collective bargaining". If the legislature seeks to restrict that process, "the ultimate question to be determined is whether the measures disrupt the balance between employees and employer that s. 2(d) seeks to achieve, so as to substantially interfere with meaningful collective bargaining". The Court said, "A process that substantially interferes with a meaningful process of collective bargaining by reducing employees' negotiating power is therefore inconsistent with the guarantee of freedom of association enshrined in s. 2(d)."

In the *Saskatchewan Federation of Labour* case, the Supreme Court of Canada said "The right to strike is protected by virtue of its unique role in the collective bargaining process".

Sections 6, 8, 12, and 13 of Bill 100 most likely violate the Charter. In particular:

(1) Under s. 6, the Employer unilaterally determines whether to submit the revitalization plan and unilaterally determines whether to remove the union's right to file grievances and go on strike. This is a significant and substantial interference with s. 2(d) of the Charter. The Bill provides no third-party oversight of this decision. This tips the balance of power in favour of the employer to the detriment of the union.

(2) Under s. 8, the Bill removes the right to strike. The Bill weakly allows collective bargaining to continue, but without the right to strike, it will be of little value. The removal of the right to strike is in clear violation of s. 2(d) of the Charter, and will not be saved under s. 1. Here, there is simply no basis to justify the removal of the right to strike during a difficult financial period.

(3) Under s. 8, the Bill prohibits the filing or continuation of grievances. In other words, the collective agreement is suspended. The employer may breach the collective agreement without consequence. Again, this is clearly a breach of s. 2(d) of the Charter. It will not be saved by s. 1 because it is a disproportionate and unfair impairment of the employees' Charter rights. Many faculty collective agreements provide procedures for financial exigency. The parties have already a bargained process in place. Moreover, if the purpose of the suspension is to protect a financially vulnerable university, why does the Bill not prohibit third party creditors from bringing any claims against the University during the s. 8 period? Why should the cable company, for example, be allowed to bring an action to enforce its contract with the University, but its employees cannot grieve for their wages? Why does the Bill target only the employees? The Bill privileges all contracts but collective agreements.

The Minister of Labour wrongly drew an analogy with bankruptcy proceedings as justification for the suspension collective agreement rights. This is incorrect. Bankruptcy removes the right of all creditors to pursue their claims for debts owing up to the filing of the notice, not just employees. Moreover, bankruptcy permits employees to enforce their collective agreement rights after the filing of the notice of bankruptcy if the business continues to operate.

(4) Under s. 12, the Bill seeks to interfere with academic freedom, a right of individual faculty members. Faculty historically have enjoyed academic freedom in their collective agreements; indeed, academic freedom, along with tenure and sabbaticals, define academia. These rights frequently appear in collective agreements. Academic freedom permits faculty to choose their areas of research and teaching, and the freedom to criticize institutional and commercial interests in Nova Scotia and the world. This is in doubt under s. 12, which reads:

12 (1) A university's revitalization plan must include

(g) goals and objectives for contributing to social and economic development and growth in the Province, including ... *turning research into business opportunities, fostering a skilled, entrepreneurial and innovative workforce needed for economic growth in the Province ...;*

(h) a plan for the *effective exchange of knowledge and innovation with the private sector, including excellent collaboration between the university and industry;*

[italics added]

This provision has two effects. First, it is inconsistent with a collective agreement right of academic freedom to write and speak about areas of interest to faculty, including criticism of industry. The inconsistency of s. 12 of the Bill with the academic freedom provisions of many faculty collective agreements is a substantial interference with collective bargaining.

The Bill is also bad policy for two reasons. First, it will cause unnecessary labour relations turmoil, resentment and upset on campus. It will be readily apparent to all that the Bill is unfair to employees. It singles out workers by suspending collective agreements. It eliminates any meaningful collective bargaining by removing the right to strike. At the same time, it permits third parties full right to contract with the financially strapped employer and seek full redress for breach of their contracts.

Second, s. 12 of the Bill interferes with university autonomy. The university, through its Senate and faculty, has the responsibility to determine its course and program offerings, free of governmental interference. Bill 100 will interfere with that ability to decide which programs are in its best interests to offer. For example, universities have long offered liberal arts programs even though they may not be – indeed, they should not be – subject to commercialization. S. 12 impinges on that right. It is unlikely that any revitalization plan would support liberal arts programs in any struggling university. Those programs will not be able to turn research into business opportunities.

### **Conclusions**

The Employer's right to unilaterally (a) remove the right to strike and (b) suspend its collective agreements disrupts the balance between employees and employers that s. 2(d) of the Charter clearly requires. Moreover, s. 12 arguably seeks to override academic freedom rights in collective agreements, which would be a substantial interference with collective bargaining. As in the *Mounted Police* and the *Federation of Labour* cases above, sections 6, 8, 12, and 13 of the Bill impair s. 2(d) rights more than is necessary. They are unconstitutional.

The Bill is further proof of the Government's willingness once again to breach the constitutionally protected rights of employees in the province. The Bill demonstrates the government's contempt and lack of respect for the rights of working people in Nova Scotia while favouring the rights of third parties.



**Subject:** Re: Bill 100

**Date:** Tuesday, April 28, 2015 10:14:13 AM AT

**From:** Myles McCallum

**To:** Karen Crowell

I agree with the content of the open letter.

