



December 8, 2010

Mr. James Rajotte, M.P.
House of Commons
Ottawa, ON K1A 0A6

Dear Mr. Rajotte:

Thank you for the opportunity to present to the Standing Committee on Finance on December 6, 2010, regarding Bill C-470. A Committee member requested additional information on the rationale for the request by the Calgary Chamber of Voluntary Organizations (CCVO) and other organizations to allow discretion in publicly disclosing employee names and compensation when safety is a concern. To help provide this explanation, we spoke with organizations in Calgary that work in the area of domestic violence. Here are two of the responses we received:

As the Executive Director, I do not have a concern about my name being published as it is listed on many public pieces of communication already. However, we do not require anyone else to list their names and in fact instruct our frontline staff to use only first names as a safety precaution. I have been threatened at times in the past and have taken basic security precautions. The risk of follow through is not high, but still present."

Kevin McNichol, Executive Director, HomeFront Society for the Prevention of Domestic Violence

"I think it's entirely reasonable to list the top salaries. But for organizations that deal with abuse, listing employee names could create danger... In my work at another organization, abusers did track me down sometimes. They would threaten me to stop helping their wife or their daughter-in-law. It's intimidating... Even if only a tiny number of people are put in more danger because of this legislation, why should that be OK?"

Andrea Silverstone, Executive Director, Peer Support Services for Abused Women

The amendments proposed by the Bill's author go a long way to address our safety concerns, as the Bill would no longer impact front-line staff earning less than \$100,000 and the top employees earning more than that are often already publicly known. However, for employees in dangerous fields such as domestic violence who earn compensation over \$100,000 but have kept their name generally confidential, the Bill presents an additional safety risk and we believe erring on the side of caution is a fair request. To those who see the impacts of violence on a daily basis, the concern is genuine and the request for anonymity is worthy of consideration.

Sincerely,

Katherine van Kooy
President and CEO

cc: Members of the Standing Committee on Finance
Greer Black, Chair, CCVO Government Relations Committee
Robert Pynn, Chair, CCVO Board of Directors