



ATIPP Request: 25-069

Source of Records: Business Transformation

Health and Social Services

From: [Jacob Rohloff](#)
To: [Blair Phelps](#)
Cc: [Caitlin Kervin](#); [Donna Cebuliak](#); [Dave Anderson](#)
Subject: Health Authority Pension CCPP Submission - preliminary review s.67 ATIPP
Date: January 28, 2025 4:38:42 PM
Attachments: [image001.png](#)
[1E - Pension Options Summary HWY.Final MSC May 27,2024.pdf](#)
[1E - Pension Background.docx](#)
[1A - Osler EY Pension Eligibility Criteria.docx](#)
[Health Authority Pension CCPP Submission Jan 2025.docx](#)
[s.74\(1\)\(a\), s.75\(1\)\(a\)\(iii\), s.67\(1\)\(g\), s.67\(1\)\(a\) .docx](#)
[1C - HWY Pensions Communications Strategy Jan 7,2025.docx](#)
[1D - Yukon - HWY Pension Coverage Solution \(EY Osler Feb 2024 DRAFT\).pdf](#)
[1D Addendum - Yukon - HWY Pension Coverage Solution Summary \(Jan 2025 DRAFT\).pdf](#)

Good afternoon,

The Department of Health and Social Services and the Public Service Commission have prepared a joint CCPP submission concerning the pension plan for Shāw Kwä'ą (health authority) and are providing to ECO for preliminary review, attached. We intend to submit for the March 6th meeting. This submission is currently for approval at the ADM level at PSC and has been approved at the relevant a/ADM level at HSS.

Wondering who would be assigned to review this submission?

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a),s.67(1)(h)

I will be away from Feb 7 returning Feb 17, Donna (cc'd) can be contacted during this time to answer any questions.

Thank you,
Jacob



Jacob Rohloff, MPH

Policy Analyst
Health and Social Services | Health System Transformation/Strategic Policy and Planning
C 867-332-9208 | Yukon.ca



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Summary of pension options for Shāw Kwä'ą / Health & Wellness Yukon

ISSUE: The Departments of Health and Social Services and the Public Service Commission have worked with the business law firm, Osler, Hoskin & Harcourt LLP (Osler), and professional services firm, Ernst & Young (EY) to identify pension options for Shāw Kwä'ą / Health & Wellness Yukon / Santé et mieux-être Yukon. This document is a summary of an accompanying Cabinet submission and consultant report from Osler/EY. Three potential options have been identified:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

- Option 2: Use the current Yukon Hospital Corporation pension plan

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a),
s.67(1)(a)

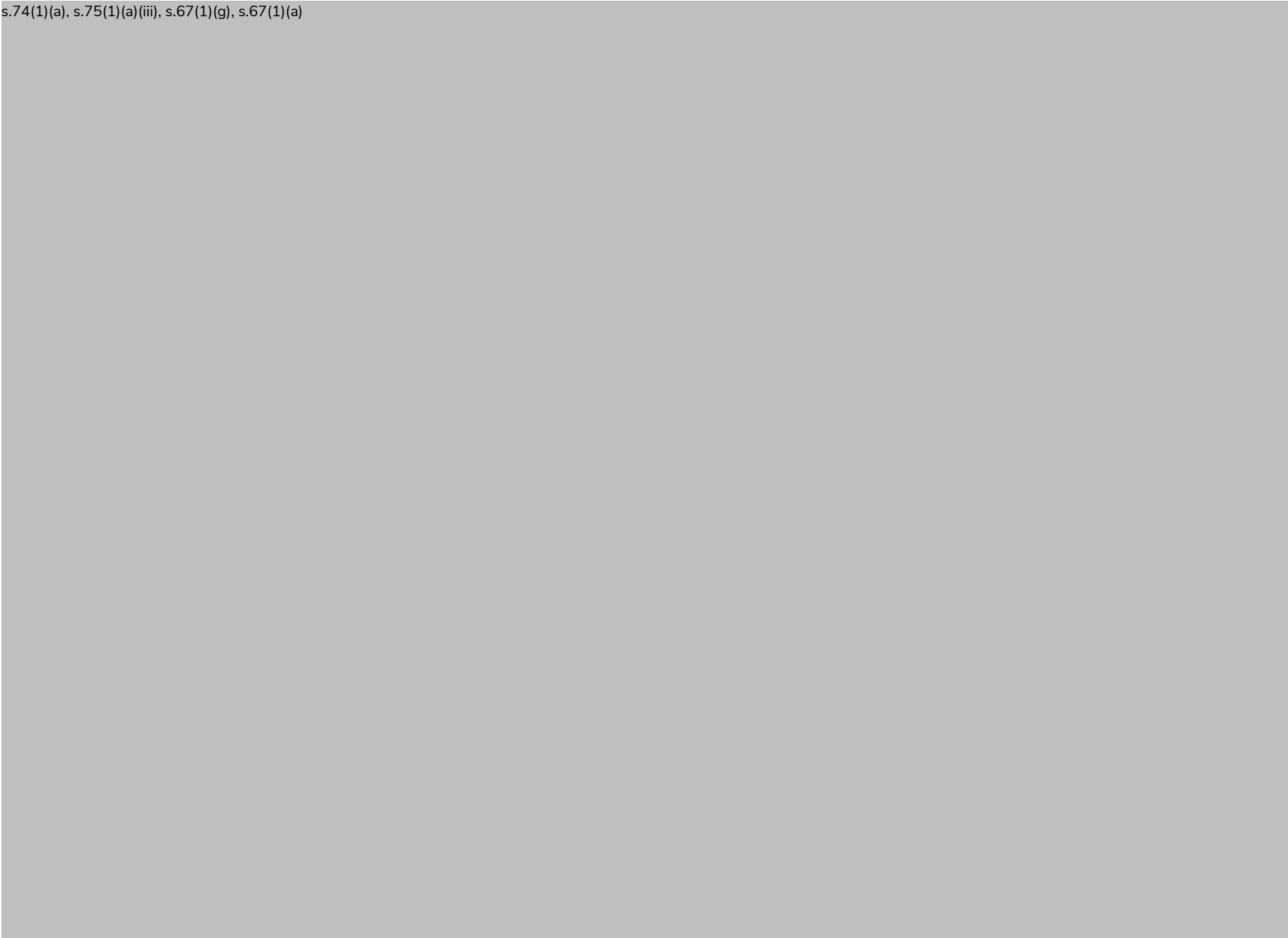
s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

NOTE: This document was based on the February 2024 version of the Osler/EY report and has not been updated with the most recent numbers. This document provides a simplified 'employee view' of the options for ease of comparison.



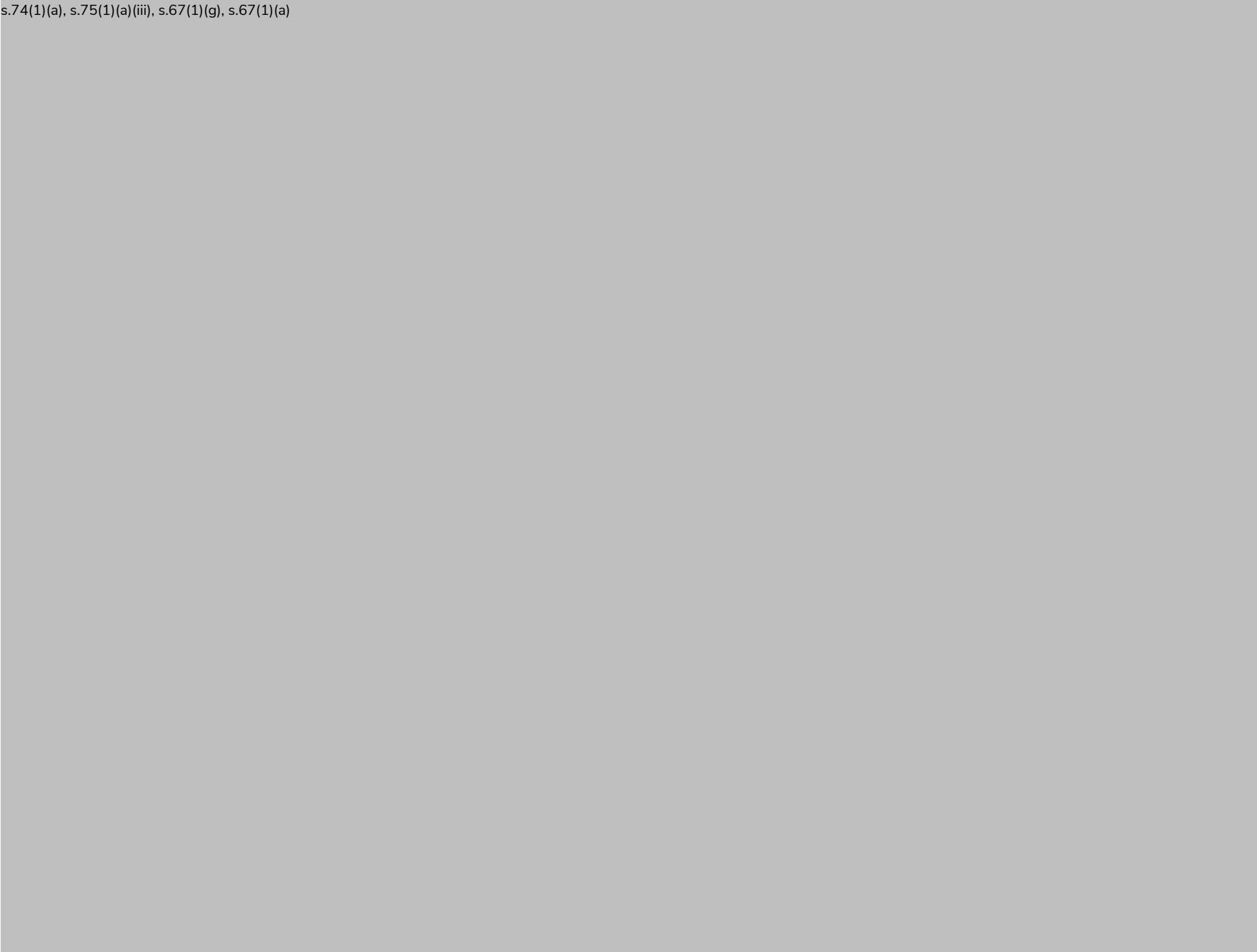
Summary of pension options for Shäw Kwä'ą / Health & Wellness Yukon

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Summary of pension options for Shäw Kwä’ą / Health & Wellness Yukon

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Summary of pension options for Shāw Kwä'ą / Health & Wellness Yukon

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Summary of pension options for Shāw Kwä'ą / Health & Wellness Yukon

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Notes:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Summary of pension options for Shäw Kwä'ą / Health & Wellness Yukon

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

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s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

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APPENDIX F: BACKGROUND

Phase I (Spring 2022 – Fall 2022): The Departments of Health and Social Services and the Public Service Commission (the departments) engaged the services of Osler, Hoskin & Harcourt LLP (Osler), a business law firm, to conduct a broad legal assessment of pension options for the current YHC and the desired implementation of Shāw Kwä'q. s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Phase II (Fall 2022 – March 2023): In addition to Osler, the accounting and professional services firm Ernst & Young (EY) was contracted to work with Osler to assess the business, financial, and risk implications of the pension options. Based on the work of Osler/EY, the departments requested further analysis s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

One of the legally possible avenues for the Shāw Kwä'q pension plan was a non-Yukon Multi-Employer Pension Plan (non-Yukon MEPP). In March 2023, s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

The departments explored various non-Yukon MEPPs, in addition to continuing to assess whether the federal Public Service Plan (used for YG employees) could be extended to Shāw Kwä'q or if the YHC plan could be used.

Phase III (March 2023 – present): s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Shäw Kwä'q / Health & Wellness Yukon / Santé et mieux-être Yukon Pension Options

APPENDIX F: BACKGROUND

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

The other option is the YHC plan.

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g)

Yukon Hospital Corporation Employees' Pension Plan (YHC Plan)

The YHC plan was established in April 1993. There are two 'groups' of participants in the plan. Group 1 includes all full-time employees and part-time or casual employees who elected to

APPENDIX F: BACKGROUND

participate in the plan between April 1993 and December 31, 2014. Group 2 is all full-time employees and those part-time or casual employees who elected to join from January 1, 2015 onwards. The second group of employees is subject to different rules and contribution rates than those who became plan members before 2015. This change was required to ensure that appropriate benefits could continue to be paid to plan members at a fair cost and to ensure the pension plan's long-term sustainability and financial integrity.

Employees who worked at the Whitehorse General Hospital operated by the federal government before transferring these responsibilities to the YHC had their pension and benefits transferred from the federal public service plan to the YHC plan in 1993. When the operation of the (formally federal and then territorial) Watson Lake Hospital was transferred to the YHC in 2010, those employees also had their pensions transferred to the YHC plan. The intent of the YHC plan (in 2015) was to emulate the provisions of the Public Service Plan as much as reasonably possible. However, the YHC plan is governed by separate rules under the federal *Pension Benefits Standards Act*.

The *Pension Benefits Standards Act* applies to pension plans linked to employment under federal jurisdiction. These are primarily national or inter-provincial/territorial private industries such as airlines and telecommunications and all private-sector employment in the three territories. s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

[REDACTED]

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

[REDACTED]

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g)

[REDACTED]

APPENDIX F: BACKGROUND

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g)

Public Service Pension Plan – Federal Government and Government of Yukon pension plan

The federal Treasury Board administers the Public Service Plan pension plan under the *Public Service Superannuation Act*. To participate in the Public Service Plan, organizations must meet the *Public Service Superannuation Act* definition of "public service corporation" or "federal public administration," named individually in the Act or its regulations to participate in the plan. The Government of Yukon is a named participant of the plan under Schedule I, Part II of the Act and the *Yukon Territory Pension Regulations*. Approximately 6,804 Government of Yukon employees contribute to the Public Service Plan.

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Summary of Comments on Pages from 25-069 Original Records.pdf

Page: 4



Number: 1

Author: Dave.Anderson

Date: 2025-01-15 6:48:00 AM

As per my comment above s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a),s.67(1)(h)
s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a),s.67(1)(h)

APPENDIX F: BACKGROUND

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g)



Like the YHC plan, the Public Service Plan has two 'groups' of employees: Those employed before January 1, 2013 (Group 1) and those employed after (Group 2). These groups are subject to different rules and contribution rates. These changes ensured that appropriate benefits continued to be paid to plan members at a fair cost. The retirement age was increased from 60 to 65, and other age-related benefits were increased by five years in Group 2.

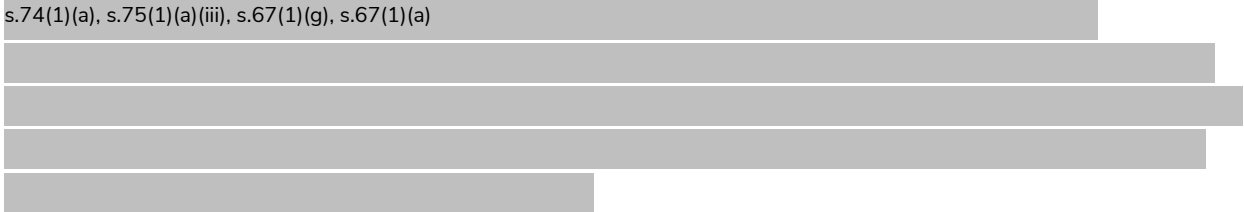
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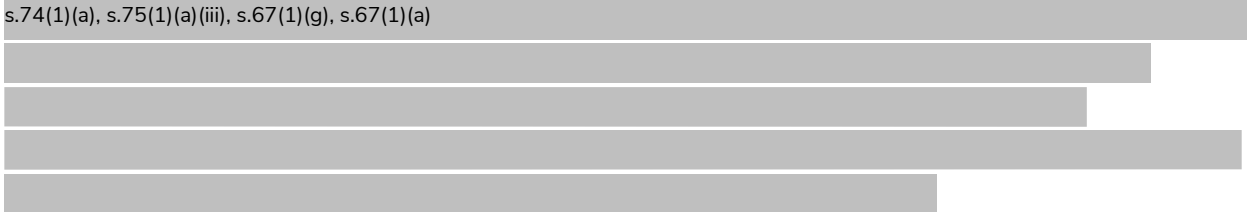
s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Shäw Kwä'q / Health & Wellness Yukon / Santé et mieux-être Yukon Pension Options

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s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Page: 6

Number: 1

Author: Clarke.LaPrairie

Date: 2025-01-09 3:17:00 PM

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a),s.67(1)(h)

Number: 2

Author: Jacob.Rohloff

Date: 2024-12-30 2:44:00 PM

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a),s.67(1)(h)

Number: 3

Author: Clarke.LaPrairie

Date: 2025-01-09 3:18:00 PM

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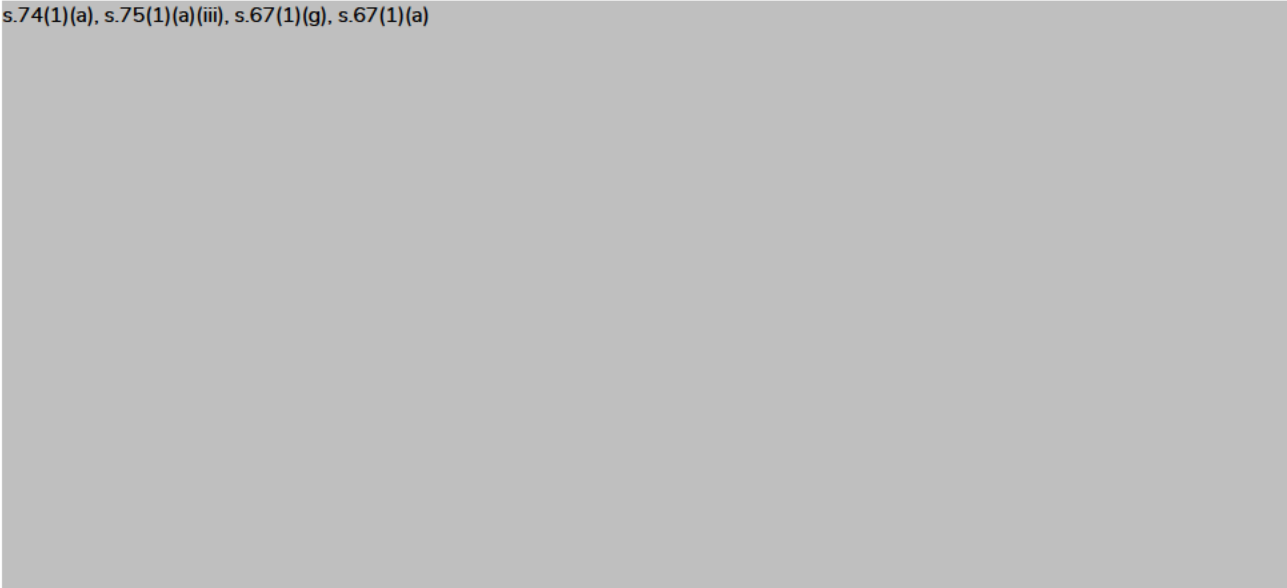
Shāw Kwä'q / Health & Wellness Yukon / Santé et mieux-être Yukon Pension Options

APPENDIX F: BACKGROUND

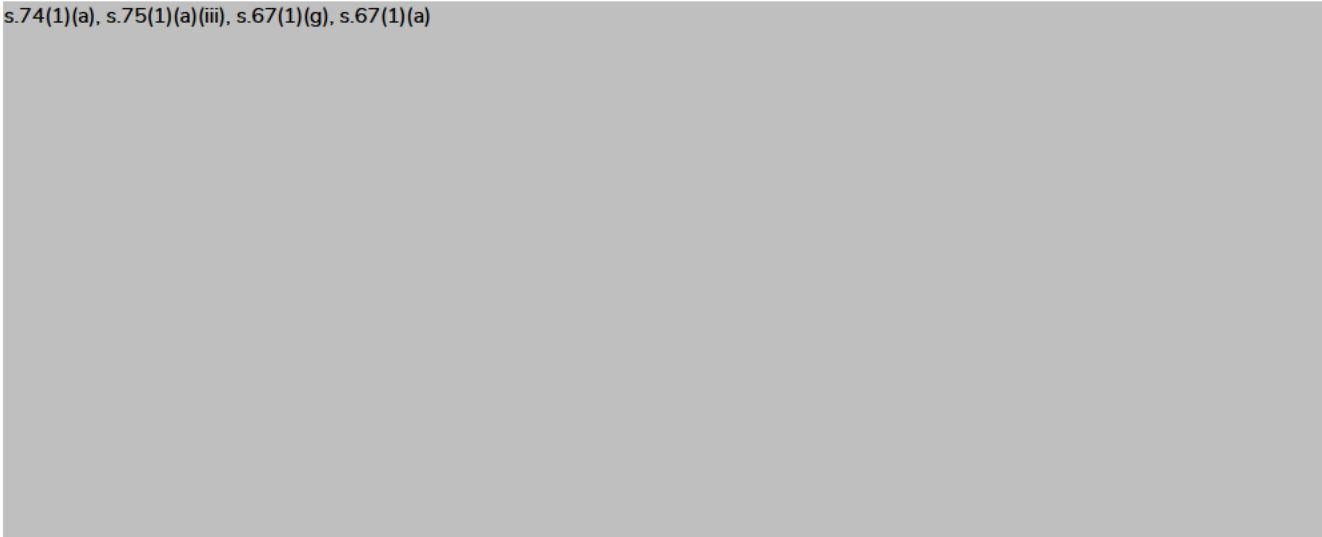
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s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



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	Number: 1	Author: Clarke.LaPrairie	Date: 2025-01-09 3:19:00 PM
	s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a),s.67(1)(h)		
	Number: 2	Author: Dave.Anderson	Date: 2025-01-15 6:53:00 AM
	s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a),s.67(1)(h)		

Appendix A: Osler/EY Pension Eligibility Criteria

Benefits	Cost	Timing & Completion
Benefit Compatibility s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a) Benefit Security s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a) s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a) Past Service for Active Members s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)	s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)	s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a) Legislative Support Needed s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a) Timing s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Cabinet and Cabinet Committee Routing Sheet

TITLE: Shāw Kwā'q / Health & Wellness Yukon / Santé et mieux-être Yukon Pension Options	DATE: January 22, 2025
	DEPARTMENT: Health and Social Services; Public Service Commission

CONTACT INFORMATION		
Policy Branch	Program Branch	Public Service Commission
Name: Jacob Rohloff, Policy Analyst, HSS	Name: Donna Cebuliak, Director, Business Transformation, HSS	Name: Dave Anderson, Strategic Labour Relations
Phone: 867-332-9208	Phone: 867-332-0617	Phone: 867-667-5892

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a),s.67(1)(h)

Please check applicable boxes:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a),s.67(1)(h)

REVIEWED BY:

_____ Deputy Minister	_____ Department - HSS	_____ Date
_____ Deputy Minister	_____ Department - PSC	_____ Date

Submission to the Cabinet Committee on Priorities and Planning

Title: Shāw Kwā'q / Health & Wellness Yukon / Santé et mieux-être Yukon Pension Options

Date prepared: January 22, 2025

Ministers: Hon. Tracy-Anne McPhee; Hon. Sandy Silver

Departments: Health and Social Services; Public Service Commission

ISSUE: Shāw Kwā'q / Health and Wellness Yukon / Santé et mieux-être ("health authority" herein referred to as Shāw Kwā'q) will be a new public employer for the territory and requires an attractive, equitable, and fiscally sustainable pension plan similar to current plans for employees transitioning from the Government of Yukon and Yukon Hospital Corporation.

