

Fair Wage Policy at City of Greater Sudbury: (2005) The GSCC does not support the implementation of a “fair wage” policy at the City, as being considered. City staff have recommended such a policy not be adopted.





October 16, 2007

Janet Gasparini, Chair
Priorities Committee
City of Greater Sudbury
P O Box 5000, Stn. A
200 Brady Street
Sudbury, ON P3A 5P3

Ms. Gasparini,

The Greater Sudbury Chamber of Commerce, as the voice of business for our community, has participated in and is actively monitoring the development of the city's first Fair Wage Policy and schedule. Preparing such a document has required a significant amount of research and input from the sectors this policy will most directly impact. The chamber is very appreciative that we were invited to participate in the public input session held on August 29, 2007 as a key stakeholder.

The proposed policy raised an issue which we wish to have addressed prior to the policy's implementation.

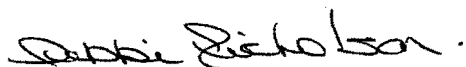
Our concern surrounds the language of the policy, particularly in the section marked "Records, part a." This section states that the contractors and sub-contractors must keep records for all its employees, and should a formal complaint be lodged, those records must be made available to the city's Manager of Supplies and Services or designate. We would like to have this section clarified. Does this mean the records of only the employees working on the city contract must be made available, or those of all employees working for the contractor? The chamber is concerned that providing the records of all employees, whether they are working on a city-tendered contract or not, is contrary to the Personal Information Protection and Electronic Documents Act (PIPEDA), would contravene the employees' right to privacy, and would cause undo reporting and hardship to the employer.

The chamber would like to see an amendment to the policy which provides guarantees the information requested regarding the contractors' and sub-contractors' employees is subject to the provisions of PIPEDA during an investigation by the city's Manager of Supplies and Services or designate. Given that the contractors and sub-contractors will be required to seek the permission

of their employees to release their personal information as required by PIPEDA, the chamber would like assurances that this information will continue to be appropriately safeguarded under this legislation during the appeals process.

The chamber appreciates this opportunity to partner in the creation of this introductory Fair Wage Policy.

Yours,



per
Cynthia MacKenzie
CHAIR

cc City of Greater Sudbury Councillors
Mayor John Rodriguez