



NOVA SCOTIA TEACHERS UNION

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MEMORANDUM

TO: NSTU Members
FROM: Member Services
DATE: December 15, 2015

SUBJECT: Bill 148 – Public Services Sustainability (2015) Act

Bill 148 which was introduced in the Nova Scotia House of Assembly yesterday is now proceeding through the legislative process to become law. For a bill to become law, it must pass through the following stages:

- First Reading
 - Occurred on Monday, December 14th
- Second Reading
 - Must occur on a “future day” from First Reading
 - Occurred on Tuesday, December 15th
- Law Amendments Committee
 - Begins at 5:00 PM on Tuesday, December 15th
 - Allows for public input into the bill
 - Followed by Committee Reporting Back to the House
- Committee of the Whole House on Bills
 - Maximum of 20 hours of debate allowed in Committee of the Whole House on Bills
- Third Reading
 - Must occur no earlier than the day after Committee of the Whole House on Bills unless there is consent
- Royal Assent

As noted in our last memo, anyone can request to appear before the Law Amendments Committee to provide input to the Committee. **The NSTU encourages any members who are available to request to appear before the Law Amendments committee.** Members may also simply arrive at Province House and be added to the list to appear before the Law Amendments Committee. Please note that Photo Identification is required to enter Province House. Requests to appear are made through the Legislative Counsel Office. This office can be contacted at:

- 902-424-8941
- legc.office@novascotia.ca

Any members of the NSTU wishing to appear before the Law Amendments Committee can only do so outside of school hours and should advise the Legislative Counsel Office that they are appearing as an individual.

Bill 148 is a gross interference with free collective bargaining and is contrary to fundamental Canadian values. Bill 148 effectively implements a wage settlement and terminates further accrual of service awards. Bill 148 will apply to all members of the NSTU – public school teachers, Community College members, and APSEA members.

Bill 148 provides for the following:

1. Places a limit on wage increases of 3% over 4 years. The limits on wage increases in the legislation are:
 - a. No increase prior to August 1, 2017.
 - b. No more than 1% on August 1, 2017.
 - c. No more than 1.5% on August 1, 2018.
 - d. No more than 0.5% on July 31, 2019.
2. Service Awards will be frozen as of April 1, 2015. There will be no further accrual of service after April 1, 2015 and the award will be paid upon retirement based on the salary on April 1, 2015.
3. All other articles may be negotiated through the collective bargaining process. **However, the Government has made it clear that there will be no money to fund improvements in other articles.**
4. Further, the NSTU is concerned that the language in Sections 20-23 could be interpreted to:
 - a. freeze accrual of sick leave (sick leave bank) as of April 1, 2015
 - b. cause future payments of sick leave to be based on salary on April 1, 2015
 - c. not allow for accrual of sick leave for teachers hired after April 1, 2015

The Government has made it clear that they intend to pass this bill but will wait to proclaim it to see the outcome of collective bargaining. To this end, the bill allows for a collective agreement to be negotiated prior to proclamation of the bill. However, negotiation under these parameters will not be full, free collective bargaining as the Government has effectively set the wage pattern.