The Departments of Health and Social Services (HSS) and the Public Service Commission (PSC) have worked with the business law firm, Osler, Hoskin & Harcourt LLP (Osler), and professional services firm, Ernst & Young (EY), to identify pension options for Shāw Kwā'q. This submission seeks s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

All financial figures provided are preliminary estimates, further financial analysis is required.

REQUEST:

It is recommended that the Cabinet Committee of Priorities and Planning:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

PRIORITY AND TIMING:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a), s.67(1)(h)

RECOMMENDED OPTION ANALYSIS:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

What are the advantages and disadvantages or opportunities and consequences of the recommended action/decision?

Advantages:

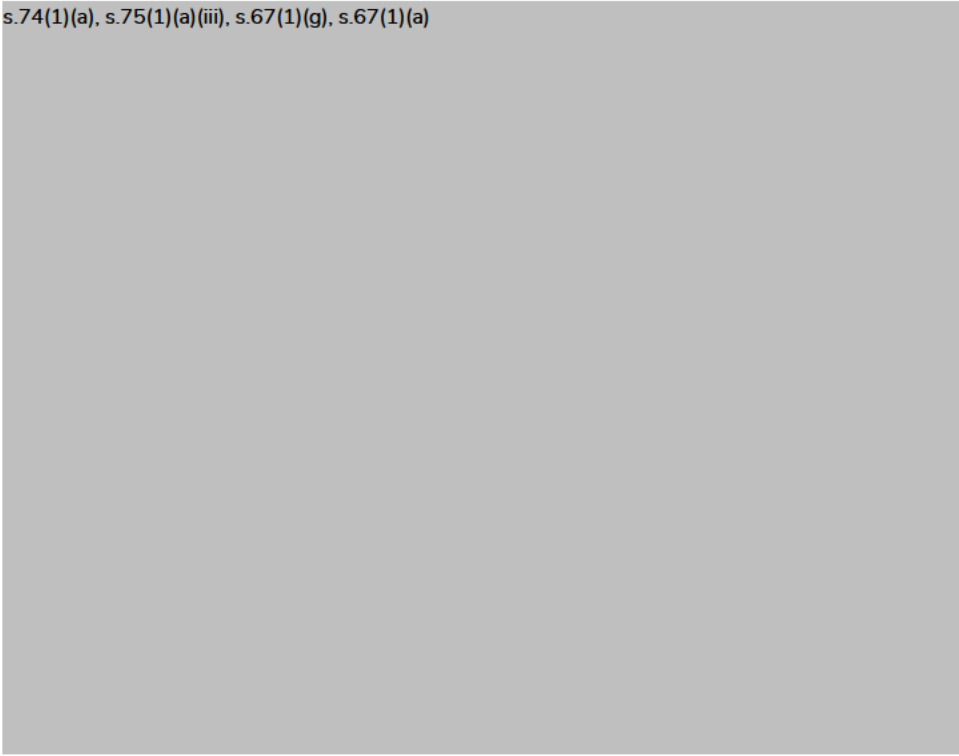
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Disadvantages:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

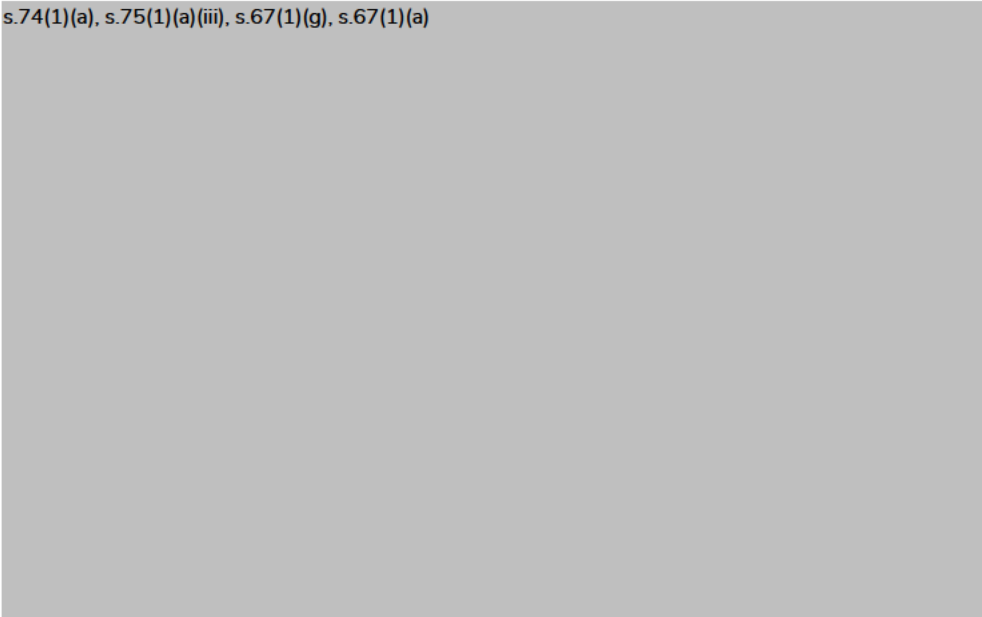


s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a), s.67(1)(h)



Significant Implications – key considerations, including potential risks or consequences:

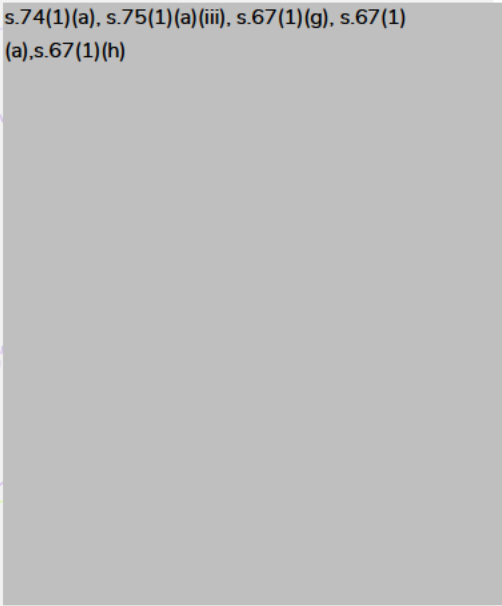
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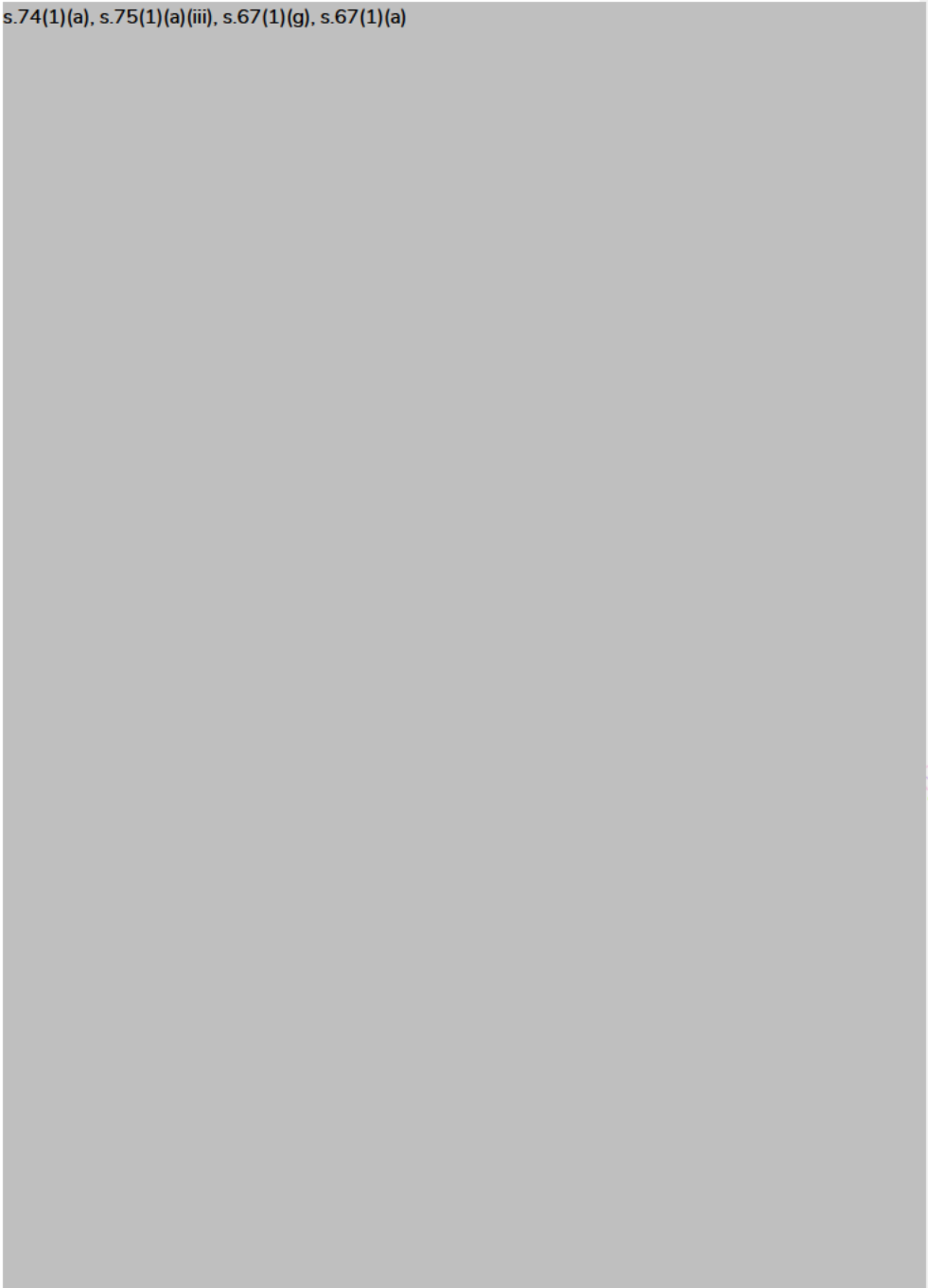
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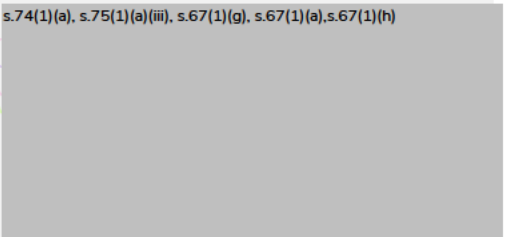
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s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



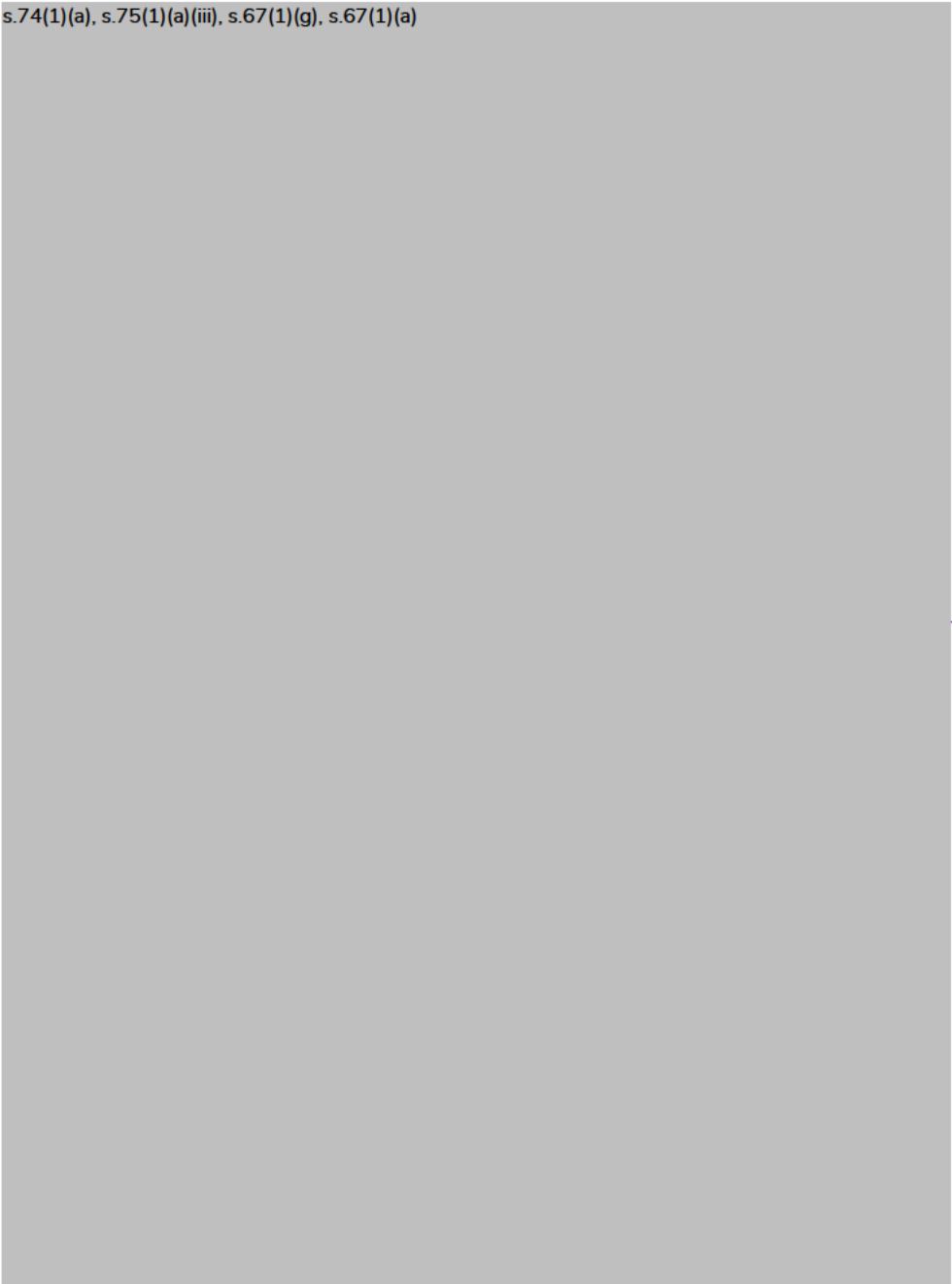
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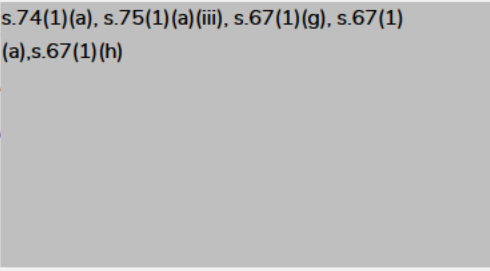
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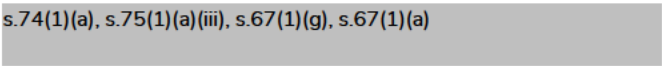
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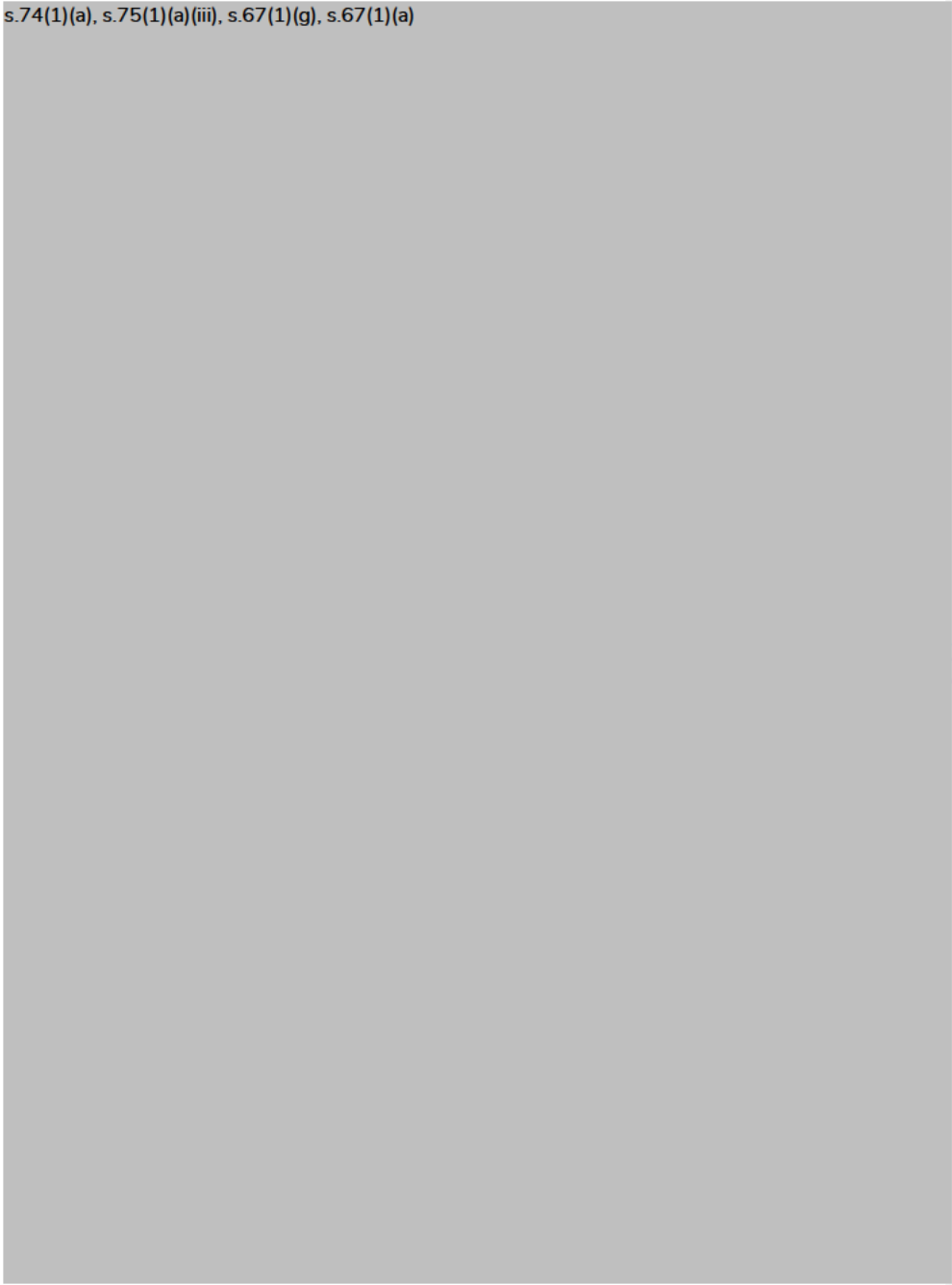
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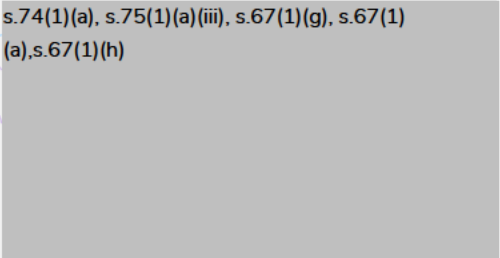
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s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a), s.67(1)(h)