Sincerely,  
Myles McCallum

---

**From:** Karen Crowell <[Karen.Crowell@smu.ca](mailto:Karen.Crowell@smu.ca)>

**Date:** Monday, April 27, 2015 at 1:47 PM

**To:** Karen Crowell <[Karen.Crowell@smu.ca](mailto:Karen.Crowell@smu.ca)>

**Subject:** Bill 100

Dear members,

As many of you already know, the Liberal government of Stephen McNeil has tabled last Thursday Bill 100 which will provide unprecedented power to the University Administration under the so-call "revitalisation program" to suppress many rights to unionized employees at universities such as

- forbid the signing of any collective agreement,
- ban strikes, and
- remove the ability of unionized employees to start or continue any grievance that relates to the revitalization plan or process

SMUFU is beginning a petition to denounce Bill 100 and urge all members of SMUFU to sign the petition (see attached). The petition will be in the Faculty Union Office (MM221) and we asked that you sign the letter at your earliest convenience. You can also send an electronic signature by stating your name and that you agree to the open letter statement.

Finally, there is a demonstration at the NS Legislature scheduled for 4 pm this afternoon. We urge you to come in great number and rally behind the SMUFU Banner at the Legislature. Our very existence as a Union depends on this.

I look forward to seeing you this afternoon.

Marc Lamoureux  
SMUFU President

**Subject:** RE: Bill-100

**Date:** Tuesday, April 28, 2015 10:06:11 AM AT

**From:** John Reid

**To:** Karen Crowell

My name is John Reid and I agree with the statement in the open letter. I would like my name attached to the petition by electronic signature. JR

**From:** Karen Crowell

**Sent:** April-27-15 1:47 PM

**To:** Karen Crowell

**Subject:** Bill 100

Dear members,

As many of you already know, the Liberal government of Stephen McNeil has tabled last Thursday Bill 100 which will provide unprecedented power to the University Administration under the so-call "revitalisation program" to suppress many rights to unionized employees at universities such as

- forbid the signing of any collective agreement,
- ban strikes, and
- remove the ability of unionized employees to start or continue any grievance that relates to the revitalization plan or process

SMUFU is beginning a petition to denounce Bill 100 and urge all members of SMUFU to sign the petition (see attached). The petition will be in the Faculty Union Office (MM221) and we asked that you sign the letter at your earliest convenience. You can also send an electronic signature by stating your name and that you agree to the open letter statement.

Finally, there is a demonstration at the NS Legislature scheduled for 4 pm this afternoon. We urge you to come in great number and rally behind the SMUFU Banner at the Legislature. Our very existence as a Union depends on this.

I look forward to seeing you this afternoon.

Marc Lamoureux  
SMUFU President



**Subject:** RE: Bill 100

**Date:** Tuesday, April 28, 2015 1:47:47 AM AT

**From:** Pierre Jutras

**To:** Karen Crowell

I am out of the country on sabbatical at the moment, but I wish to express that I strongly disagree with Nova Scotia's proposed Bill 100, and that I strongly agree with the open letter statement from SMUFU.

Sincerely,

Pierre Jutras  
Professor of Geology  
Saint Mary's University  
Halifax, NS, B3H 3C3  
Telephone (work): (902) 420-5749.  
Telephone (home): (902) 477-1075.  
FAX: (902) 496-8268.  
E-Mail: [pierre.jutras@smu.ca](mailto:pierre.jutras@smu.ca)

---

**From:** Karen Crowell  
**Sent:** Monday, April 27, 2015 1:47 PM  
**To:** Karen Crowell  
**Subject:** Bill 100

Dear members,

As many of you already know, the Liberal government of Stephen McNeil has tabled last Thursday Bill 100 which will provide unprecedented power to the University Administration under the so-call "revitalisation program" to suppress many rights to unionized employees at universities such as

- forbid the signing of any collective agreement,
- ban strikes, and
- remove the ability of unionized employees to start or continue any grievance that relates to the revitalization plan or process

SMUFU is beginning a petition to denounce Bill 100 and urge all members of SMUFU to sign the petition (see attached). The petition will be in the Faculty Union Office (MM221) and we asked that you sign the letter at your earliest convenience. You can also send an electronic signature by stating your name and that you agree to the open letter statement.

Finally, there is a demonstration at the NS Legislature scheduled for 4 pm this afternoon. We urge you to come in great number and rally behind the SMUFU Banner at the Legislature. Our very existence as a Union depends on this.

I look forward to seeing you this afternoon.

