

2015

NSUARB-M07050

**NOVA SCOTIA UTILITY AND REVIEW BOARD**

**IN THE MATTER OF:                    THE MUNICIPAL GOVERNMENT ACT**

- and -

**IN THE MATTER OF:                    AN APPLICATION by the MUNICIPALITY OF THE COUNTY OF PICTOU  
and the TOWNS of NEW GLASGOW, PICTOU and STELLARTON for an  
Order for the Amalgamation of the Municipality and the Towns**

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**Responses to Information Requests of the Nova Scotia Government and General Employees Union  
Supplementary Information Requests (IR-1 to IR-5)  
Requested by David J. Roberts, Pink Larkin on February 24, 2016**

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### **Request IR-1**

The Raymond Chabot Grant Thornton report, dated November 18, 2015 (the "RCGT Report"), and the Demont Law Report on Human Resources Issues, dated February 2, 2016 the "Demont Law Report"), anticipate a reduction in the existing workforce of eight unionized positions.

- a. Where, within the existing workforce, are the eight unionized positions that are to be eliminated currently located?
- b. When will the eight unionized positions be eliminated?

### **Response IR-1**

- a. **The identification and thus the locations of these workers are not currently known.**
- b. **This would be determined by the new municipality.**

### **Request IR-2**

The Demont Law Report, at page 17, recommends the "harmonization of classifications" within the existing workforce to encourage "workforce efficiencies".

- a. To what extent will employees of the existing municipal units be intermingled across the new municipality?
- b. Will employees of the existing municipal units be moved to new or different work locations within the new municipality?
- c. Will the Applicant consult with the Bargaining Agents representing the existing workforce before employees are intermingled or moved to new or different work locations?

### **Response IR-2**

- a. **This is unknown at this point in time. This will a decision of the new municipality.**
- b. **Change of work locations is a possibility but will be a decision of the new municipality.**
- c. **The applicant will likely not consult with the Bargaining Agents but it is expected that the new municipality's transition team will.**

**Request IR-3**

Will the existing workforce of the Pictou County Shared Services Authority be reduced as a result of the proposed amalgamation?

a. If yes, how many positions from the existing workforce of the Pictou County Shared Services Authority will be eliminated?

**Response IR-3**

**This is for determination by the Board of Directors of the Pictou County Shared Services Authority in accordance with the Shared Services Agreement. There is no proposal for, nor is it contemplated by the Applicants, that there will be any change to the existing workforce of the Pictou County Shared Services Authority.**

**Request IR-4**

Will employees of the Pictou County Shared Services Authority be intermingled with employees of the new municipality if the purposed amalgamation is approved?

**Response IR-4**

**This is for determination by the Board of Directors of the Pictou County Shared Services Authority in accordance with the Shared Services Agreement. There is no proposal for, nor is it contemplated by the Applicants, that there will be any change to the existing workforce of the Pictou County Shared Services Authority.**

**Request IR-5**

The report on behalf of the Municipality of the County of Pictou and the Towns of New Glasgow, Pictou and Stellarton, dated February 5, 2016, states at page 15 that “dedicated resources have been assigned

under the post transitional aspect of the proforma financial statements” to address new collective agreements for the new municipality.

a. Please identify the amount and nature of the resources, financial or otherwise, that have been assigned to address new collective agreements for the new municipality.

**Response IR-5**

**The post-transitional budget in this area is estimated to be \$375K. Among other aspects, these funds are intended to engage subject matter experts under study and term contract to assist the transition from the current-day structures to the new municipality.**