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s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

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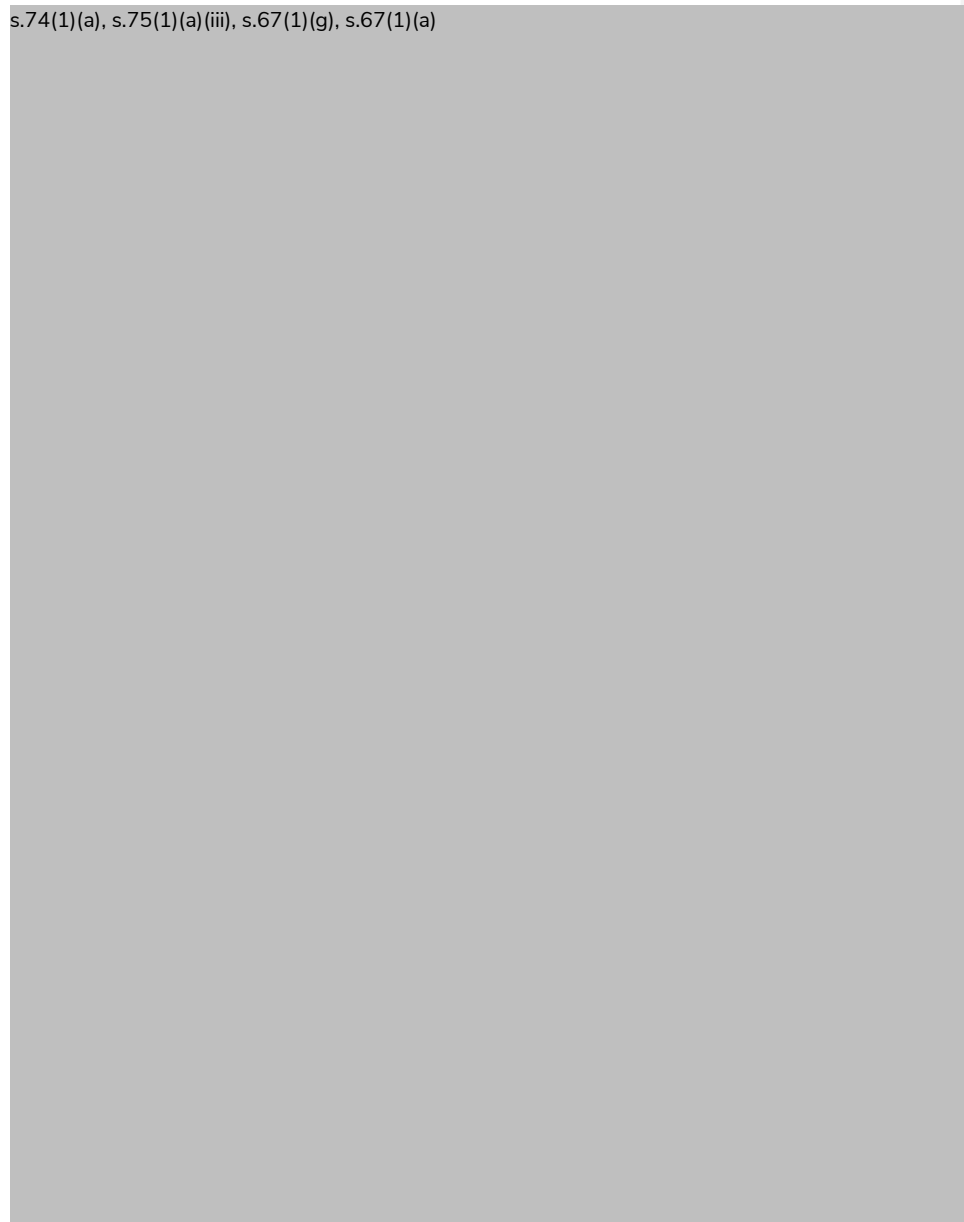
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s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



CONTEXT AND CONSIDERATIONS APPLICABLE TO ALL OPTIONS:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a),s.67(1)(h)

ATTACHMENTS:

- Appendix A: Osler/EY Pension Eligibility Criteria
- Appendix B: s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)
- Appendix C: s.74(1)(a), s.75(1)(a)(iii),
- Appendix D: Osler/EY February 2024 Shāw Kwā'q / Health & Wellness Yukon / Santé et mieux-être Yukon Pension Options presentation and analysis
- Appendix D (ADDENDUM): January 2025 – Updated Osler/EY Shāw Kwā'q pension options
- Appendix E: Pension Options Summary
- Appendix F: Background information

SIGNATURES:

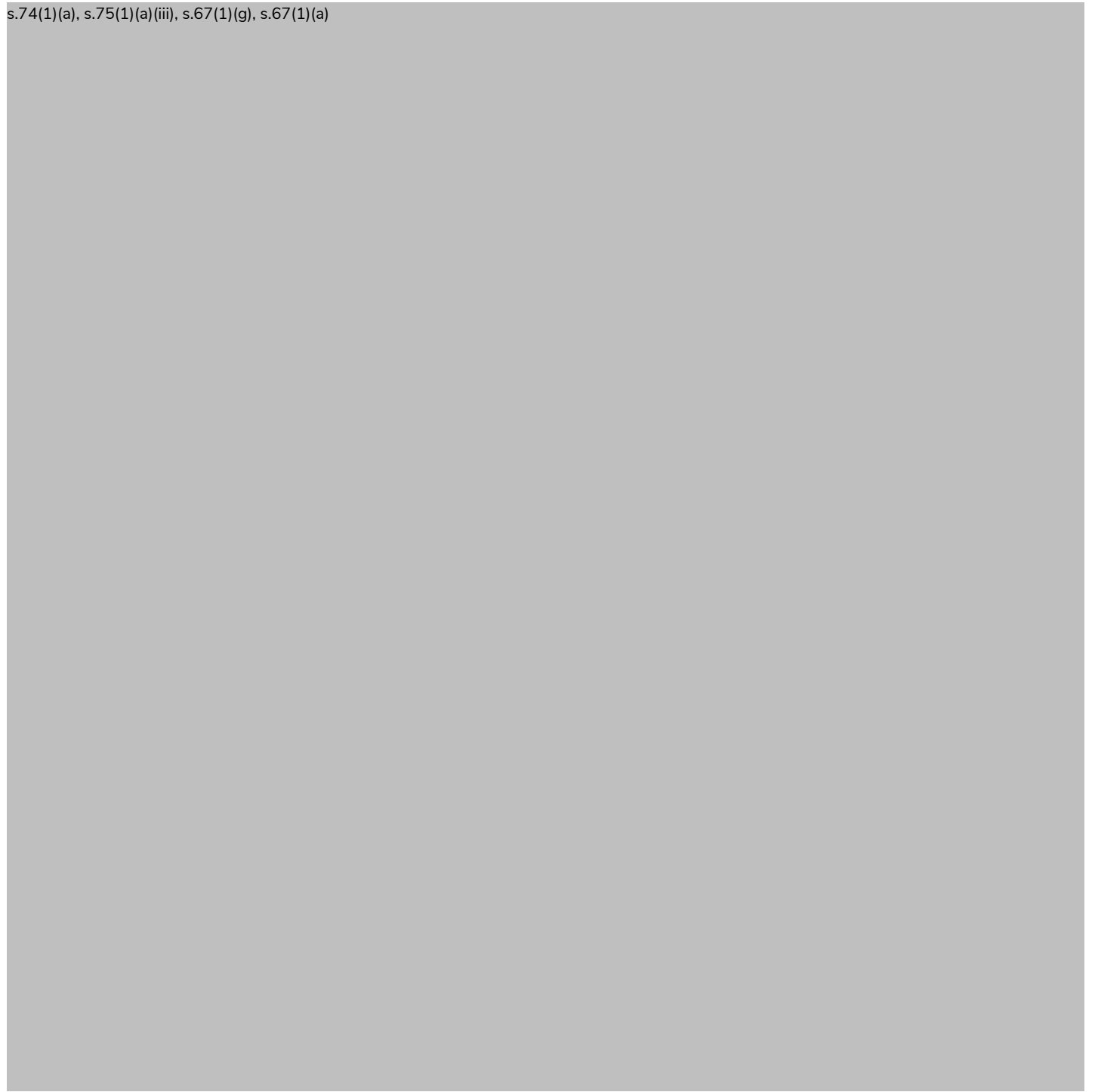
Minister's signature (HSS)

Date

Minister's signature (PSC)

Date

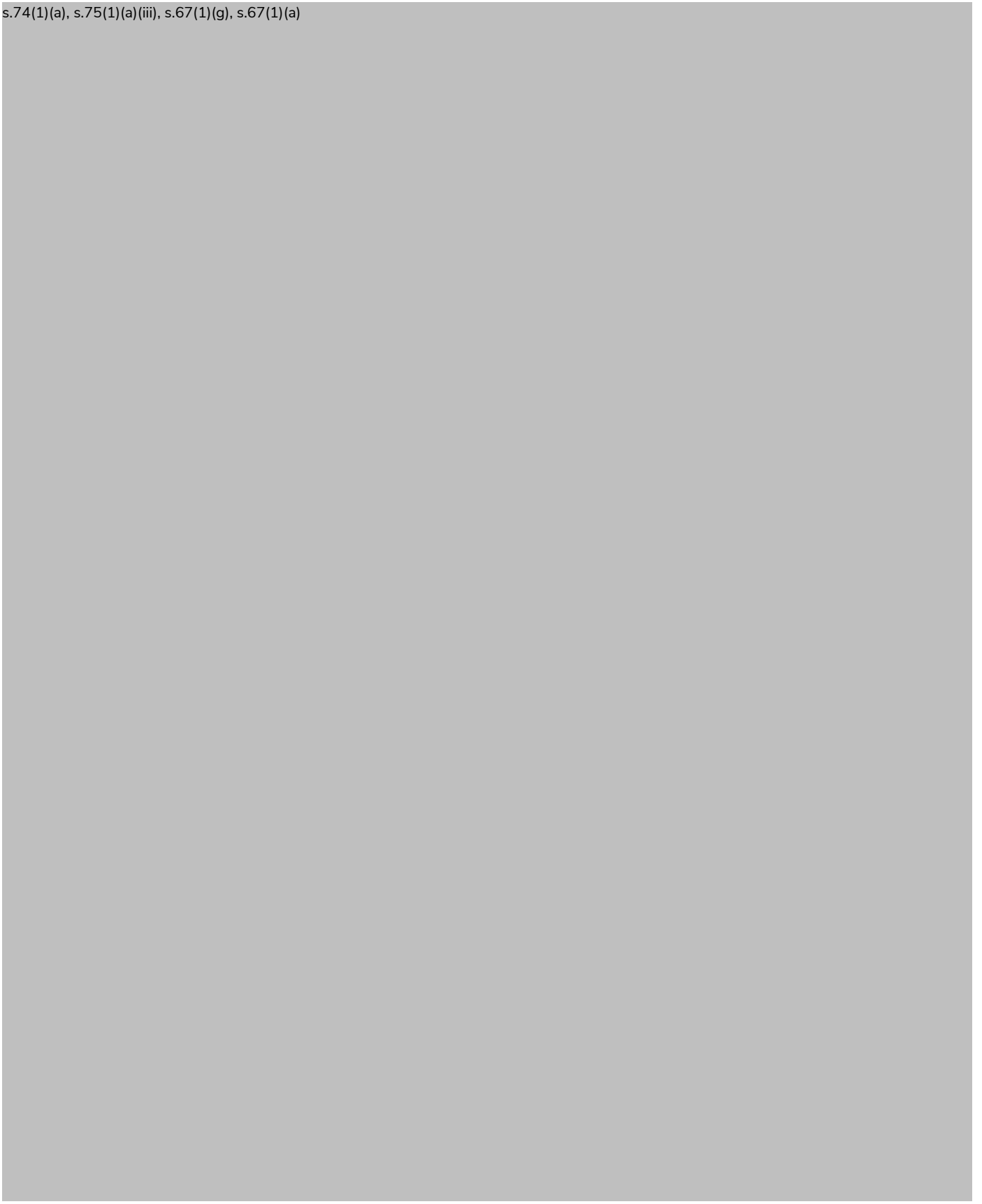
s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)





s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



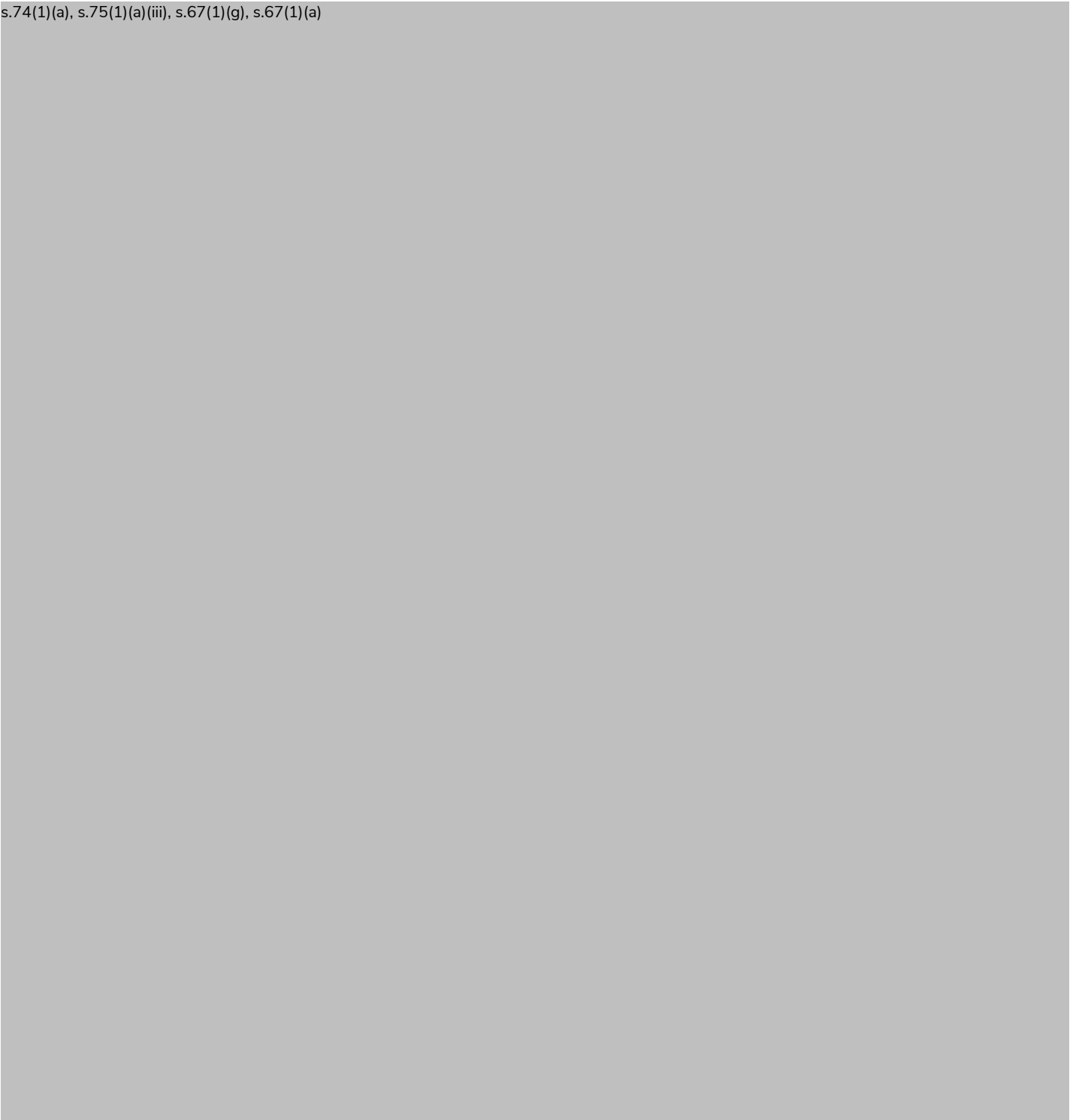
s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



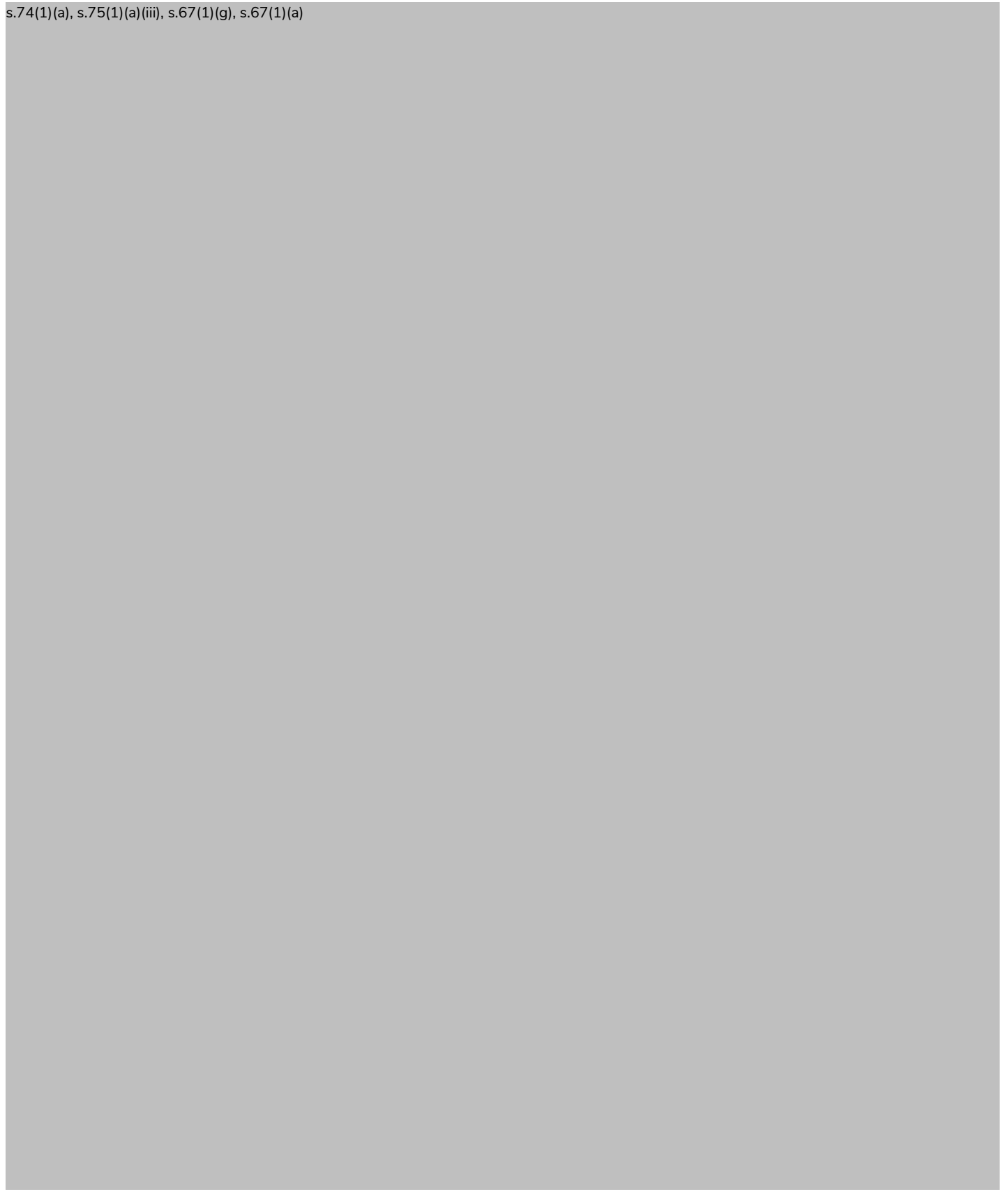
s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Health and Wellness Yukon Pension Coverage Solutions

DRAFT

February 2024



Executive Summary: Summary of Estimated Transfer and Go-forward Costs

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Executive Summary: Key Considerations for the Remaining Options

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



HW&Y Pension Coverage Solutions Overview

Overview - Process

Pension Coverage Solutions - Review Process

- ▶ The Government of Yukon ("YG") intends to establish a new arms-length governmental entity, Health and Wellness Yukon ("HWY"), to deliver health and social services in the territory.

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Phase I



- ▶ Osler assessed the pension-related implications in connection with the establishment of HWY.

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Phase II



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Phase III



- ▶ Osler & EY identified a universe of potential non-Yukon MEPPs and assisted YG in establishing evaluation criteria.
- ▶ Osler & EY has engaged in discussions with YG's short-list of potential pension partners
- ▶ EY performed benefit compatibility analyses against the current pension arrangement.
- ▶ Following discussions with YG, the option to provide coverage to HWY employees under the YHC Plan and to participate in the Federal Public Service Pension Plan (PSPP) have each been further explored.
- ▶ Following further discussions, EY performed an analysis to estimate the transfer and go-forward cost and Osler performed a holistic assessment of the available options.