Marc Lamoureux  
SMUFU President

**Subject:** Re: Bill 100

**Date:** Monday, April 27, 2015 9:47:12 PM AT

**From:** Jeremy Lundholm

**To:** Karen Crowell

Hi Marc,

I agree to the open letter statement. I'm overseas so I hope this email can count as my signature.  
thanks,

Jeremy Lundholm

Professor

Departments of Biology & Environmental Science  
Coordinator, MSc and PhD in Applied Science Program  
Saint Mary's University  
Halifax, NS B3H 3C3 Canada  
902-420-5506

<https://sites.google.com/site/lundholmlab/>

Associate Editor, Frontiers in Ecology and Evolution  
Editorial Boards, Applied Vegetation Science & Ecological Research

On 2015-04-28, at 1:47 AM, Karen Crowell wrote:

Dear members,

As many of you already know, the Liberal government of Stephen McNeil has tabled last Thursday Bill 100 which will provide unprecedented power to the University Administration under the so-call "revitalisation program" to suppress many rights to unionized employees at universities such as

- forbid the signing of any collective agreement,
- ban strikes, and
- remove the ability of unionized employees to start or continue any grievance that relates to the revitalization plan or process

SMUFU is beginning a petition to denounce Bill 100 and urge all members of SMUFU to sign the petition (see attached). The petition will be in the Faculty Union Office (MM221) and we asked that you sign the letter at your earliest convenience. You can also send an electronic signature by stating your name and that you agree to the open letter statement.

Finally, there is a demonstration at the NS Legislature scheduled for 4 pm this afternoon. We urge you to come in great number and rally behind the SMUFU Banner at the Legislature. Our very existence as a Union depends on this.

I look forward to seeing you this afternoon.

Marc Lamoureux

SMUFU President

<Open Letter[2].docx>

**Subject:** Re: Bill 100

**Date:** Monday, April 27, 2015 7:26:55 PM AT

**From:** Teresa Heffernan

**To:** Karen Crowell

I am away, but please add my name...Teresa Heffernan...to the petition. T

Sent from my iPad

On Apr 27, 2015, at 1:47 PM, Karen Crowell <[Karen.Crowell@smu.ca](mailto:Karen.Crowell@smu.ca)> wrote:

Dear members,

As many of you already know, the Liberal government of Stephen McNeil has tabled last Thursday Bill 100 which will provide unprecedented power to the University Administration under the so-call "revitalisation program" to suppress many rights to unionized employees at universities such as

- forbid the signing of any collective agreement,
- ban strikes, and
- remove the ability of unionized employees to start or continue any grievance that relates to the revitalization plan or process

SMUFU is beginning a petition to denounce Bill 100 and urge all members of SMUFU to sign the petition (see attached). The petition will be in the Faculty Union Office (MM221) and we asked that you sign the letter at your earliest convenience. You can also send an electronic signature by stating your name and that you agree to the open letter statement.

Finally, there is a demonstration at the NS Legislature scheduled for 4 pm this afternoon. We urge you to come in great number and rally behind the SMUFU Banner at the Legislature. Our very existence as a Union depends on this.

I look forward to seeing you this afternoon.

Marc Lamoureux  
SMUFU President

<Open Letter.docx>

**Subject:** Bill 100 open letter - please add my name  
**Date:** Monday, April 27, 2015 5:53:13 PM AT  
**From:** Kate Ervine  
**To:** Karen Crowell

Dear Karen,

Can you add my name, Kate Ervine, to the open letter? Thanks.

Best,  
Kate

Kate Ervine, PhD  
Assistant Professor  
International Development Studies  
Saint Mary's University  
Halifax, Nova Scotia, Canada

Tel: 902-491-6224  
Fax: 902-491-8622

---

**From:** Karen Crowell  
**Sent:** Monday, April 27, 2015 1:47 PM  
**To:** Karen Crowell  
**Subject:** Bill 100

Dear members,

As many of you already know, the Liberal government of Stephen McNeil has tabled last Thursday Bill 100 which will provide unprecedented power to the University Administration under the so-call "revitalisation program" to suppress many rights to unionized employees at universities such as

- forbid the signing of any collective agreement,
- ban strikes, and
- remove the ability of unionized employees to start or continue any grievance that relates to the revitalization plan or process

SMUFU is beginning a petition to denounce Bill 100 and urge all members of SMUFU to sign the petition (see attached). The petition will be in the Faculty Union Office (MM221) and we asked that you sign the letter at your earliest convenience. You can also send an electronic signature by stating your name and that you agree to the open letter statement.

Finally, there is a demonstration at the NS Legislature scheduled for 4 pm this afternoon. We urge you to come in great number and rally behind the SMUFU Banner at the Legislature. Our very existence as a Union depends on this.

I look forward to seeing you this afternoon.

Marc Lamoureux  
SMUFU President

**Subject:** RE: Bill 100

**Date:** Monday, April 27, 2015 4:08:54 PM AT

**From:** Stella Gaon

**To:** Karen Crowell

Dear Karen,

I fully support the position expressed in the open letter statement, and wish to say NO to Bill 100.

I hereby authorize you to add my name to the petition.

Sincerely, Stella Gaon

—  
Stella Gaon, Associate Professor  
Department of Political Science  
Saint Mary's University  
Halifax, NS, CANADA  
B3H 3C3

T: +1.902.420.5843

F: +1.902.491.8694

Email: [stella.gaon@smu.com](mailto:stella.gaon@smu.com)

<http://smu-ca.academia.edu/StellaGaon>

---

**From:** Karen Crowell  
**Sent:** April 27, 2015 13:47  
**To:** Karen Crowell  
**Subject:** Bill 100

Dear members,

As many of you already know, the Liberal government of Stephen McNeil has tabled last Thursday Bill 100 which will provide unprecedented power to the University Administration under the so-call "revitalisation program" to suppress many rights to unionized employees at universities such as

- forbid the signing of any collective agreement,
- ban strikes, and
- remove the ability of unionized employees to start or continue any grievance that relates to the revitalization plan or process

SMUFU is beginning a petition to denounce Bill 100 and urge all members of SMUFU to sign the petition (see attached). The petition will be in the Faculty Union Office (MM221) and we asked that you sign the letter at your earliest convenience. You can also send an electronic signature by stating your name and that you agree to the open letter statement.

Finally, there is a demonstration at the NS Legislature scheduled for 4 pm this afternoon. We urge you to come in great number and rally behind the SMUFU Banner at the Legislature. Our very existence as a Union depends on this.

I look forward to seeing you this afternoon.

Marc Lamoureux  
SMUFU President

PETITION FROM SAINT MARY'S UNIVERSITY FACULTY UNION  
DENOUNCING BILL 100

We the undersigned demand that Bill 100 be rescinded.

Name (Print)	Name (Sign)	Name (Print)	Name (Sign)
Gwin Fridell		Marc Lamoureux	
JASON MASUDA		Shana McGuire	
Bill Sewell		Victor McCartney	
JEFF POWER		Hansol Cook	
LARRY CORRIGAN		Ki Ylijoki	
Andres Arteaga		Mary Sheppard	
MARC PATRY		Mike L. Turley	
Marc Poucet		Brian Higgins	
Eric Henry		Jamie Livingston	
Elissa Asp	Elissa Asp	Tupiana Turewa	
Dawn Tuzek		John Munro	
Mahmoud Mohel		Sara Veses	
Michael Zhang		ALBONA WACEK	
Stavros Konstantinidis		Melroy Wang	
Adam Piorho		Rahim Sami	Rahini Banderjee
Cindy Harrigan	Cindy Harrigan	Voter Today	PORTER SCOBEE
Paul Muir		BERT HARTNELL	
James Morrison		Lori Francis	
Nicole Conrad		Francis Boabang	
Ron Houlker		ROBERT KONOPREK	
Alison Barclay		Mohamamad Rahaman	
Medine Vanke Platt		RAHMAN KHAKHAR	
Sally Wood	swood	ASHRAF AL ZAHID	
Nickie Young		R.N. ANSELL	R.N. Ansell

PETITION FROM SAINT MARY'S UNIVERSITY FACULTY UNION  
DENOUNCING BILL 100

We the undersigned demand that Bill 100 be rescinded.

Name (Print)

Name (Sign)

Name (Print)

Name (Sign)

Stephen Schneider

[Signature]

PÁDRAIG Ó SIADHAIL

[Signature]

G. NAHREBECKY

[Signature]

K. Crowell

[Signature]

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_





**Subject:** Re: Bill 100

**Date:** Tuesday, April 28, 2015 10:14:13 AM AT

**From:** Myles McCallum

**To:** Karen Crowell

I agree with the content of the open letter.

Sincerely,  
Myles McCallum

**From:** Karen Crowell <[Karen.Crowell@smu.ca](mailto:Karen.Crowell@smu.ca)>

**Date:** Monday, April 27, 2015 at 1:47 PM

**To:** Karen Crowell <[Karen.Crowell@smu.ca](mailto:Karen.Crowell@smu.ca)>

**Subject:** Bill 100

Dear members,

As many of you already know, the Liberal government of Stephen McNeil has tabled last Thursday Bill 100 which will provide unprecedented power to the University Administration under the so-call "revitalisation program" to suppress many rights to unionized employees at universities such as

- forbid the signing of any collective agreement,
- ban strikes, and
- remove the ability of unionized employees to start or continue any grievance that relates to the revitalization plan or process

SMUFU is beginning a petition to denounce Bill 100 and urge all members of SMUFU to sign the petition (see attached). The petition will be in the Faculty Union Office (MM221) and we asked that you sign the letter at your earliest convenience. You can also send an electronic signature by stating your name and that you agree to the open letter statement.

Finally, there is a demonstration at the NS Legislature scheduled for 4 pm this afternoon. We urge you to come in great number and rally behind the SMUFU Banner at the Legislature. Our very existence as a Union depends on this.

I look forward to seeing you this afternoon.

Marc Lamoureux  
SMUFU President

**Subject:** RE: Bill 100

**Date:** Tuesday, April 28, 2015 10:06:11 AM AT

**From:** John Reid

**To:** Karen Crowell

My name is John Reid and I agree with the statement in the open letter. I would like my name attached to the petition by electronic signature. JR

**From:** Karen Crowell

**Sent:** April-27-15 1:47 PM

**To:** Karen Crowell

**Subject:** Bill 100

Dear members,

As many of you already know, the Liberal government of Stephen McNeil has tabled last Thursday Bill 100 which will provide unprecedented power to the University Administration under the so-call "revitalisation program" to suppress many rights to unionized employees at universities such as

- forbid the signing of any collective agreement,
- ban strikes, and
- remove the ability of unionized employees to start or continue any grievance that relates to the revitalization plan or process

SMUFU is beginning a petition to denounce Bill 100 and urge all members of SMUFU to sign the petition (see attached). The petition will be in the Faculty Union Office (MM221) and we asked that you sign the letter at your earliest convenience. You can also send an electronic signature by stating your name and that you agree to the open letter statement.