Overview - Coverage Solutions

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Overview - Coverage Solutions

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Overview - Coverage Solutions

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Overview - Past Service Transfer Cost

Summary of Estimated Past Service Transfer Cost under Each Solution

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Overview - Past Service Transfer Cost

Summary of Estimated Past Service Transfer Cost under Each Solution

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Overview - Future Service Cost

Go-forward Cost Estimate



Overview –

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Appendix A

Transfer Cost and Go-Forward Cost Estimate

Past Service Transfer

Transfer Pricing Cost Estimate

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Go-Forward Cost Estimate

Go-forward Cost Estimate

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Appendix B

Assessment of Pension Solutions

Recap: Evaluation Criteria

Evaluation Criteria

Benefits

Benefit Compatibility

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Benefit Security

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Past Service for Active Members

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Cost

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Timina & Completion

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Legislative Support Needed

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Timing

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Assessment of Option #1A:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Option #1A:

s.74(1)(a), s.75(1)(a)(ii), s.67(1)(a),
s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Option #1A:

s.74(1)(a), s.75(1)(a)(ii), s.67(1)(a), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Assessment of Option #1B:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Option #1B:

s.74(1)(a), s.75(1)(a)(iii),
s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Option #1B:

s.74(1)(a), s.75(1)(a)(iii),
s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Assessment of Option #1C:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Option #1C:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Option #1C: s.74(1)(a), s.75(1)(a)(iii),
s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Option #2:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Solution 2:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Option #2:

s.74(1)(a), s.75(1)(a)(iii),
s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Option #2:

s.74(1)(a), s.75(1)(a)(iii),
s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Option #3:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Option #3:

s.74(1)(a), s.75(1)(a)(ii), s.67(1)(a), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Option #3:

s.74(1)(a), s.75(1)(a)(ii), s.67(1)(a), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

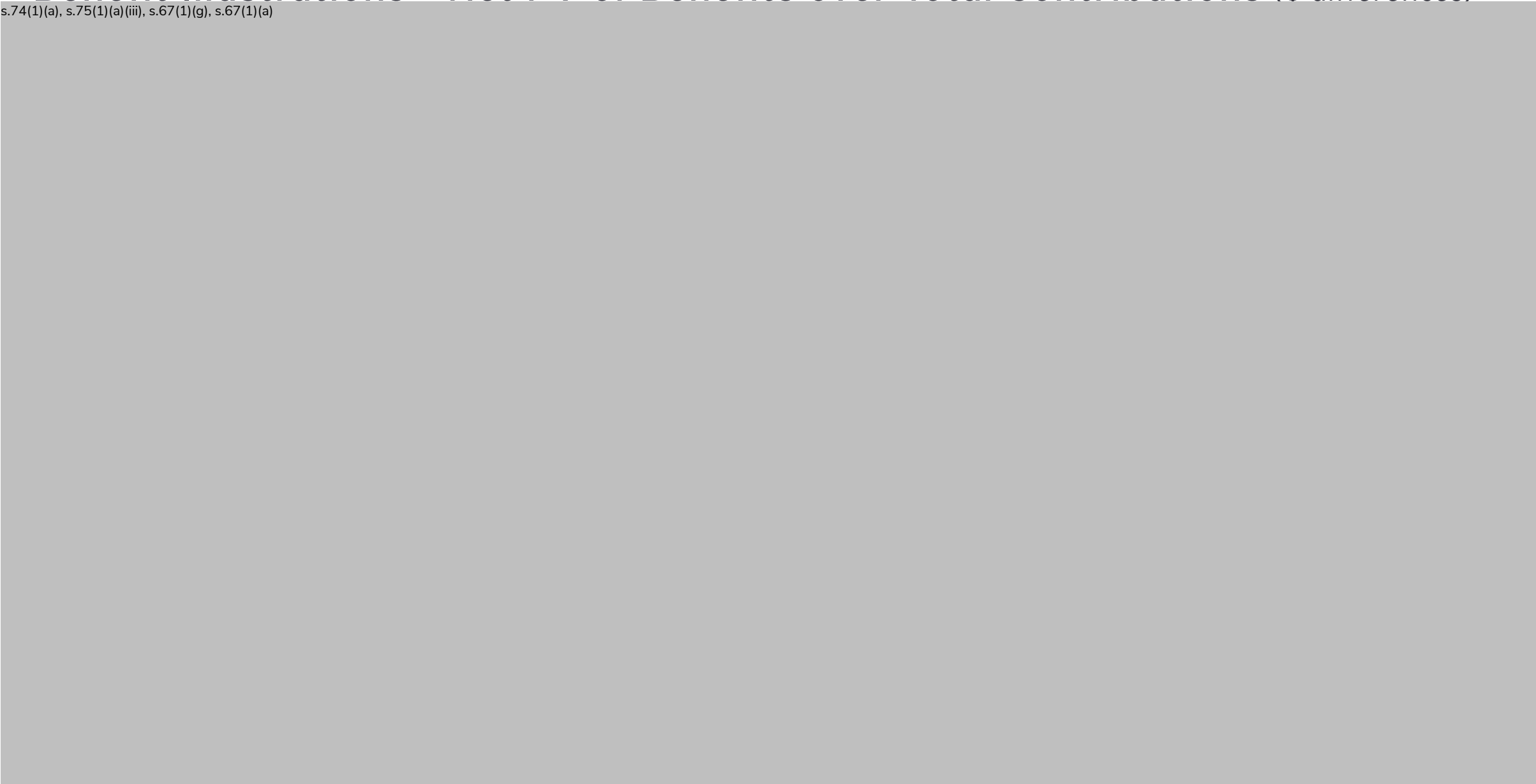


Appendix C

Excerpts of Benefit Compatibility Analysis –
Net value comparisons

Benefit Illustrations - Net PV of Benefits over Total Contributions (\$ differences)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Benefit Illustrations - Net PV of Benefits over Total Contributions (\$ differences)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Appendix D

Excerpts of Benefit Compatibility Analysis –
Benefits and contribution comparisons

Samples Active Employee Profiles Considered for Benefit Illustrations

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

A large gray rectangular area covering the majority of the page, indicating that the content has been redacted. A small yellow horizontal line is visible on the right edge of the gray area.

Benefit Illustrations - Present Value of Benefits (% differences)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Benefit Illustrations - PV of Total ER and EE Contributions (% differences)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Benefit Illustrations - PV of Total ER and EE Contributions (% differences)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Appendix E

Excerpts of Summary of Plan Provisions –
Key Benefit Comparison

Key Benefit Comparison Between Plans

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Appendix F

Summary of Assumptions Used in the
Estimation of Transfer Cost and Go-Forward
Cost

Projection Assumptions: Census Data & Go-Forward Cost Estimate

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Transfer Cost Assumptions Comparison (1/2)

The following assumptions are used to estimate the transfer cost under each Solution.

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Transfer Pricing Assumptions Comparison (2/2)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)





Appendix G

Census Data used in the Estimation of Transfer Cost and Go-Forward Cost

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Appendix H

Plan Provisions of Pension Options Explored

Plan Provisions Comparison (1/5)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Health and Wellness Yukon Pension Coverage Solutions

DRAFT

January 2025



OSLER



AGENDA

1. Overview of Process
2. Overview of Pension Coverage Solutions
3. Summary of Estimated Transfer and Go-Forward Costs
4. Key Considerations for the Remaining Options
5. Q&A

Overview of Process

Pension Coverage Solutions - Review Process

- ▶ The Government of Yukon ("YG") intends to establish a new arms-length governmental entity, Health and Wellness Yukon ("HWY"), to deliver health and social services in the territory.

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Phase I



- ▶ Osler assessed the pension-related implications in connection with the establishment of HWY.

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Phase II



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Phase III



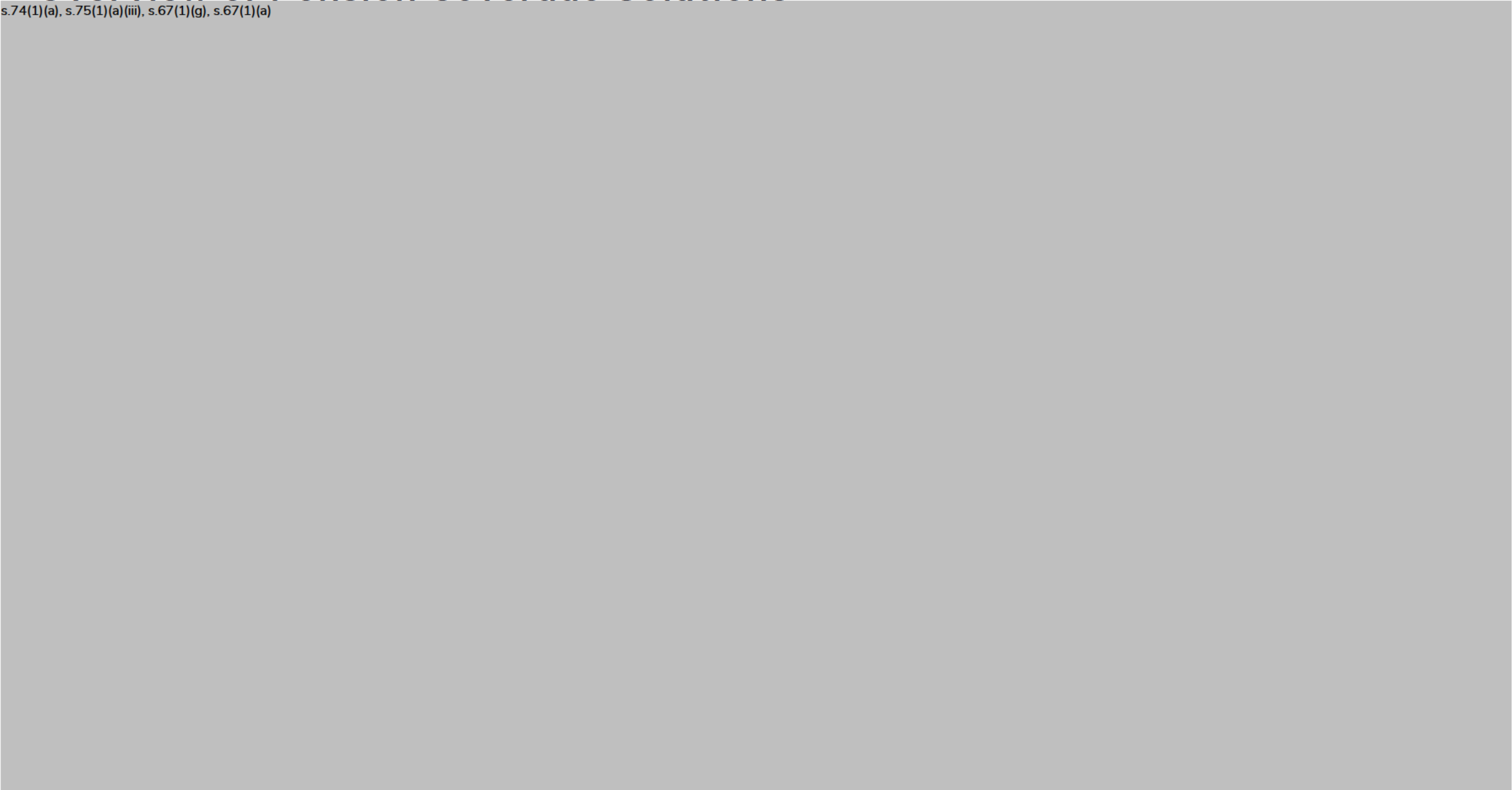
- ▶ Three options were explored in detail:

- ▶ Non-Yukon MEPP
- ▶ Federal PSPP
- ▶ YHC Plan

- ▶ EY performed benefit compatibility analyses against the current pension arrangement.
- ▶ EY performed an analysis to estimate the transfer and go-forward cost for each option and Osler performed a holistic assessment of the available options.

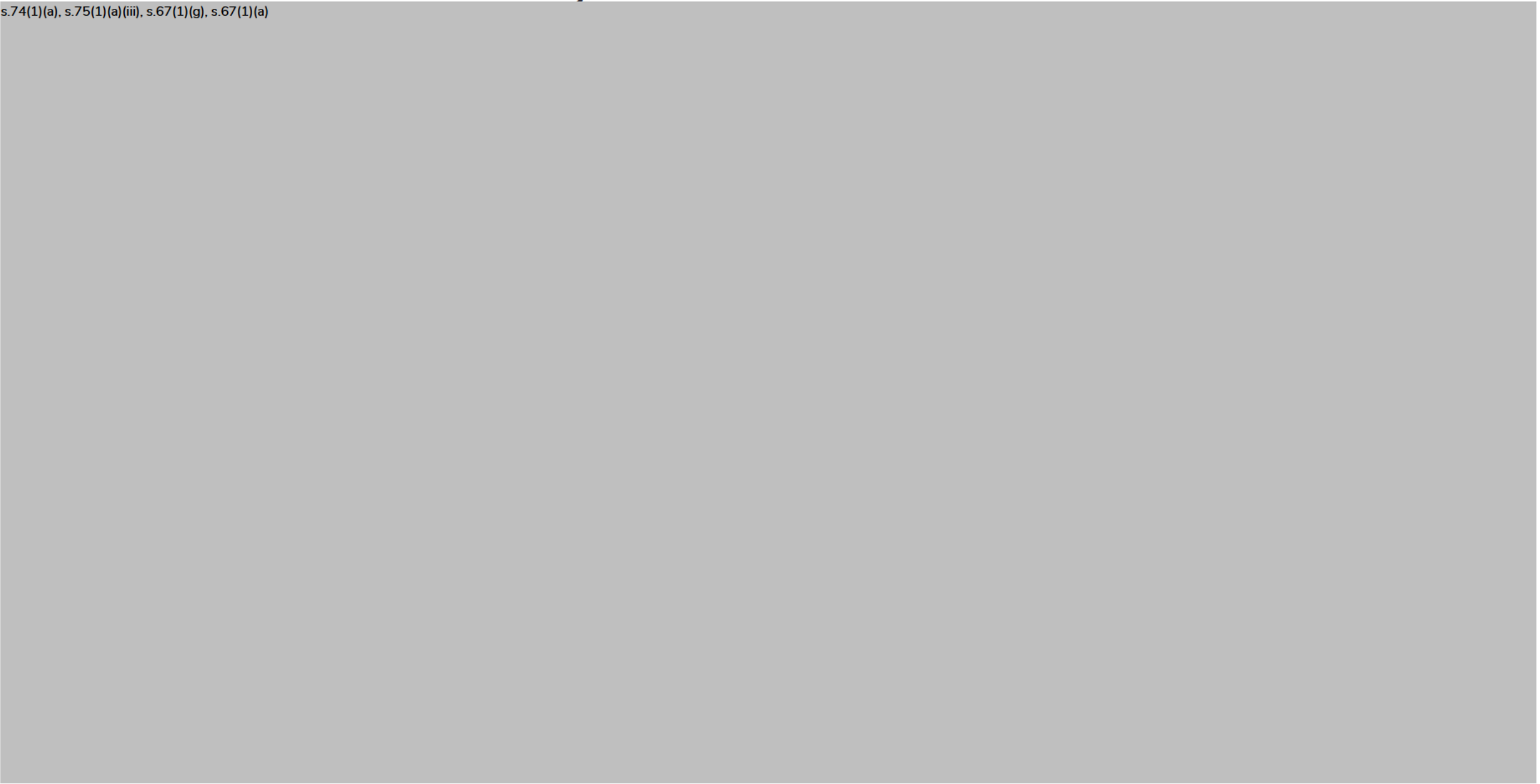
Overview of Pension Coverage Solutions

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Overview of Pension Coverage Solutions

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Overview of Pension Coverage Solutions

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Summary of Estimated Transfer and Go-forward Costs

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Key Considerations for the Remaining Options

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Appendix A

Pension Coverage Solutions – Cost Considerations

Past Service Transfer Cost

Summary of Estimated Past Service Transfer Cost under Each Solution

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Past Service Transfer Cost

Summary of Estimated Past Service Transfer Cost under Each Solution

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Future Service Cost

Go-forward Cost Estimate

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

[Redacted content]

Other potential pension partners considered and reasons for exclusion

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



- ▶ In addition, while YG has explored the option to participate in the PSPP, the Federal government has advised that participation of HWY in the PSPP is not an option.

Appendix B

Summary of Assumptions Used in the
Estimation of Transfer Cost and Go-Forward
Cost

Projection Assumptions: Census Data & Go-Forward Cost Estimate

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Transfer Cost Assumptions Comparison (1/2)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Transfer Pricing Assumptions Comparison (2/2)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



From: [Jared.Wong](#)
To: [Donna.Cebuliak](#); [Gurmaan.Rai](#)
Subject: Pensions is signed
Date: March 10, 2025 9:07:52 AM
Attachments: [Mar 7, 2025 - CCPP Sub - Health Authority Pension.pdf](#)
[image001.png](#)

FYI – signed



Jared Wong (he/him)
Senior Advisor
Health and Social Services | Deputy Minister's Office
T. | C. 867-332-6978 | [Yukon.ca](#)

I respectfully acknowledge that I work within the Traditional Territories of the Kwanlin Dün First Nation and the Ta'an Kwäch'än Council.

Cabinet and Cabinet Committee Routing Sheet

TITLE: Shāw Kwā'ā / Health & Wellness Yukon / Santé et mieux-être Yukon Pension Options	DATE: January 22, 2025
	DEPARTMENT: Health and Social Services; Public Service Commission

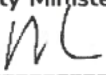
CONTACT INFORMATION		
Policy Branch	Program Branch	Public Service Commission
Name: Jacob Rohloff, Policy Analyst, HSS	Name: Donna Cebuliak, Director, Business Transformation, HSS	Name: Dave Anderson, Strategic Labour Relations
Phone: 867-332-9208	Phone: 867-332-0617	Phone: 867-667-5892

Please check applicable boxes:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a), s.67(1)(h), s.67(1)(e)

REVIEWED BY:



 Deputy Minister


 Deputy Minister

 Department - HSS

 Department - PSC

February 6, 2025

 Date
 2025-02-06

 Date

Submission to the Cabinet Committee on Priorities and Planning

Title: Shāw Kwä'ą / Health & Wellness Yukon / Santé et mieux-être Yukon Pension Options

Date prepared: March 3, 2025

Ministers: Hon. Tracy-Anne McPhee; Hon. Sandy Silver

Departments: Health and Social Services; Public Service Commission

ISSUE: Shāw Kwä'ą / Health and Wellness Yukon / Santé et mieux-être ("health authority" herein referred to as Shāw Kwä'ą) will be a new public employer for the territory and requires an attractive, equitable, and fiscally sustainable pension plan similar to current plans for employees transitioning from the Government of Yukon and Yukon Hospital Corporation.

The Departments of Health and Social Services (HSS) and the Public Service Commission (PSC) have worked with the business law firm, Osler, Hoskin & Harcourt LLP (Osler), and professional services firm, Ernst & Young (EY), to identify pension options for Shāw Kwä'ą. This submission seeks s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

[REDACTED]

All financial figures provided are preliminary estimates, further financial analysis is required.

REQUEST:

It is recommended that the Cabinet Committee of Priorities and Planning:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

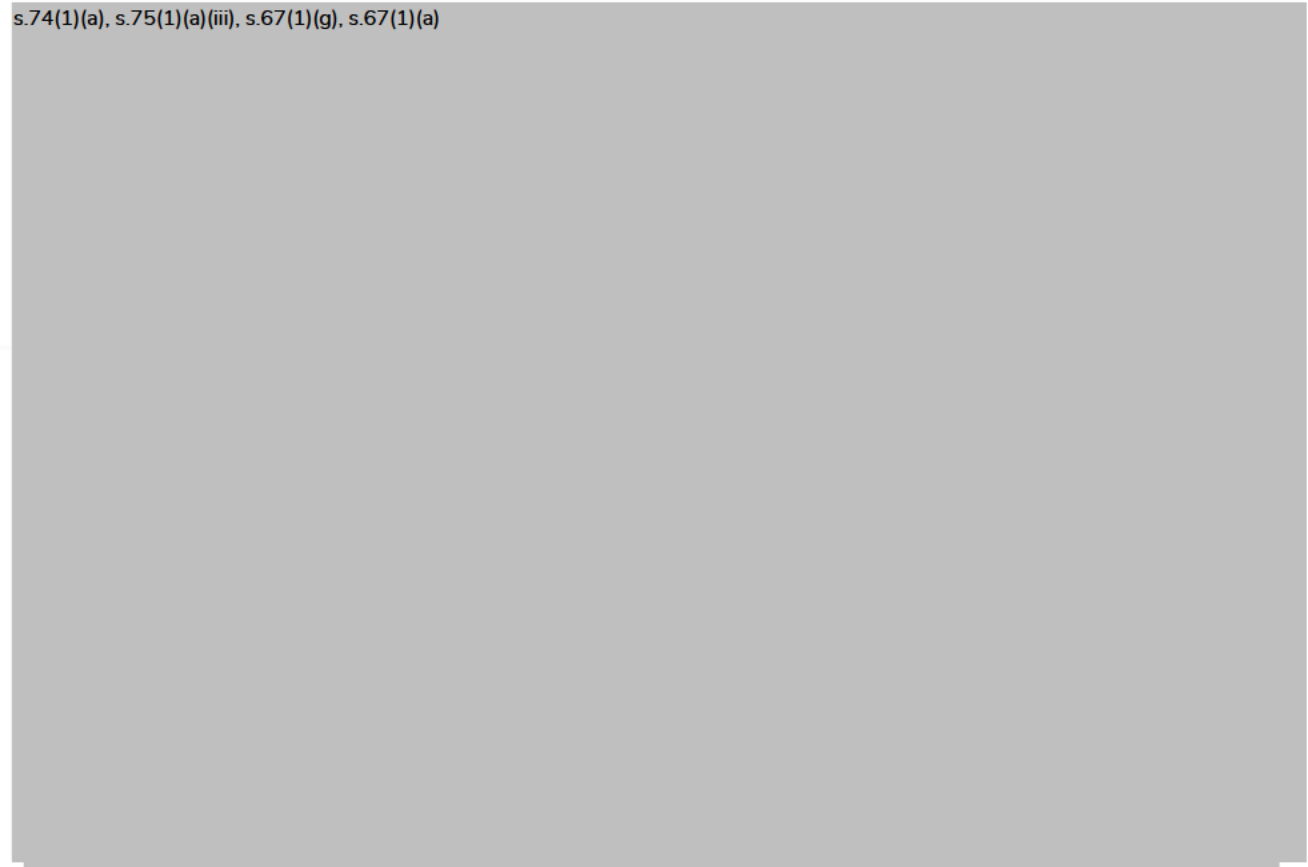
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PRIORITY AND TIMING:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

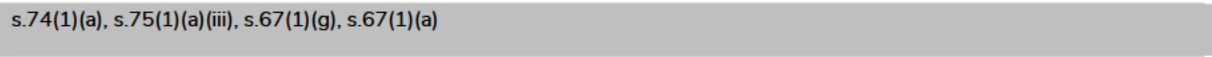
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s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



RECOMMENDED OPTION ANALYSIS:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



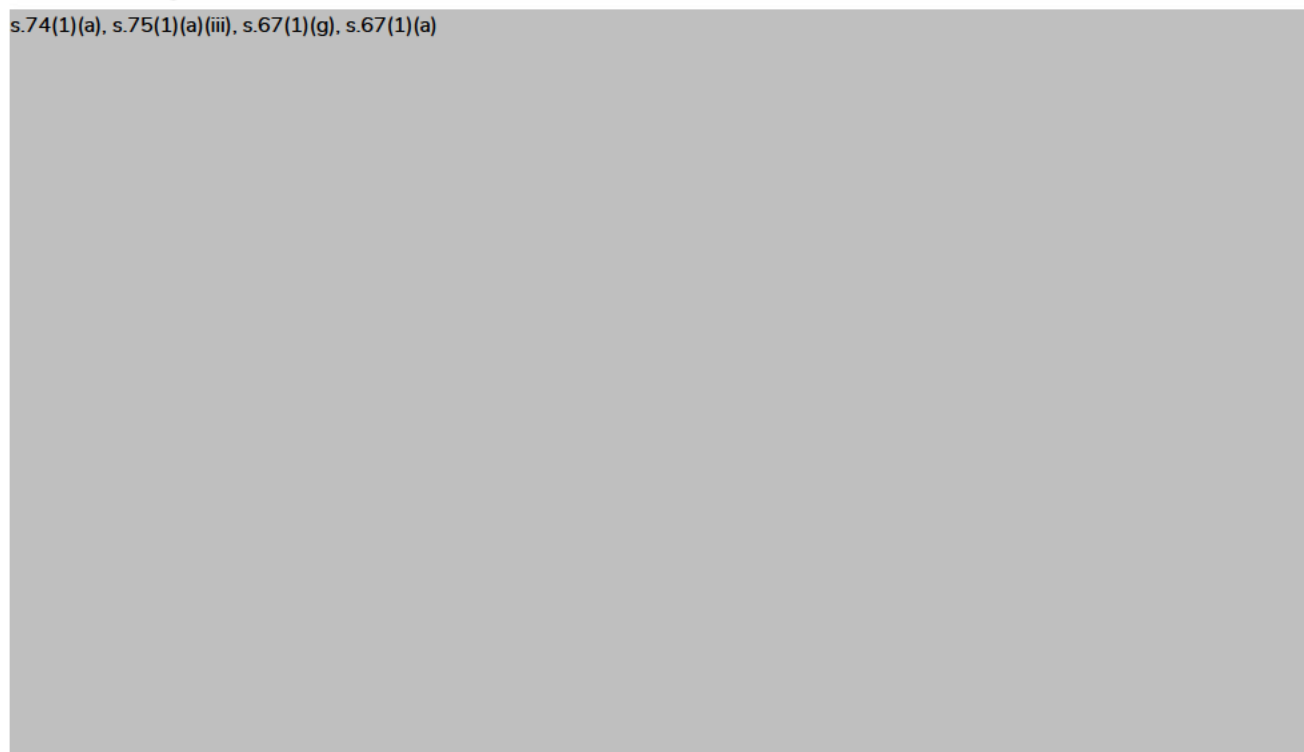
s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



What are the advantages and disadvantages or opportunities and consequences of the recommended action/decision?

Advantages:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Disadvantages:

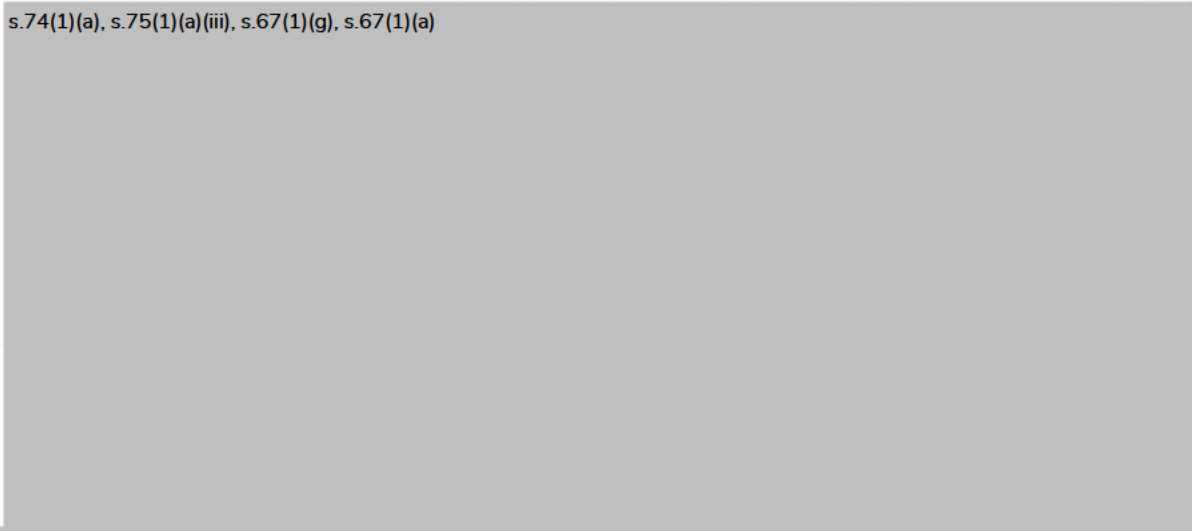
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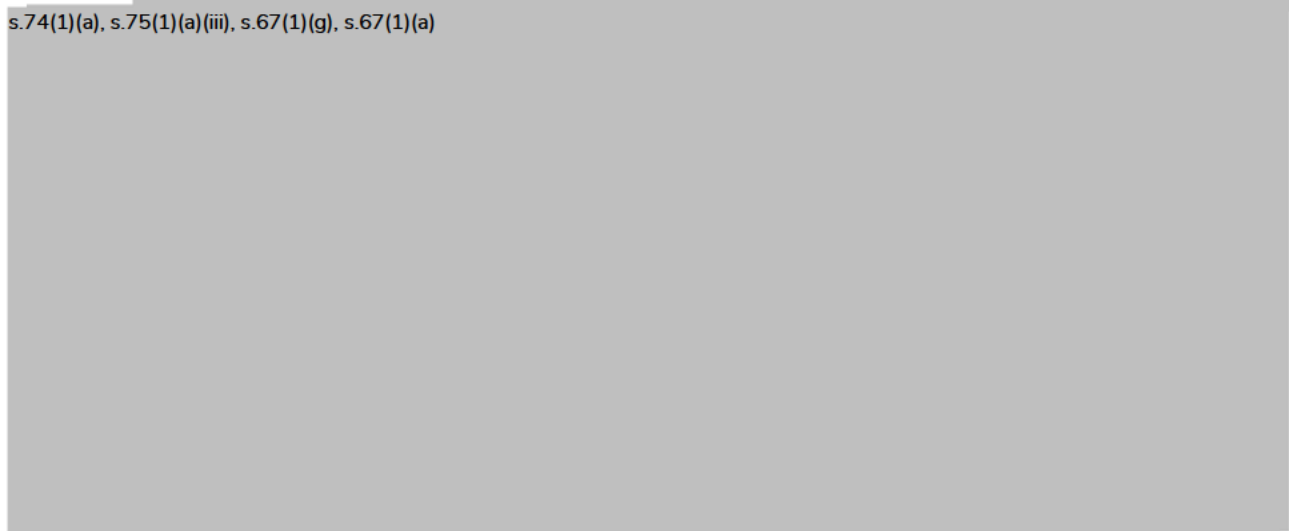
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s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Significant Implications – key considerations, including potential risks or consequences:

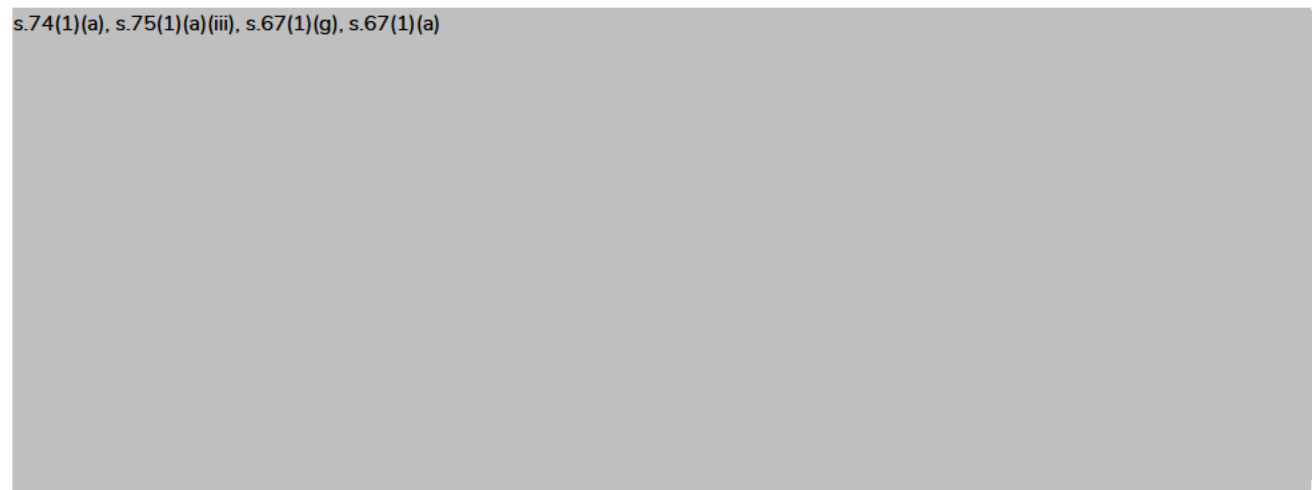
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s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



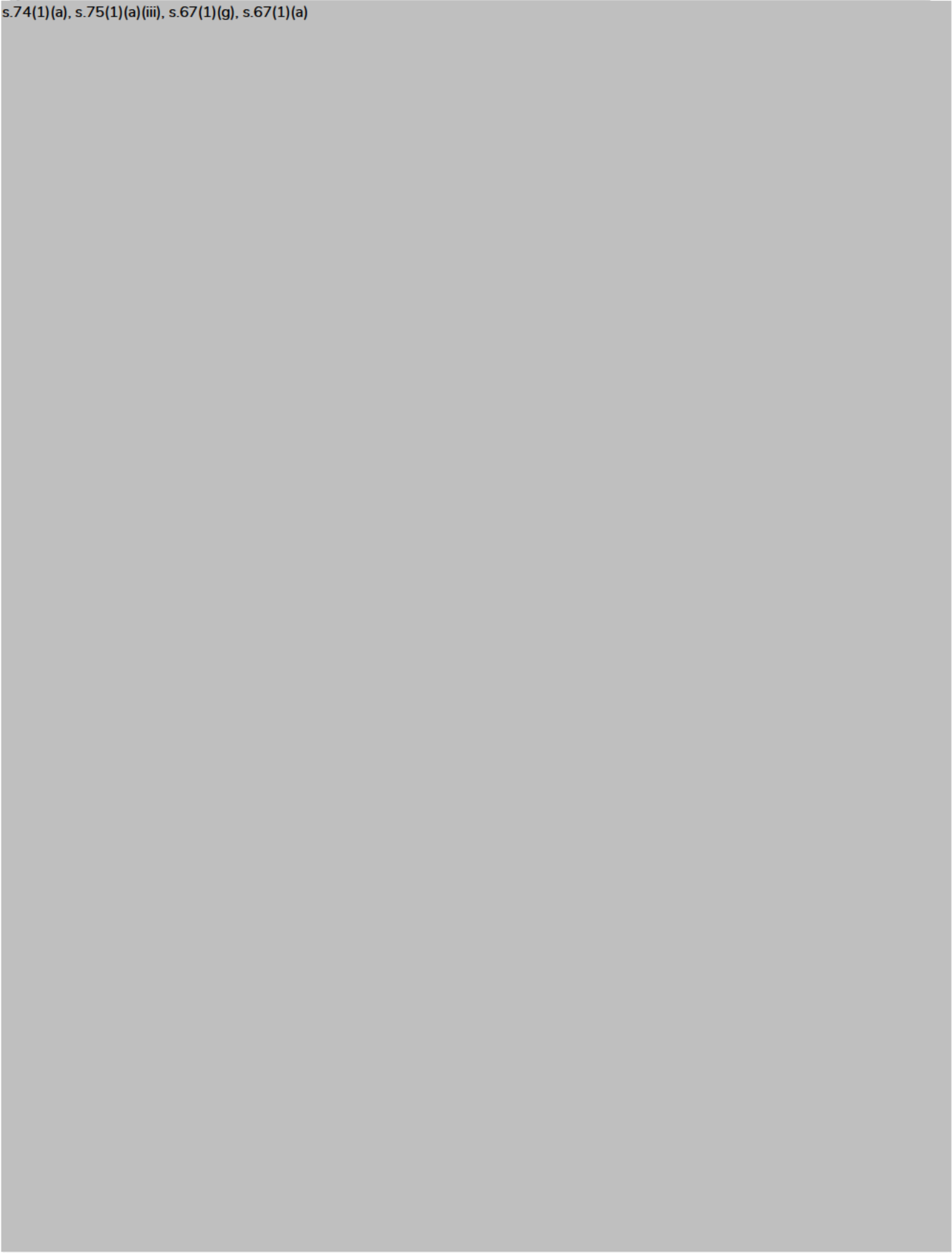
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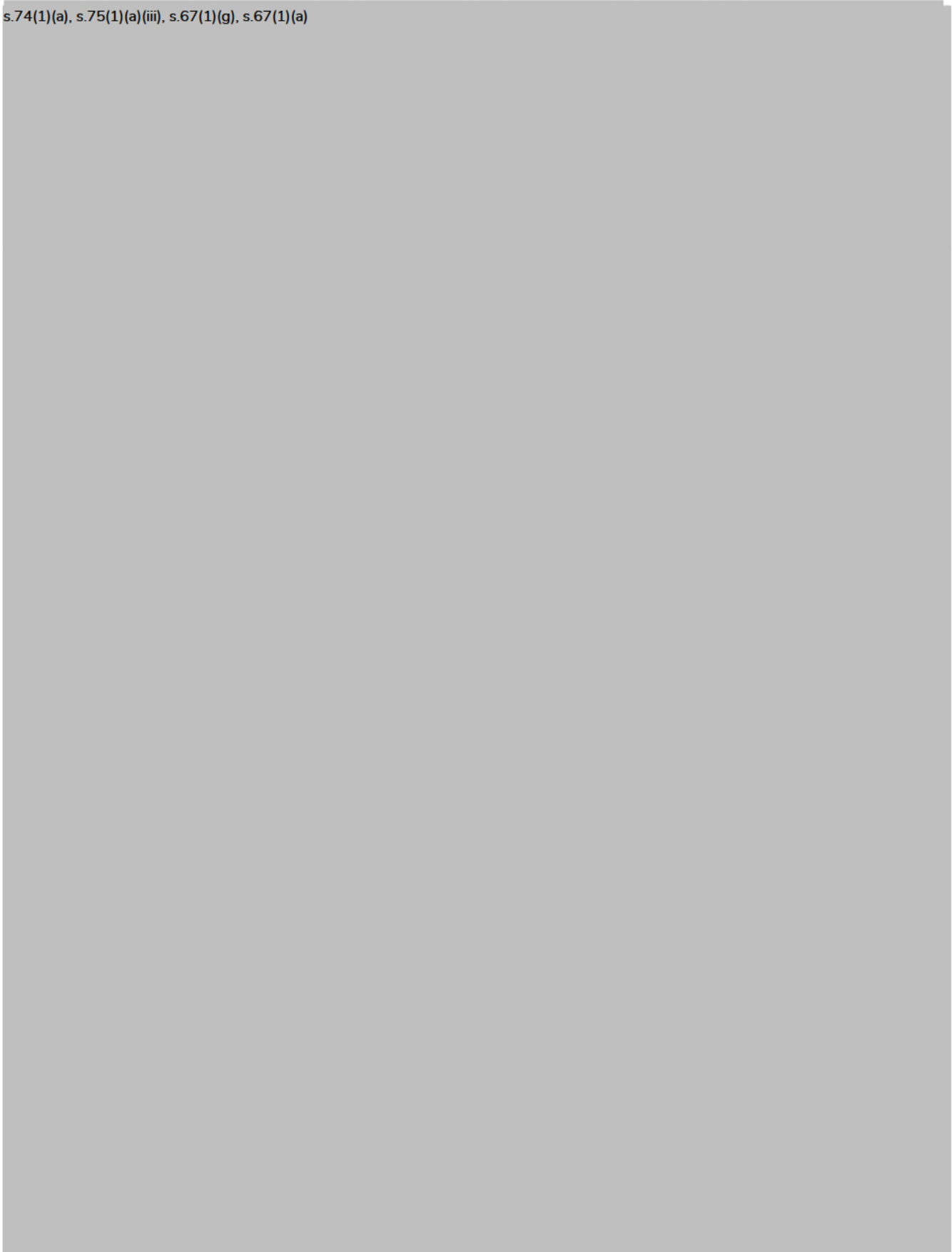
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s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



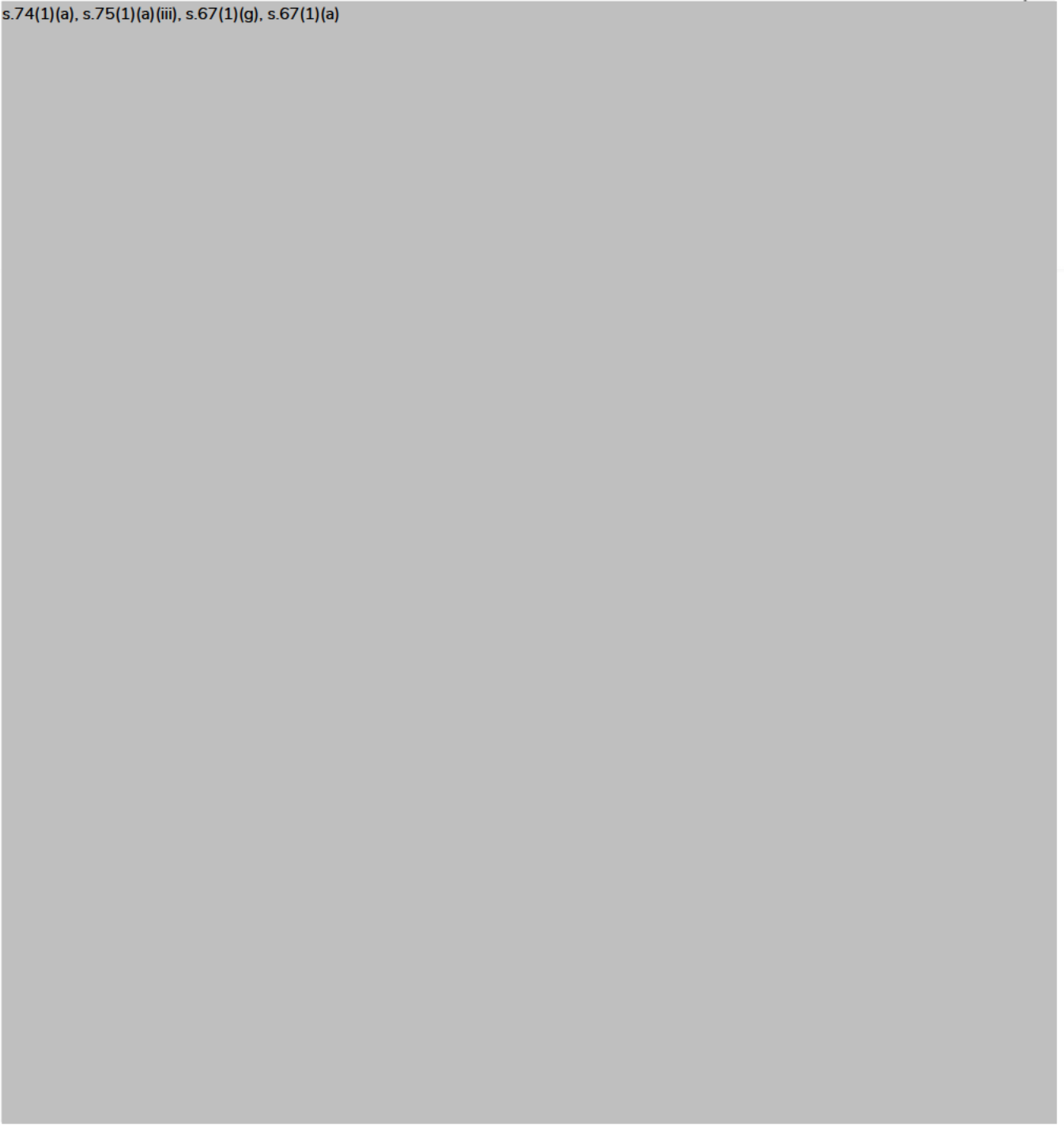
s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