Finally, there is a demonstration at the NS Legislature scheduled for 4 pm this afternoon. We urge you to come in great number and rally behind the SMUFU Banner at the Legislature. Our very existence as a Union depends on this.

I look forward to seeing you this afternoon.

Marc Lamoureux  
SMUFU President

**Subject:** RE: Bill 100

**Date:** Tuesday, April 28, 2015 1:47:47 AM AT

**From:** Pierre Jutras

**To:** Karen Crowell

I am out of the country on sabbatical at the moment, but I wish to express that I strongly disagree with Nova Scotia's proposed Bill 100, and that I strongly agree with the open letter statement from SMUFU.

Sincerely,

Pierre Jutras  
Professor of Geology  
Saint Mary's University  
Halifax, NS, B3H 3C3  
Telephone (work): (902) 420-5749.  
Telephone (home): (902) 477-1075.  
FAX: (902) 496-8268.  
E-Mail: [pierre.jutras@smu.ca](mailto:pierre.jutras@smu.ca)

---

**From:** Karen Crowell  
**Sent:** Monday, April 27, 2015 1:47 PM  
**To:** Karen Crowell  
**Subject:** Bill 100

Dear members,

As many of you already know, the Liberal government of Stephen McNeil has tabled last Thursday Bill 100 which will provide unprecedented power to the University Administration under the so-call "revitalisation program" to suppress many rights to unionized employees at universities such as

- forbid the signing of any collective agreement,
- ban strikes, and
- remove the ability of unionized employees to start or continue any grievance that relates to the revitalization plan or process

SMUFU is beginning a petition to denounce Bill 100 and urge all members of SMUFU to sign the petition (see attached). The petition will be in the Faculty Union Office (MM221) and we asked that you sign the letter at your earliest convenience. You can also send an electronic signature by stating your name and that you agree to the open letter statement.

Finally, there is a demonstration at the NS Legislature scheduled for 4 pm this afternoon. We urge you to come in great number and rally behind the SMUFU Banner at the Legislature. Our very existence as a Union depends on this.

I look forward to seeing you this afternoon.

Marc Lamoureux  
SMUFU President

**Subject:** Re: Bill 100

**Date:** Monday, April 27, 2015 9:47:12 PM AT

**From:** Jeremy Lundholm

**To:** Karen Crowell

Hi Marc,

I agree to the open letter statement. I'm overseas so I hope this email can count as my signature.

thanks,

Jeremy Lundholm

Professor

Departments of Biology & Environmental Science  
Coordinator, MSc and PhD in Applied Science Program  
Saint Mary's University  
Halifax, NS B3H 3C3 Canada  
902-420-5506

<https://sites.google.com/site/lundholmlab/>

Associate Editor, *Frontiers in Ecology and Evolution*  
Editorial Boards, *Applied Vegetation Science & Ecological Research*

On 2015-04-28, at 1:47 AM, Karen Crowell wrote:

Dear members,

As many of you already know, the Liberal government of Stephen McNeil has tabled last Thursday Bill 100 which will provide unprecedented power to the University Administration under the so-call "revitalisation program" to suppress many rights to unionized employees at universities such as

- forbid the signing of any collective agreement,
- ban strikes, and
- remove the ability of unionized employees to start or continue any grievance that relates to the revitalization plan or process

SMUFU is beginning a petition to denounce Bill 100 and urge all members of SMUFU to sign the petition (see attached). The petition will be in the Faculty Union Office (MM221) and we asked that you sign the letter at your earliest convenience. You can also send an electronic signature by stating your name and that you agree to the open letter statement.

Finally, there is a demonstration at the NS Legislature scheduled for 4 pm this afternoon. We urge you to come in great number and rally behind the SMUFU Banner at the Legislature. Our very existence as a Union depends on this.

I look forward to seeing you this afternoon.

Marc Lamoureux  
SMUFU President  
<Open Letter[2].docx>

**Subject:** Re: Bill 100

**Date:** Monday, April 27, 2015 7:26:55 PM AT

**From:** Teresa Heffernan

**To:** Karen Crowell

I am away, but please add my name...Teresa Heffernan...to the petition. T

Sent from my iPad

On Apr 27, 2015, at 1:47 PM, Karen Crowell <[Karen.Crowell@smu.ca](mailto:Karen.Crowell@smu.ca)> wrote:

Dear members,

As many of you already know, the Liberal government of Stephen McNeil has tabled last Thursday Bill 100 which will provide unprecedented power to the University Administration under the so-call "revitalisation program" to suppress many rights to unionized employees at universities such as

- forbid the signing of any collective agreement,
- ban strikes, and
- remove the ability of unionized employees to start or continue any grievance that relates to the revitalization plan or process

SMUFU is beginning a petition to denounce Bill 100 and urge all members of SMUFU to sign the petition (see attached). The petition will be in the Faculty Union Office (M1M221) and we asked that you sign the letter at your earliest convenience. You can also send an electronic signature by stating your name and that you agree to the open letter statement.

Finally, there is a demonstration at the NS Legislature scheduled for 4 pm this afternoon. We urge you to come in great number and rally behind the SMUFU Banner at the Legislature. Our very existence as a Union depends on this.

I look forward to seeing you this afternoon.