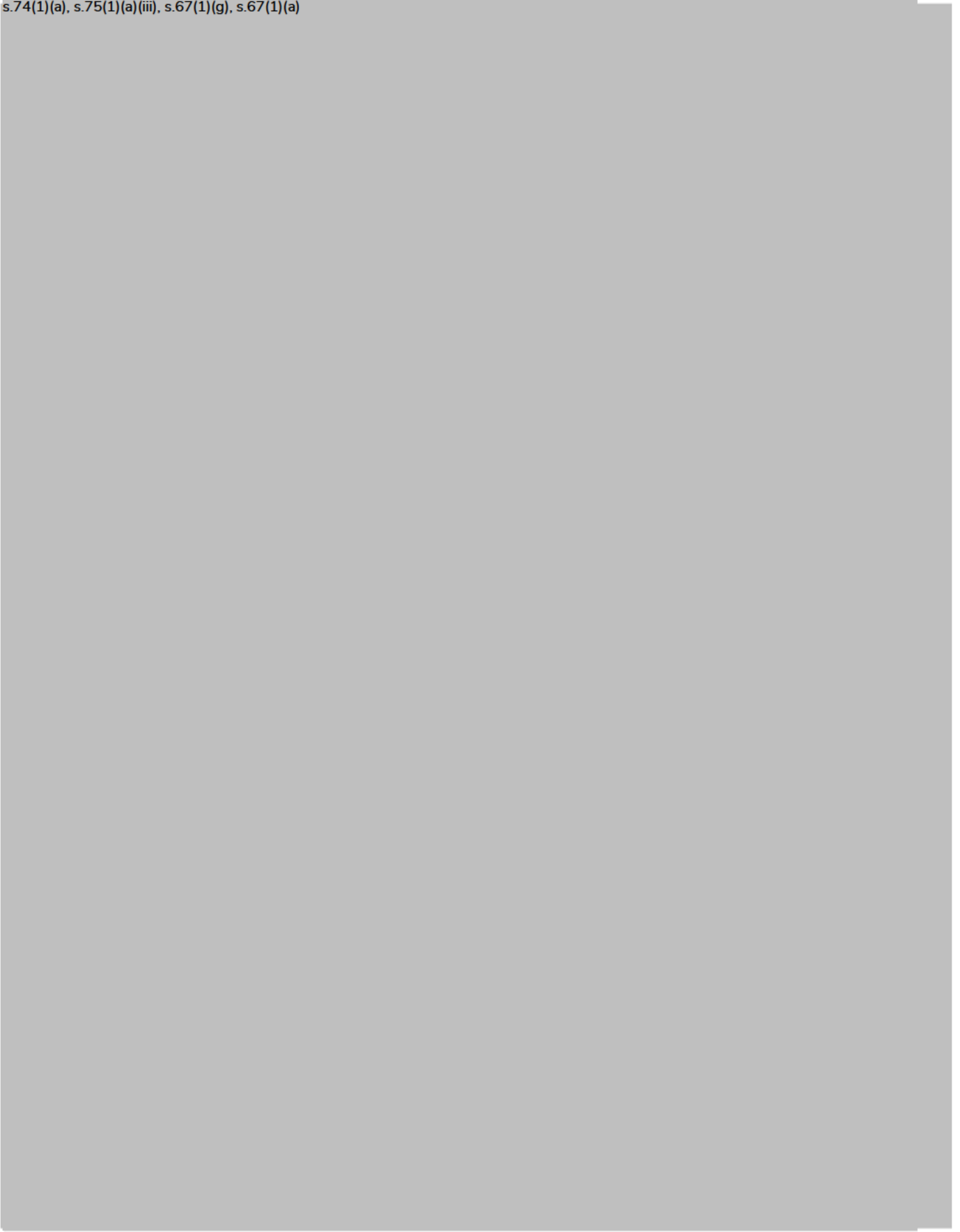


s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

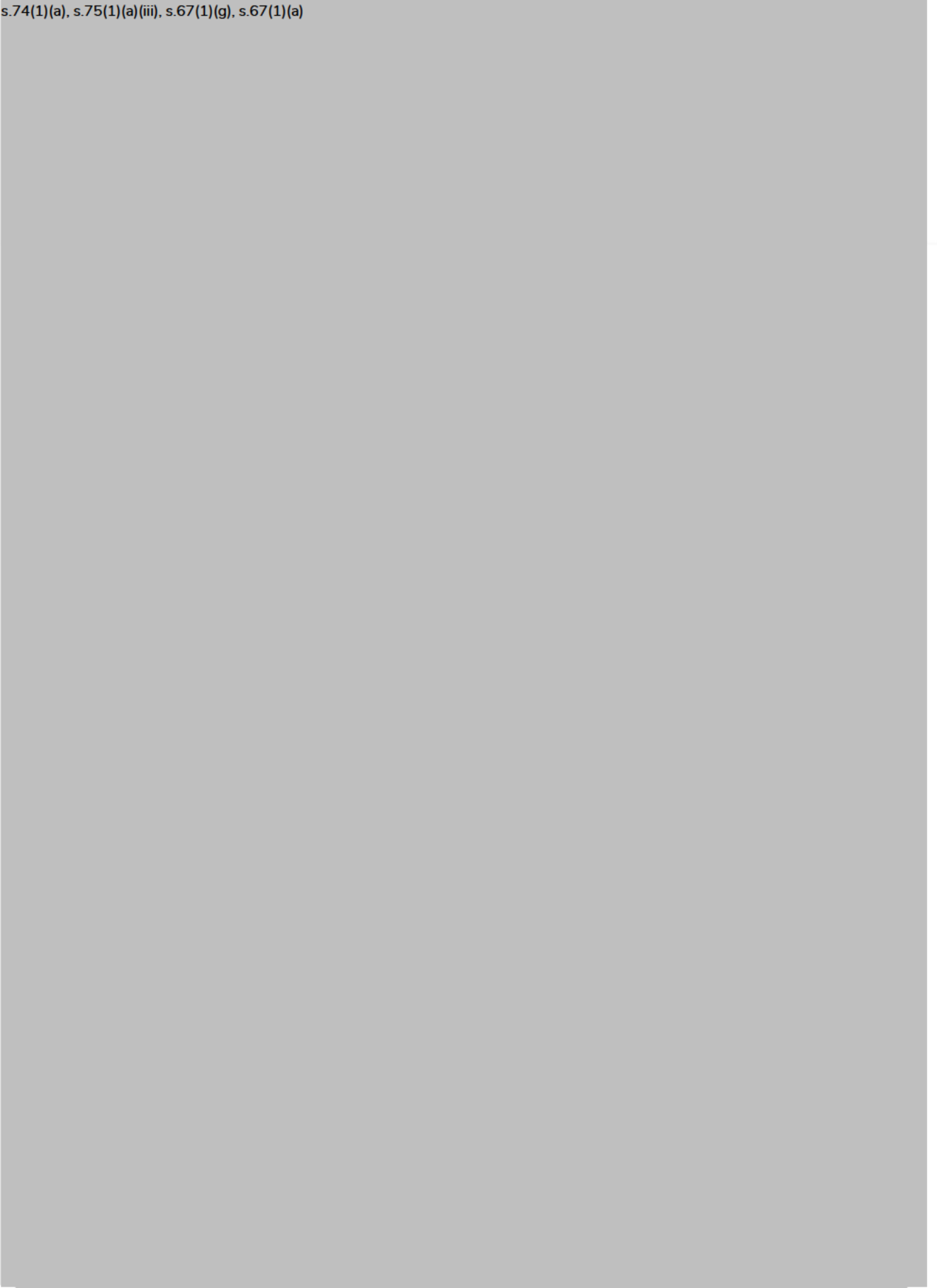
s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



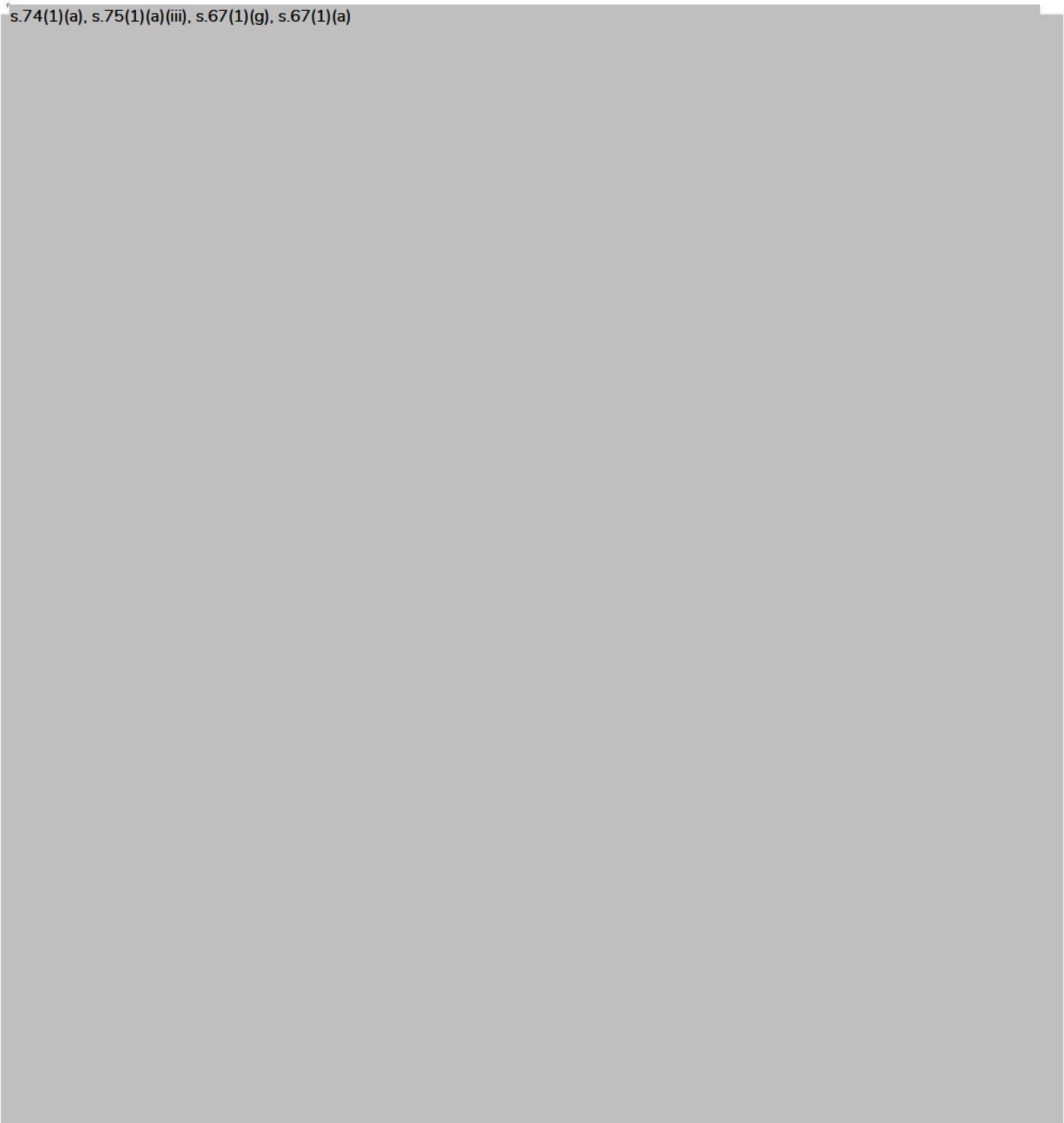
s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



CONTEXT AND CONSIDERATIONS APPLICABLE TO ALL OPTIONS:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

NEXT STEPS:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

ATTACHMENTS:

- Appendix A: Osler/EY Pension Eligibility Criteria
- Appendix B: s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)
- Appendix C: s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)
- Appendix D: Osler/EY February 2024 Shāw Kwā'ā / Health & Wellness Yukon / Santé et mieux-être Yukon Pension Options presentation and analysis
- **Appendix D (ADDENDUM): January 2025 – Updated Osler/EY Shāw Kwā'ā pension options**
- Appendix E: Pension Options Summary
- Appendix F: Background information

SIGNATURES:



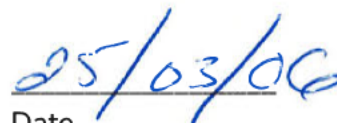
Minister's signature (HSS)



Minister's signature (PSC)



Date



Date

Appendix A: Osler/EY Pension Eligibility Criteria

Benefits	Cost	Timing & Completion
Benefit Compatibility s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)	s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)	s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)
Benefit Security s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a) s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)		Legislative Support Needed s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)
Past Service for Active Members s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)		Timing s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Appendix B: s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



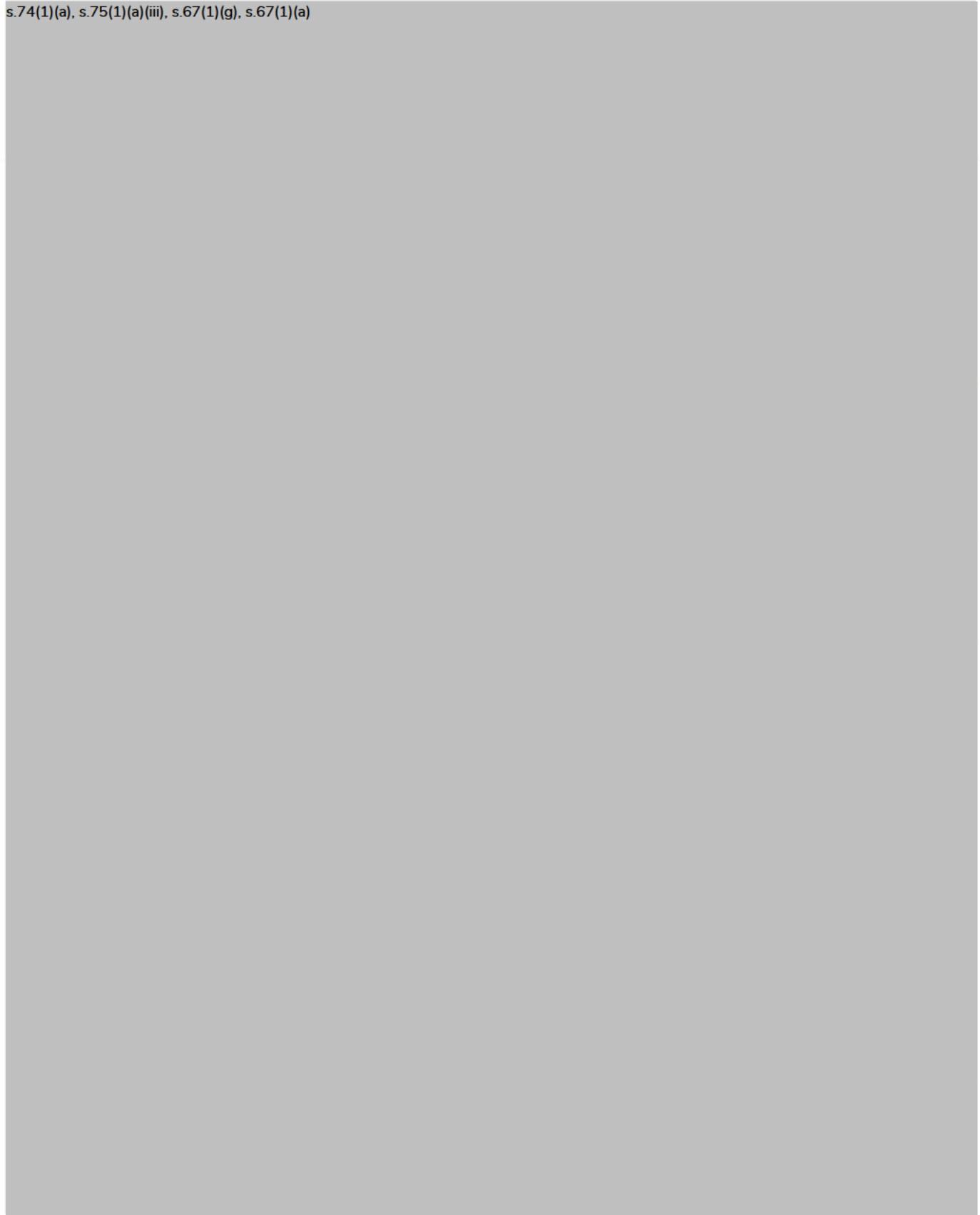
s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



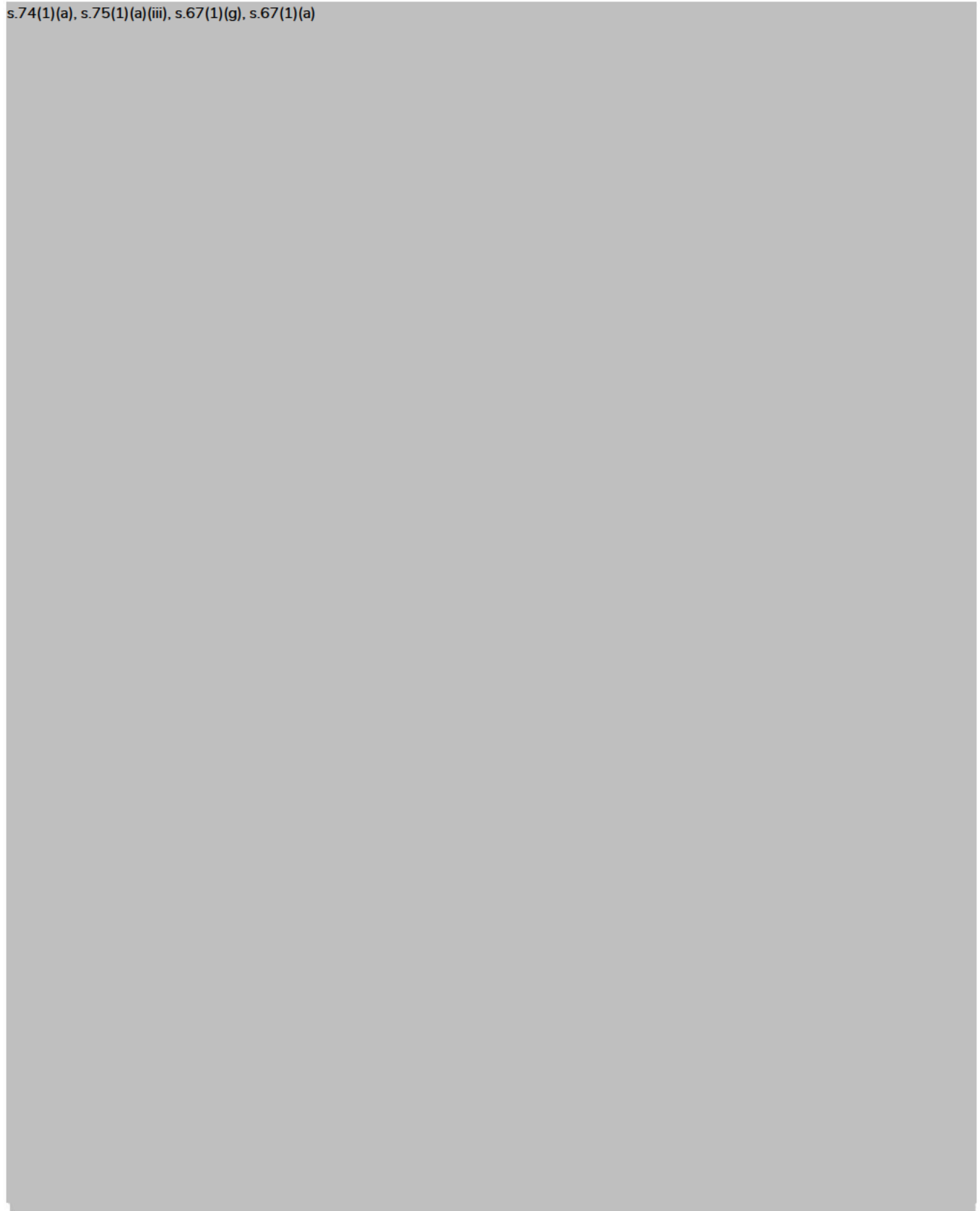


s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

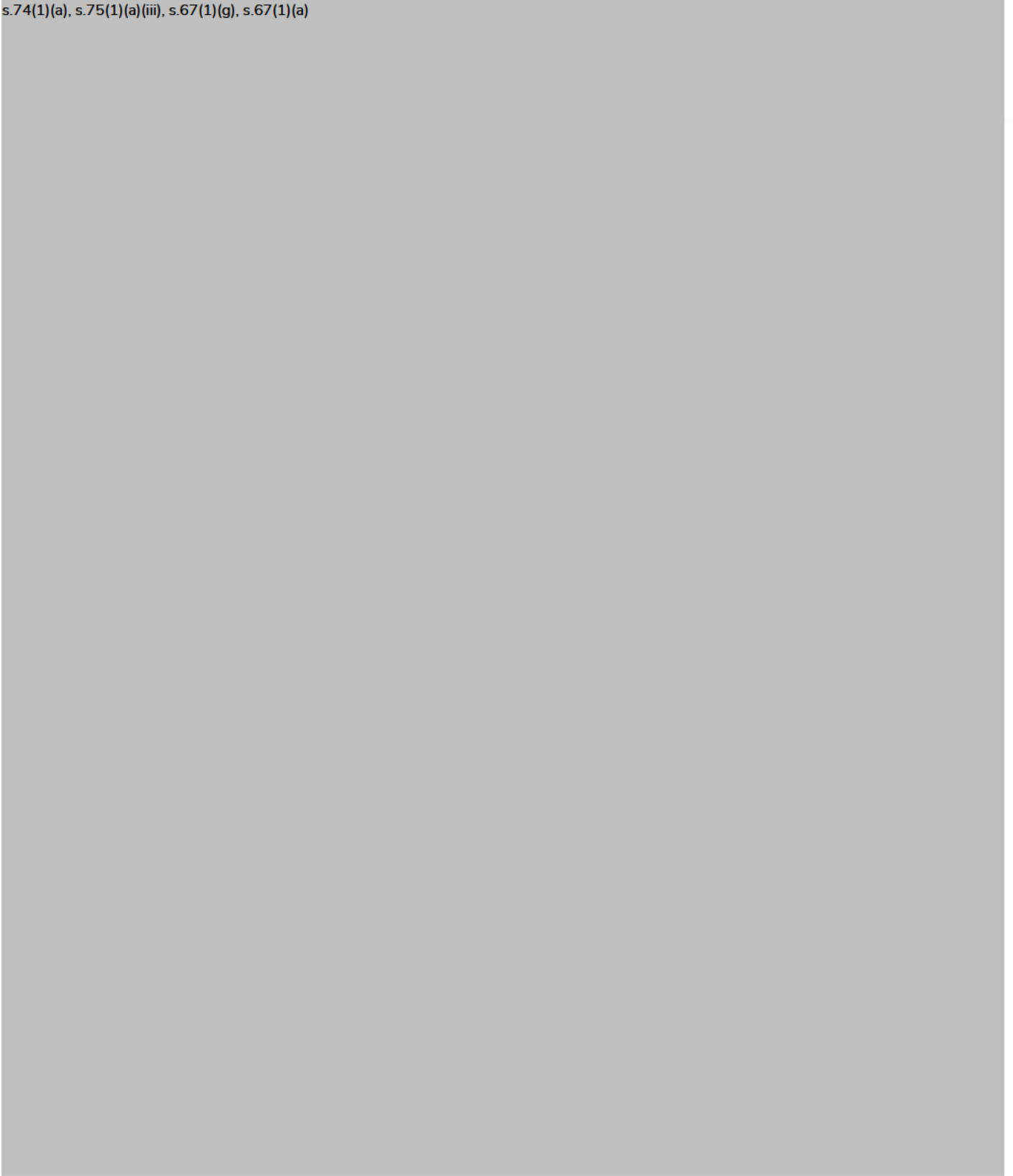


s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Health and Wellness Yukon Pension Coverage Solutions

DRAFT

February 2024



OSLER



Executive Summary: Summary of Estimated Transfer and Go-forward Costs

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Executive Summary: Key Considerations for the Remaining Options

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



HW&Y Pension Coverage Solutions Overview

Overview - Process

Pension Coverage Solutions - Review Process

- ▶ The Government of Yukon ("YG") intends to establish a new arms-length governmental entity, Health and Wellness Yukon ("HWY"), to deliver health and social services in the territory.

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Phase I



- ▶ Osler assessed the pension-related implications in connection with the establishment of HWY.

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Phase II



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Phase III



- ▶ Osler & EY identified a universe of potential non-Yukon MEPPs and assisted YG in establishing evaluation criteria.
- ▶ Osler & EY has engaged in discussions with YG's short-list of potential pension partners
- ▶ EY performed benefit compatibility analyses against the current pension arrangement.
- ▶ Following discussions with YG, the option to provide coverage to HWY employees under the YHC Plan and to participate in the Federal Public Service Pension Plan (PSPP) have each been further explored.
- ▶ Following further discussions, EY performed an analysis to estimate the transfer and go-forward cost and Osler performed a holistic assessment of the available options.

Overview - Coverage Solutions

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Overview - Coverage Solutions

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Overview - Coverage Solutions

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Overview - Past Service Transfer Cost

Summary of Estimated Past Service Transfer Cost under Each Solution

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Overview - Past Service Transfer Cost

Summary of Estimated Past Service Transfer Cost under Each Solution

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Overview - Future Service Cost

Go-forward Cost Estimate

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Overview –

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Appendix A

Transfer Cost and Go-Forward Cost Estimate

Past Service Transfer

Transfer Pricing Cost Estimate

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



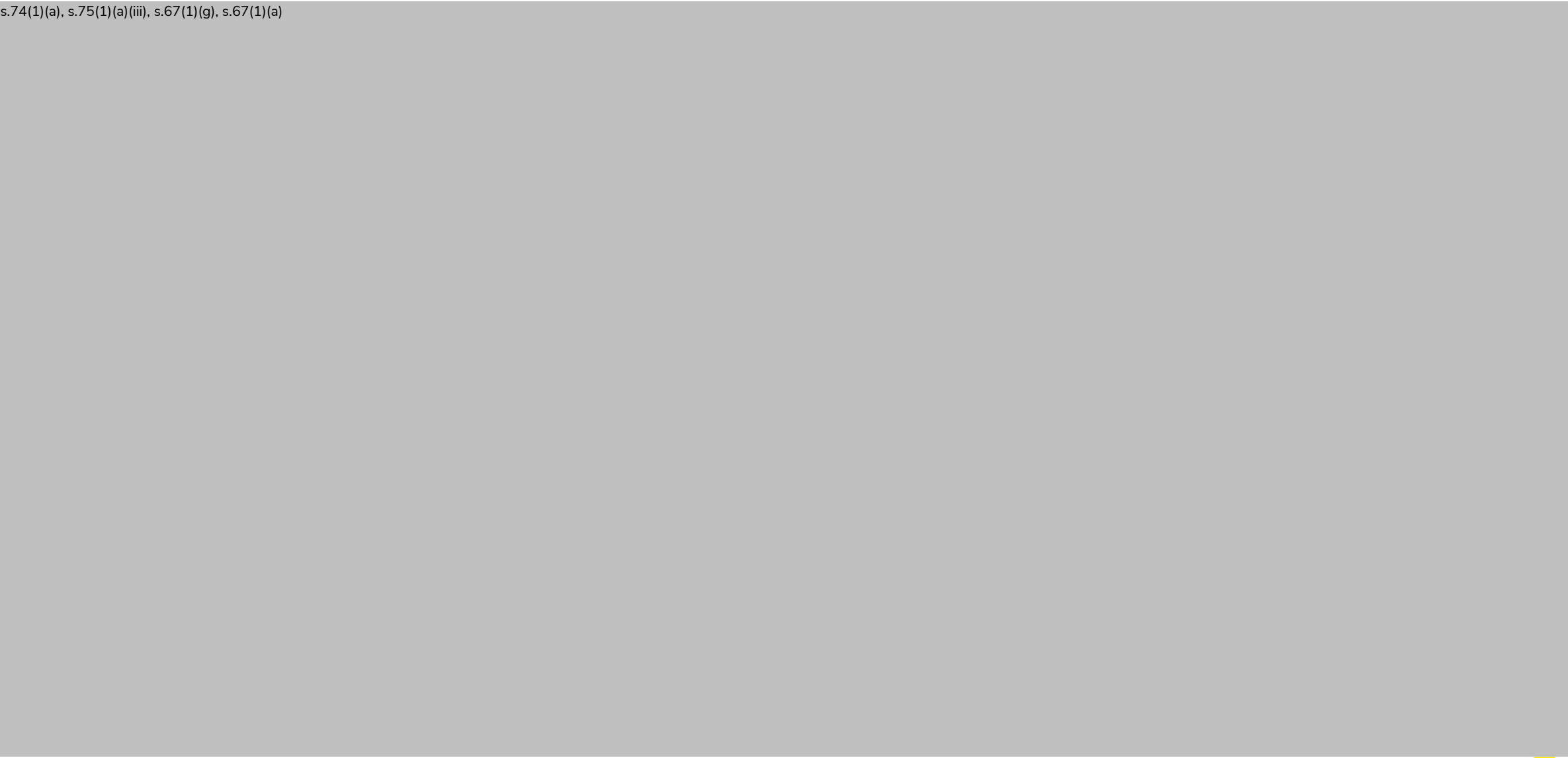
s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Go-Forward Cost Estimate

Go-forward Cost Estimate

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Appendix B

Assessment of Pension Solutions

Recap: Evaluation Criteria

Evaluation Criteria

Benefits

Benefit Compatibility

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Benefit Security

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Past Service for Active Members

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Cost

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Timing & Completion

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Legislative Support Needed

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Timing

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Assessment of Option #1A:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Option #1A:

s.74(1)(a), s.75(1)(a)(ii), s.67(1)(a),
s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Option #1A:

s.74(1)(a), s.75(1)(a)(ii), s.67(1)(a), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Assessment of Option #1B:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Option #1B:

s.74(1)(a), s.75(1)(a)(iii),
s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Option #1B:

s.74(1)(a), s.75(1)(a)(iii),
s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Assessment of Option #1C:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Option #1C:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Option #1C:

s.74(1)(a), s.75(1)(a)(iii),
s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Option #2:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Solution 2:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Option #2:

s.74(1)(a), s.75(1)(a)(iii),
s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Option #2: s.74(1)(a), s.75(1)(a)(iii),
s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Option #3:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Option #3:

s.74(1)(a), s.75(1)(a)(ii), s.67(1)(a), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Option #3:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(a), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Appendix C

Excerpts of Benefit Compatibility Analysis –
Net value comparisons

Benefit Illustrations - Net PV of Benefits over Total Contributions (\$ differences)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Benefit Illustrations - Net PV of Benefits over Total Contributions (\$ differences)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Appendix D

Excerpts of Benefit Compatibility Analysis –
Benefits and contribution comparisons

Samples Active Employee Profiles Considered for Benefit Illustrations

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Benefit Illustrations - Present Value of Benefits (% differences)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



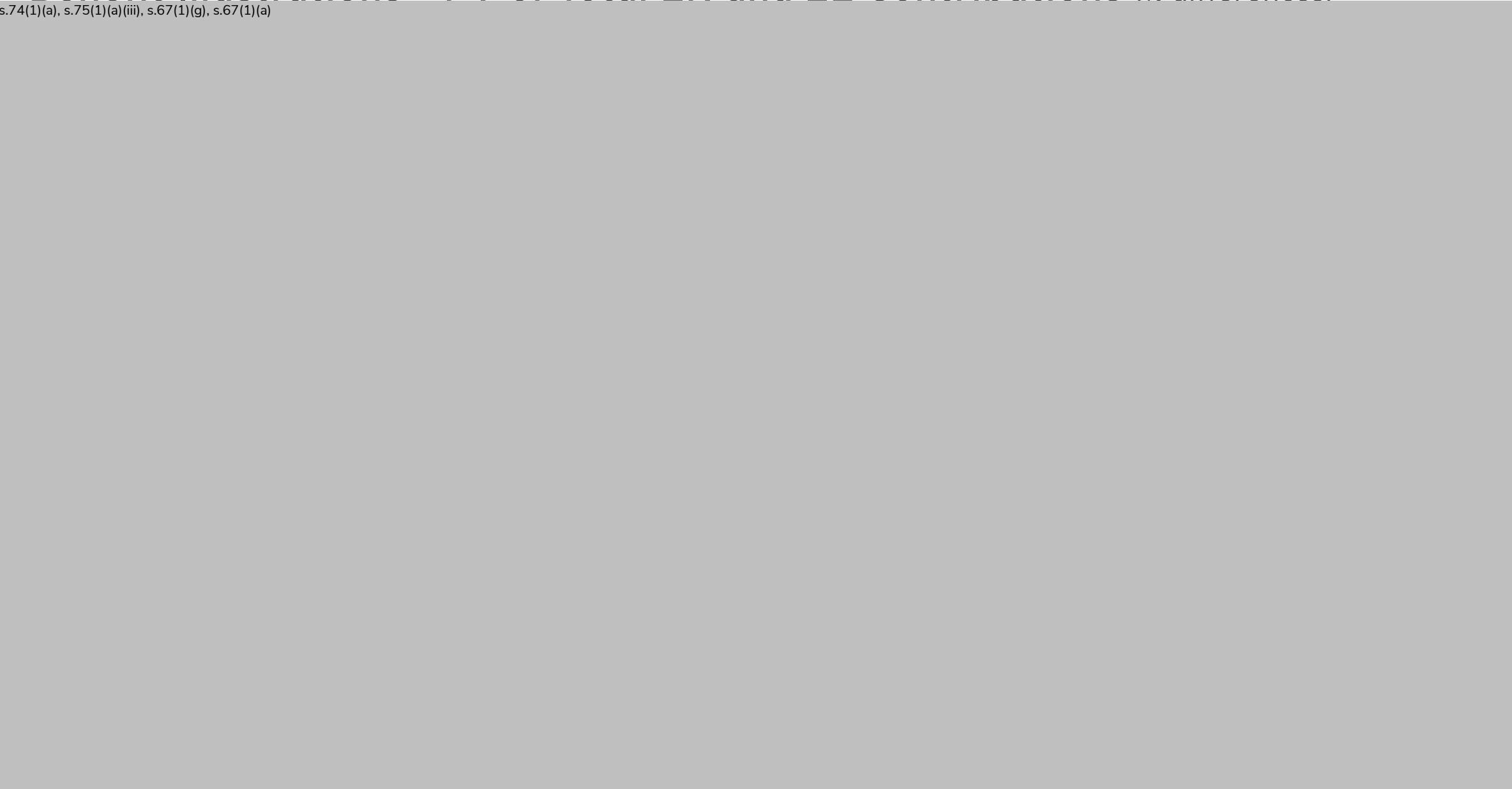
Benefit Illustrations - PV of Total ER and EE Contributions (% differences)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Benefit Illustrations - PV of Total ER and EE Contributions (% differences)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Appendix E

Excerpts of Summary of Plan Provisions –
Key Benefit Comparison

Key Benefit Comparison Between Plans

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Appendix F

Summary of Assumptions Used in the
Estimation of Transfer Cost and Go-Forward
Cost

Projection Assumptions: Census Data & Go-Forward Cost Estimate

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Transfer Cost Assumptions Comparison (1/2)

The following assumptions are used to estimate the transfer cost under each Solution.

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Transfer Pricing Assumptions Comparison (2/2)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)





s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)





Appendix G

Census Data used in the Estimation of Transfer Cost and Go-Forward Cost

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Appendix H

Plan Provisions of Pension Options Explored

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

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Confidential - for discussion purposes only - DRAFT

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Health and Wellness Yukon Pension Coverage Solutions

DRAFT

January 2025



AGENDA

1. Overview of Process
2. Overview of Pension Coverage Solutions
3. Summary of Estimated Transfer and Go-Forward Costs
4. Key Considerations for the Remaining Options
5. Q&A

Overview of Process

Pension Coverage Solutions - Review Process

- ▶ The Government of Yukon ("YG") intends to establish a new arms-length governmental entity, Health and Wellness Yukon ("HWY"), to deliver health and social services in the territory.

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Phase I



- ▶ Osler assessed the pension-related implications in connection with the establishment of HWY.

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Phase II



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

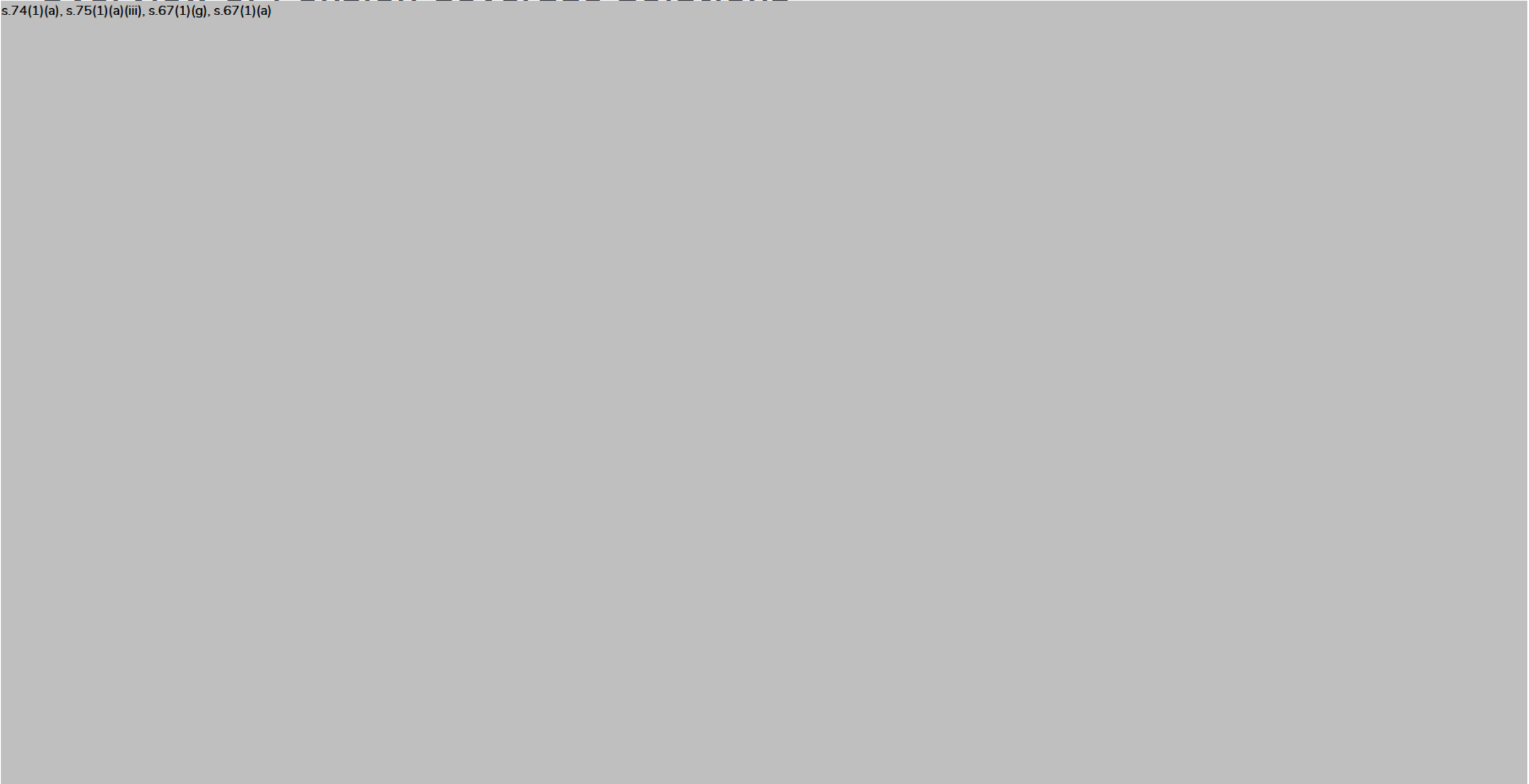
Phase III



- ▶ Three options were explored in detail:
 - ▶ Non-Yukon MEPP
 - ▶ Federal PSPP
 - ▶ YHC Plan
- ▶ EY performed benefit compatibility analyses against the current pension arrangement.
- ▶ EY performed an analysis to estimate the transfer and go-forward cost for each option and Osler performed a holistic assessment of the available options.