Marc Lamoureux  
SMUFU President

<Open Letter.docx>

**Subject:** Bill 100 open letter - please add my name

**Date:** Monday, April 27, 2015 5:53:13 PM AT

**From:** Kate Ervine

**To:** Karen Crowell

Dear Karen,

Can you add my name, Kate Ervine, to the open letter? Thanks.

Best,  
Kate

Kate Ervine, PhD  
Assistant Professor  
International Development Studies  
Saint Mary's University  
Halifax, Nova Scotia, Canada

Tel: 902-491-6224  
Fax: 902-491-8622

---

**From:** Karen Crowell  
**Sent:** Monday, April 27, 2015 1:47 PM  
**To:** Karen Crowell  
**Subject:** Bill 100

Dear members,

As many of you already know, the Liberal government of Stephen McNeil has tabled last Thursday Bill 100 which will provide unprecedented power to the University Administration under the so-call "revitalisation program" to suppress many rights to unionized employees at universities such as

- forbid the signing of any collective agreement,
- ban strikes, and
- remove the ability of unionized employees to start or continue any grievance that relates to the revitalization plan or process

SMUFU is beginning a petition to denounce Bill 100 and urge all members of SMUFU to sign the petition (see attached). The petition will be in the Faculty Union Office (MM221) and we asked that you sign the letter at your earliest convenience. You can also send an electronic signature by stating your name and that you agree to the open letter statement.

Finally, there is a demonstration at the NS Legislature scheduled for 4 pm this afternoon. We urge you to come in great number and rally behind the SMUFU Banner at the Legislature. Our very existence as a Union depends on this.

I look forward to seeing you this afternoon.

Marc Lamoureux  
SMUFU President

**Subject:** RE: Bill 100

**Date:** Monday, April 27, 2015 4:08:54 PM AT

**From:** Stella Gaon

**To:** Karen Crowell

Dear Karen,

I fully support the position expressed in the open letter statement, and wish to say NO to Bill 100.

I hereby authorize you to add my name to the petition.

Sincerely, Stella Gaon

—  
Stella Gaon, Associate Professor  
Department of Political Science  
Saint Mary's University  
Halifax, NS, CANADA  
B3H 3C3

T: +1.902.420.5843

F: +1.902.491.8694

Email: [stella.gaon@smu.com](mailto:stella.gaon@smu.com)

<http://smu-ca.academia.edu/StellaGaon>

---

**From:** Karen Crowell  
**Sent:** April 27, 2015 13:47  
**To:** Karen Crowell  
**Subject:** Bill 100

Dear members,

As many of you already know, the Liberal government of Stephen McNeil has tabled last Thursday Bill 100 which will provide unprecedented power to the University Administration under the so-call "revitalisation program" to suppress many rights to unionized employees at universities such as

- forbid the signing of any collective agreement,
- ban strikes, and
- remove the ability of unionized employees to start or continue any grievance that relates to the revitalization plan or process

SMUFU is beginning a petition to denounce Bill 100 and urge all members of SMUFU to sign the petition (see attached). The petition will be in the Faculty Union Office (MM221) and we asked that you sign the letter at your earliest convenience. You can also send an electronic signature by stating your name and that you agree to the open letter statement.

Finally, there is a demonstration at the NS Legislature scheduled for 4 pm this afternoon. We urge you to come in great number and rally behind the SMUFU Banner at the Legislature. Our very existence as a Union depends on this.

I look forward to seeing you this afternoon.

Marc Lamoureux  
SMUFU President

**Subject:** RE: Bill 100

**Date:** Monday, April 27, 2015 1:56:42 PM AT

**From:** Mary Sheppard

**To:** Karen Crowell

Dear Karen

I am sending an electronic signature affirming that I agree with the open letter statement.  
Mary Sheppard

If required I can physically sign the document as well.

Best regards,  
Mary Sheppard

Chemistry Lecturer

C3 2015 Conference co-organizer (Halifax, NS)

Conference Website: <http://collegechemistry.ca/conferences/15conf/conf2015.html>

Office: Science 231

Saint Mary's University

Halifax, NS, Canada

Phone: (902) 491-6470

*"Don't only practice your art, but force your way into its secrets; for it and knowledge can raise man to the Divine." - Ludwig van Beethoven, 1812*

---

**From:** Karen Crowell

**Sent:** April-27-15 1:47 PM

**To:** Karen Crowell

**Subject:** Bill 100

Dear members,

As many of you already know, the Liberal government of Stephen McNeil has tabled last Thursday Bill 100 which will provide unprecedented power to the University Administration under the so-call "revitalisation program" to suppress many rights to unionized employees at universities such as

- forbid the signing of any collective agreement,
- ban strikes, and
- remove the ability of unionized employees to start or continue any grievance that relates to the revitalization plan or process

SMUFU is beginning a petition to denounce Bill 100 and urge all members of SMUFU to sign the petition (see attached). The petition will be in the Faculty Union Office (MM221) and we asked that you sign the letter at your earliest convenience. You can also send an electronic signature by stating your name and that you agree to the open letter statement.

Finally, there is a demonstration at the NS Legislature scheduled for 4 pm this afternoon. We urge you to come in great number and rally behind the SMUFU Banner at the Legislature. Our very existence as a Union depends on this.



**Subject:** RE: Bill 100

**Date:** Monday, April 27, 2015 1:55:02 PM AT

**From:** Val Johnson

**To:** Karen Crowell

Sign me up Karen. I'm out of town.

Thanks,

Val Marie Johnson

---

**From:** Karen Crowell

**Sent:** Monday, April 27, 2015 1:47 PM

**To:** Karen Crowell

**Subject:** Bill 100

Dear members,

As many of you already know, the Liberal government of Stephen McNeil has tabled last Thursday Bill 100 which will provide unprecedented power to the University Administration under the so-call "revitalisation program" to suppress many rights to unionized employees at universities such as

- forbid the signing of any collective agreement,
- ban strikes, and
- remove the ability of unionized employees to start or continue any grievance that relates to the revitalization plan or process

SMUFU is beginning a petition to denounce Bill 100 and urge all members of SMUFU to sign the petition (see attached). The petition will be in the Faculty Union Office (MM221) and we asked that you sign the letter at your earliest convenience. You can also send an electronic signature by stating your name and that you agree to the open letter statement.

Finally, there is a demonstration at the NS Legislature scheduled for 4 pm this afternoon. We urge you to come in great number and rally behind the SMUFU Banner at the Legislature. Our very existence as a Union depends on this.

I look forward to seeing you this afternoon.

Marc Lamoureux  
SMUFU President

**Subject:** Re: Bill 100  
**Date:** Monday, April 27, 2015 1:50:24 PM AT  
**From:** Russell Westhaver  
**To:** Karen Crowell

Hi Karen--  
Is it enough for me to say that I support this letter?  
Augie

---

Dr. Augie (Russell) Westhaver | Chair & Associate Professor  
Department of Sociology and Criminology | Saint Mary's University  
Halifax, Nova Scotia, Canada

Office Hours: Wednesdays, 1:30 to 3:30  
Want to meet at another time? Consider using SMU Outlook calendar to request a meeting.

Follow the Department of Sociology and Criminology on Twitter

Q: Why is this email five sentences or less?  
A: <http://five.sentenc.es>; <http://zenhabits.net/snore/>

On Apr 27, 2015, at 1:47 PM, Karen Crowell <[karen.crowell@SMU.CA](mailto:karen.crowell@SMU.CA)> wrote:

Dear members,

As many of you already know, the Liberal government of Stephen McNeil has tabled last Thursday Bill 100 which will provide unprecedented power to the University Administration under the so-call "revitalisation program" to suppress many rights to unionized employees at universities such as

- forbid the signing of any collective agreement,
- ban strikes, and
- remove the ability of unionized employees to start or continue any grievance that relates to the revitalization plan or process

SMUFU is beginning a petition to denounce Bill 100 and urge all members of SMUFU to sign the petition (see attached). The petition will be in the Faculty Union Office (MM221) and we asked that you sign the letter at your earliest convenience. You can also send an electronic signature by stating your name and that you agree to the open letter statement.

Finally, there is a demonstration at the NS Legislature scheduled for 4 pm this afternoon. We urge you to come in great number and rally behind the SMUFU Banner at the Legislature. Our very existence as a Union depends on this.

I look forward to seeing you this afternoon.

Marc Lamoureux  
SMUFU President  
<Open Letter[2][1].docx>

**Subject:** RE: Bill 100  
**Date:** Monday, April 27, 2015 2:02:13 PM AT  
**From:** Alexandra Dobrowolsky  
**To:** Karen Crowell

Hi Karen,

I am still on half sabbatical in Ottawa, but would like to sign this petition. So will this do?...

I, Alexandra Dobrowolsky, have read the attached statement, agree to it, and would like to add my name to the list.

Best,  
Alexandra

---

**From:** Karen Crowell  
**Sent:** April 27, 2015 1:47 PM  
**To:** Karen Crowell  
**Subject:** Bill 100

Dear members,

As many of you already know, the Liberal government of Stephen McNeil has tabled last Thursday Bill 100 which will provide unprecedented power to the University Administration under the so-call "revitalisation program" to suppress many rights to unionized employees at universities such as

- forbid the signing of any collective agreement,
- ban strikes, and
- remove the ability of unionized employees to start or continue any grievance that relates to the revitalization plan or process

SMUFU is beginning a petition to denounce Bill 100 and urge all members of SMUFU to sign the petition (see attached). The petition will be in the Faculty Union Office (MM221) and we asked that you sign the letter at your earliest convenience. You can also send an electronic signature by stating your name and that you agree to the open letter statement.

Finally, there is a demonstration at the NS Legislature scheduled for 4 pm this afternoon. We urge you to come in great number and rally behind the SMUFU Banner at the Legislature. Our very existence as a Union depends on this.

I look forward to seeing you this afternoon.

Marc Lamoureux  
SMUFU President

**Subject:** RE: Bill 100

**Date:** Monday, April 27, 2015 2:14:45 PM AT

**From:** Cathy Driscoll

**To:** Karen Crowell

I agree to the open letter statement.

Cathy Driscoll

---

**From:** Karen Crowell

**Sent:** Monday, April 27, 2015 1:47 PM

**To:** Karen Crowell

**Subject:** Bill 100

Dear members,

As many of you already know, the Liberal government of Stephen McNeil has tabled last Thursday Bill 100 which will provide unprecedented power to the University Administration under the so-call "revitalisation program" to suppress many rights to unionized employees at universities such as

- forbid the signing of any collective agreement,
- ban strikes, and
- remove the ability of unionized employees to start or continue any grievance that relates to the revitalization plan or process

SMUFU is beginning a petition to denounce Bill 100 and urge all members of SMUFU to sign the petition (see attached). The petition will be in the Faculty Union Office (MM221) and we asked that you sign the letter at your earliest convenience. You can also send an electronic signature by stating your name and that you agree to the open letter statement.

Finally, there is a demonstration at the NS Legislature scheduled for 4 pm this afternoon. We urge you to come in great number and rally behind the SMUFU Banner at the Legislature. Our very existence as a Union depends on this.

I look forward to seeing you this afternoon.

Marc Lamoureux  
SMUFU President

**Subject:** RE: Bill 100  
**Date:** Monday, April 27, 2015 2:10:22 PM AT  
**From:** Hugh Millward  
**To:** Karen Crowell

I agree to the Open Letter statement regarding Bill 100.

Hugh Millward

---

**Dr. Hugh Millward**  
Professor, Dept. of Geography & Environmental Studies  
School of the Environment, Saint Mary's University  
923 Robie St., Halifax, NS, Canada B3H 3C3

Phone: office (902) 420-5739, mobile (902) 462-3058  
Fax (902) 496-8213  
<http://smu-facweb.smu.ca/~hmillward/>

---

**From:** Karen.Crowell@smu.ca  
**To:** Karen.Crowell@smu.ca  
**Subject:** Bill 100  
**Date:** Mon, 27 Apr 2015 16:47:06 +0000

Dear members,

As many of you already know, the Liberal government of Stephen McNeil has tabled last Thursday Bill 100 which will provide unprecedented power to the University Administration under the so-call "revitalisation program" to suppress many rights to unionized employees at universities such as forbid the signing of any collective agreement, ban strikes, and remove the ability of unionized employees to start or continue any grievance that relates to the revitalization plan or process

SMUFU is beginning a petition to denounce Bill 100 and urge all members of SMUFU to sign the petition (see attached). The petition will be in the Faculty Union Office (MM221) and we asked that you sign the letter at your earliest convenience. You can also send an electronic signature by stating your name and that you agree to the open letter statement.

Finally, there is a demonstration at the NS Legislature scheduled for 4 pm this afternoon. We urge you to come in great number and rally behind the SMUFU Banner at the Legislature. Our very existence as a Union depends on this.

I look forward to seeing you this afternoon.

**Subject:** RE: Bill 100  
**Date:** Monday, April 27, 2015 2:43:04 PM AT  
**From:** Muhong Wang  
**To:** Karen Crowell

Hi, there:  
Yes, I agree to the open letter of statement.  
Muhong Wang  
FISMS

-----Original Message-----

**From:** Karen Crowell  
**Sent:** April-27-15 1:47 PM  
**To:** Karen Crowell  
**Subject:** Bill 100

Dear members,

As many of you already know, the Liberal government of Stephen McNeil has tabled last Thursday Bill 100 which will provide unprecedented power to the University Administration under the so-call "revitalisation program" to suppress many rights to unionized employees at universities such as

- \* forbid the signing of any collective agreement,
- \* ban strikes, and
- \* remove the ability of unionized employees to start or continue any grievance that relates to the revitalization plan or process

SMUFU is beginning a petition to denounce Bill 100 and urge all members of SMUFU to sign the petition (see attached). The petition will be in the Faculty Union Office (MM221) and we asked that you sign the letter at your earliest convenience. You can also send an electronic signature by stating your name and that you agree to the open letter statement.

Finally, there is a demonstration at the NS Legislature scheduled for 4 pm this afternoon. We urge you to come in great number and rally behind the SMUFU Banner at the Legislature. Our very existence as a Union depends on this.

I look forward to seeing you this afternoon.

Marc Lamoureux

SMUFU President

**Subject:** RE: Bill 100

**Date:** Monday, April 27, 2015 3:10:45 PM AT

**From:** Marty Zelenietz

**To:** Karen Crowell

Please add my signature to the petition. I agree to the open letter statement.  
Marty Zelenietz

---

**From:** Karen Crowell  
**Sent:** Monday, April 27, 2015 1:47 PM  
**To:** Karen Crowell  
**Subject:** Bill 100

Dear members,

As many of you already know, the Liberal government of Stephen McNeil has tabled last Thursday Bill 100 which will provide unprecedented power to the University Administration under the so-call "revitalisation program" to suppress many rights to unionized employees at universities such as

- forbid the signing of any collective agreement,
- ban strikes, and
- remove the ability of unionized employees to start or continue any grievance that relates to the revitalization plan or process

SMUFU is beginning a petition to denounce Bill 100 and urge all members of SMUFU to sign the petition (see attached). The petition will be in the Faculty Union Office (MM221) and we asked that you sign the letter at your earliest convenience. You can also send an electronic signature by stating your name and that you agree to the open letter statement.

Finally, there is a demonstration at the NS Legislature scheduled for 4 pm this afternoon. We urge you to come in great number and rally behind the SMUFU Banner at the Legislature. Our very existence as a Union depends on this.

I look forward to seeing you this afternoon.

Marc Lamoureux  
SMUFU President