Overview of Pension Coverage Solutions

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Overview of Pension Coverage Solutions

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Overview of Pension Coverage Solutions

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Summary of Estimated Transfer and Go-forward Costs

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Key Considerations for the Remaining Options

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Appendix A

Pension Coverage Solutions – Cost Considerations

Past Service Transfer Cost

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Past Service Transfer Cost

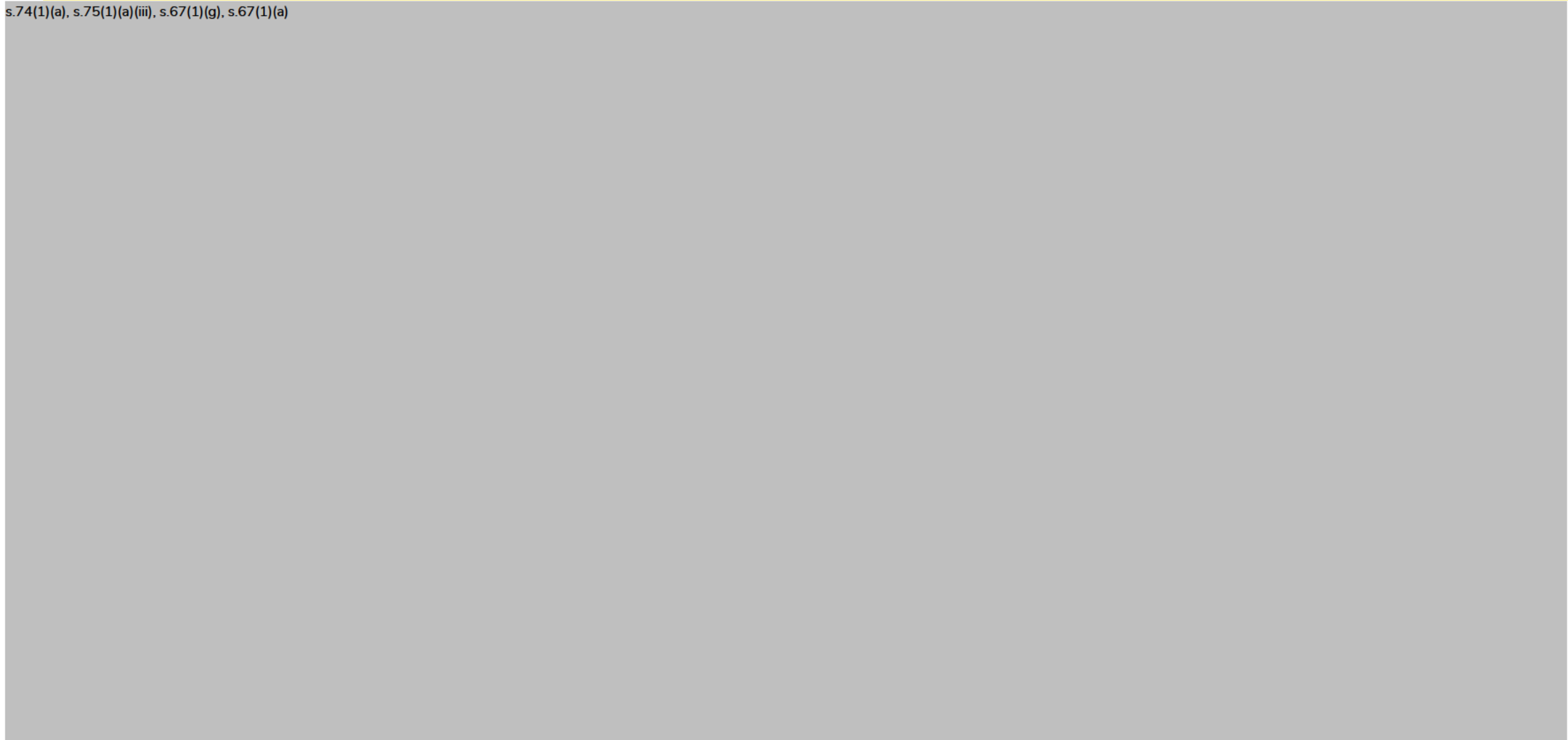
s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Future Service Cost

Go-forward Cost Estimate

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

[Redacted content]

Other potential pension partners considered and reasons for exclusion

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



- ▶ In addition, while YG has explored the option to participate in the PSPP, the Federal government has advised that participation of HWY in the PSPP is not an option.

Appendix B

Summary of Assumptions Used in the
Estimation of Transfer Cost and Go-Forward
Cost

Projection Assumptions: Census Data & Go-Forward Cost Estimate

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Transfer Cost Assumptions Comparison (1/2)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Transfer Pricing Assumptions Comparison (2/2)

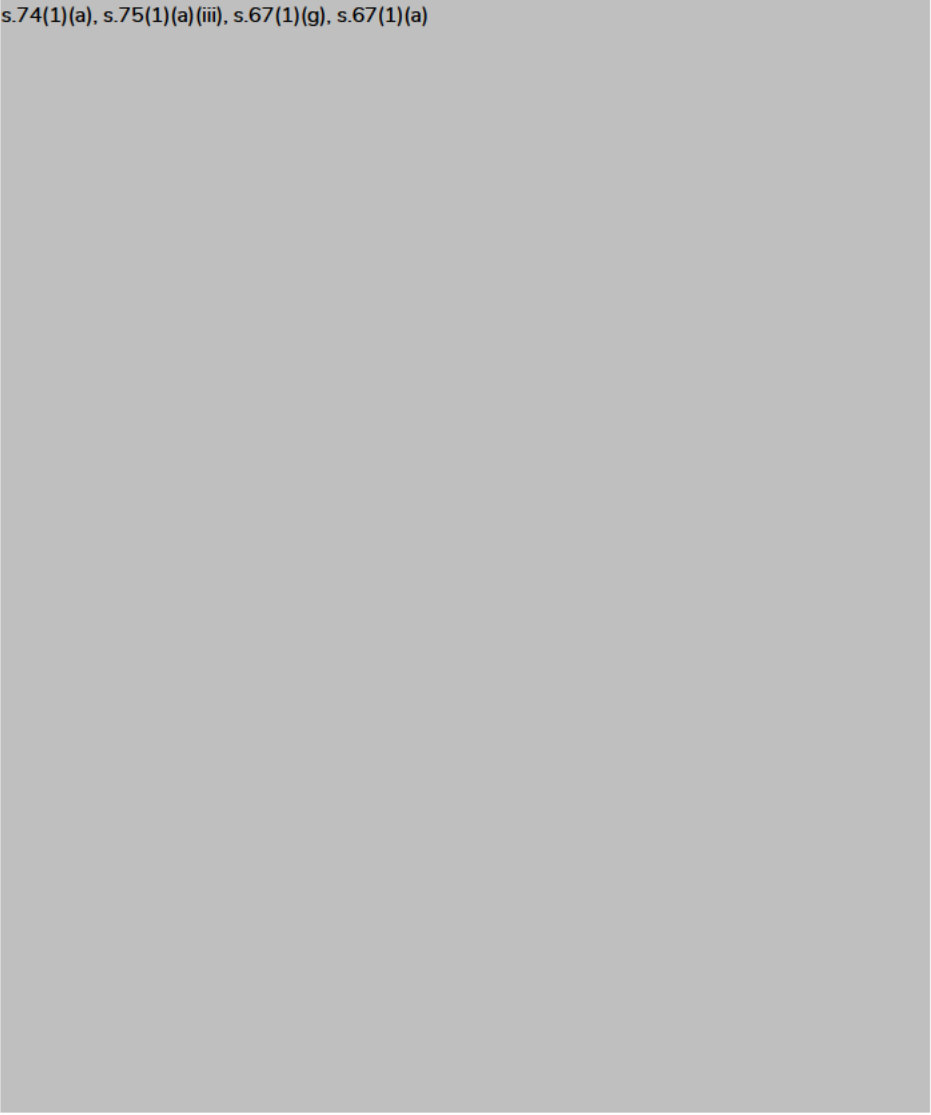
s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Summary of pension options for Shāw Kwä'ą / Health & Wellness Yukon

ISSUE: The Departments of Health and Social Services and the Public Service Commission have worked with the business law firm, Osler, Hoskin & Harcourt LLP (Osler), and professional services firm, Ernst & Young (EY) to identify pension options for Shāw Kwä'ą / Health & Wellness Yukon / Santé et mieux-être Yukon. This document is a summary of an accompanying Cabinet submission and consultant report from Osler/EY. Three potential options have been identified:

- Option 1: Use the current Yukon Hospital Corporation pension plan

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

NOTE: This document was based on the February 2024 version of the Osler/EY report and has not been updated with the most recent numbers. This document provides a simplified 'employee view' of the options for ease of comparison.

Red highlights denote mostly or negatively impacted

Yellow highlights denote moderate impact or potential issue

Green highlights denote lowest impact or positive attributes

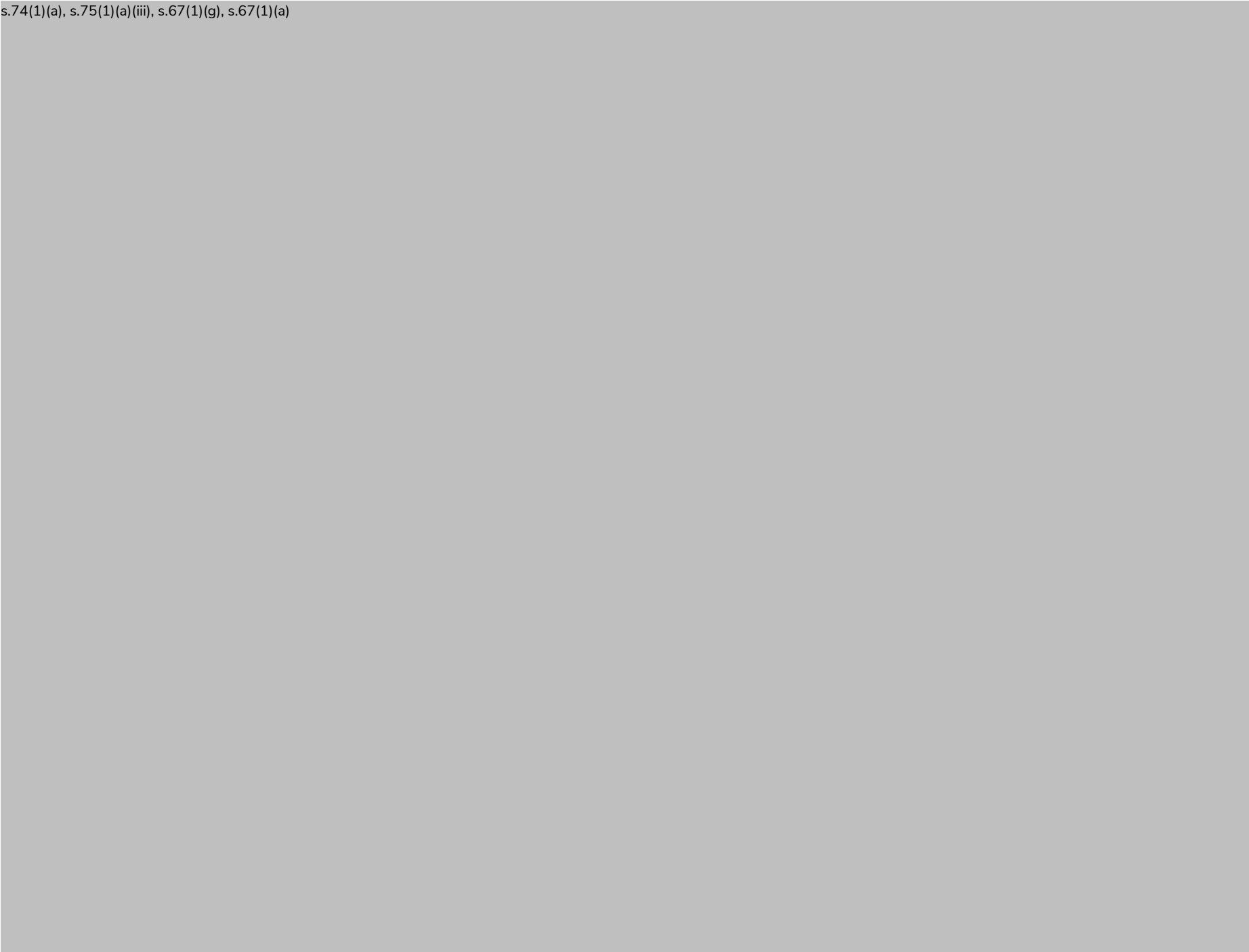
Summary of pension options for Shäw Kwä'ą / Health & Wellness Yukon

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Summary of pension options for Shäw Kwä’ą / Health & Wellness Yukon

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Summary of pension options for Shäw Kwä’ą / Health & Wellness Yukon

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Summary of pension options for Shäw Kwä'ą / Health & Wellness Yukon

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Summary of pension options for Shäw Kwä'ą / Health & Wellness Yukon

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Shāw Kwā'q / Health & Wellness Yukon / Santé et mieux-être Yukon Pension Options

APPENDIX F: BACKGROUND

Phase I (Spring 2022 – Fall 2022): The Departments of Health and Social Services and the Public Service Commission (the departments) engaged the services of Osler, Hoskin & Harcourt LLP (Osler), a business law firm, to conduct a broad legal assessment of pension options for the current YHC and the desired implementation of Shāw Kwā'q. s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Phase II (Fall 2022 – March 2023): In addition to Osler, the accounting and professional services firm Ernst & Young (EY) was contracted to work with Osler to assess the business, financial, and risk implications of the pension options. Based on the work of Osler/EY, the departments requested further analysis s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

[REDACTED] s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

[REDACTED]

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

One of the legally possible avenues for the Shāw Kwā'q pension plan was a non-Yukon Multi-Employer Pension Plan (non-Yukon MEPP). In March 2023, s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

[REDACTED]

[REDACTED] The departments explored various non-Yukon MEPPs, in addition to continuing to assess whether the federal Public Service Plan (used for YG employees) could be extended to Shāw Kwā'q or if the YHC plan could be used.

Phase III (March 2023 – present): s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Shāw Kwā'ą / Health & Wellness Yukon / Santé et mieux-être Yukon Pension Options

APPENDIX F: BACKGROUND

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

The other option is the YHC plan.

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Yukon Hospital Corporation Employees' Pension Plan (YHC Plan)

APPENDIX F: BACKGROUND

The YHC plan was established in April 1993. There are two 'groups' of participants in the plan. Group 1 includes all full-time employees and part-time or casual employees who elected to participate in the plan between April 1993 and December 31, 2014. Group 2 is all full-time employees and those part-time or casual employees who elected to join from January 1, 2015 onwards. The second group of employees is subject to different rules and contribution rates than those who became plan members before 2015. This change was required to ensure that appropriate benefits could continue to be paid to plan members at a fair cost and to ensure the pension plan's long-term sustainability and financial integrity.

Employees who worked at the Whitehorse General Hospital operated by the federal government before transferring these responsibilities to the YHC had their pension and benefits transferred from the federal public service plan to the YHC plan in 1993. When the operation of the (formally federal and then territorial) Watson Lake Hospital was transferred to the YHC in 2010, those employees also had their pensions transferred to the YHC plan. The intent of the YHC plan (in 2015) was to emulate the provisions of the Public Service Plan as much as reasonably possible. However, the YHC plan is governed by separate rules under the federal *Pension Benefits Standards Act*.

The *Pension Benefits Standards Act* applies to pension plans linked to employment under federal jurisdiction. These are primarily national or inter-provincial/territorial private industries such as airlines and telecommunications and all private-sector employment in the three territories. s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

[REDACTED]

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

[REDACTED]

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

[REDACTED]

Shāw Kwä'ą / Health & Wellness Yukon / Santé et mieux-être Yukon Pension Options

APPENDIX F: BACKGROUND

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Public Service Pension Plan – Federal Government and Government of Yukon pension plan

The federal Treasury Board administers the Public Service Plan pension plan under the *Public Service Superannuation Act*. To participate in the Public Service Plan, organizations must meet the *Public Service Superannuation Act* definition of "public service corporation" or "federal public administration," named individually in the Act or its regulations to participate in the plan. The Government of Yukon is a named participant of the plan under Schedule I, Part II of the Act and the *Yukon Territory Pension Regulations*. Approximately 6,804 Government of Yukon employees contribute to the Public Service Plan.

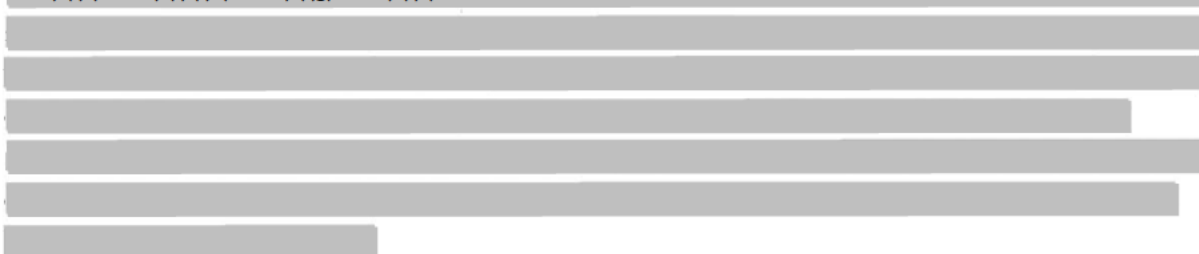
s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Shāw Kwā'ā / Health & Wellness Yukon / Santé et mieux-être Yukon Pension Options

APPENDIX F: BACKGROUND

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

A large block of text is redacted with grey bars. It consists of approximately 10 lines of text, with varying lengths of redaction.

Like the YHC plan, the Public Service Plan has two 'groups' of employees: Those employed before January 1, 2013 (Group 1) and those employed after (Group 2). These groups are subject to different rules and contribution rates. These changes ensured that appropriate benefits continued to be paid to plan members at a fair cost. The retirement age was increased from 60 to 65, and other age-related benefits were increased by five years in Group 2.

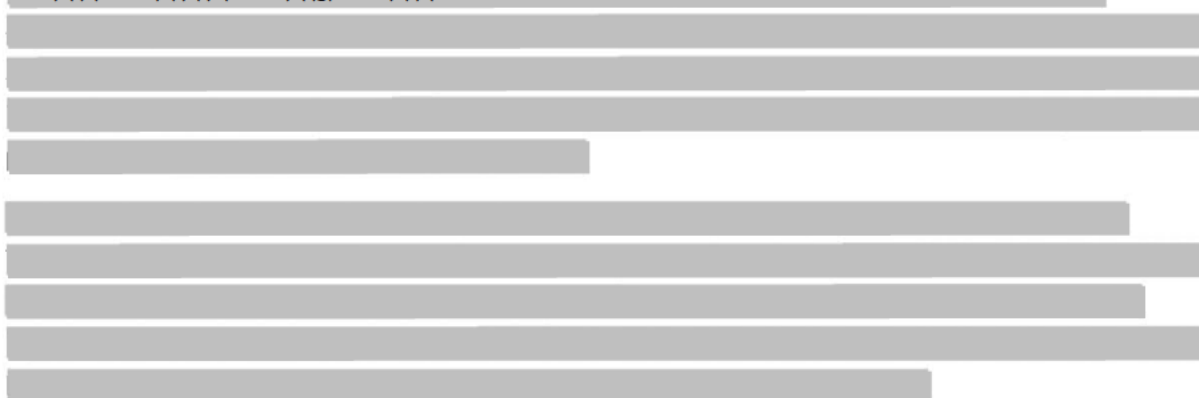
s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

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s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

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s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

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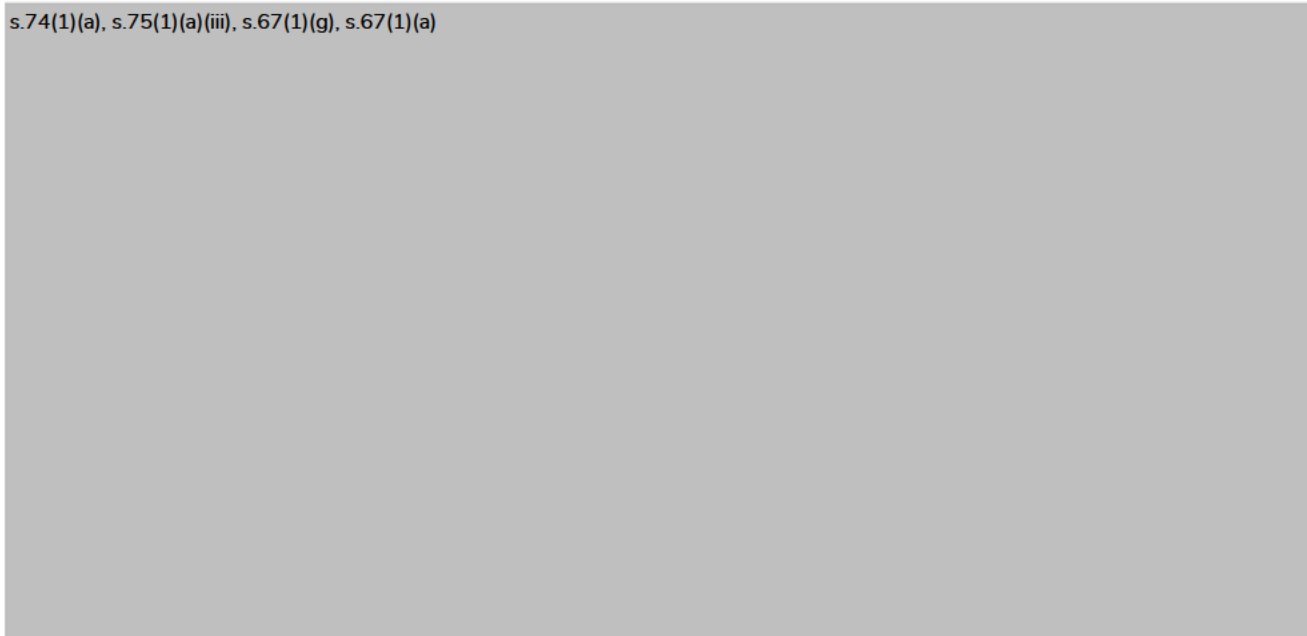
Shāw Kwā'ą / Health & Wellness Yukon / Santé et mieux-être Yukon Pension Options

APPENDIX F: BACKGROUND

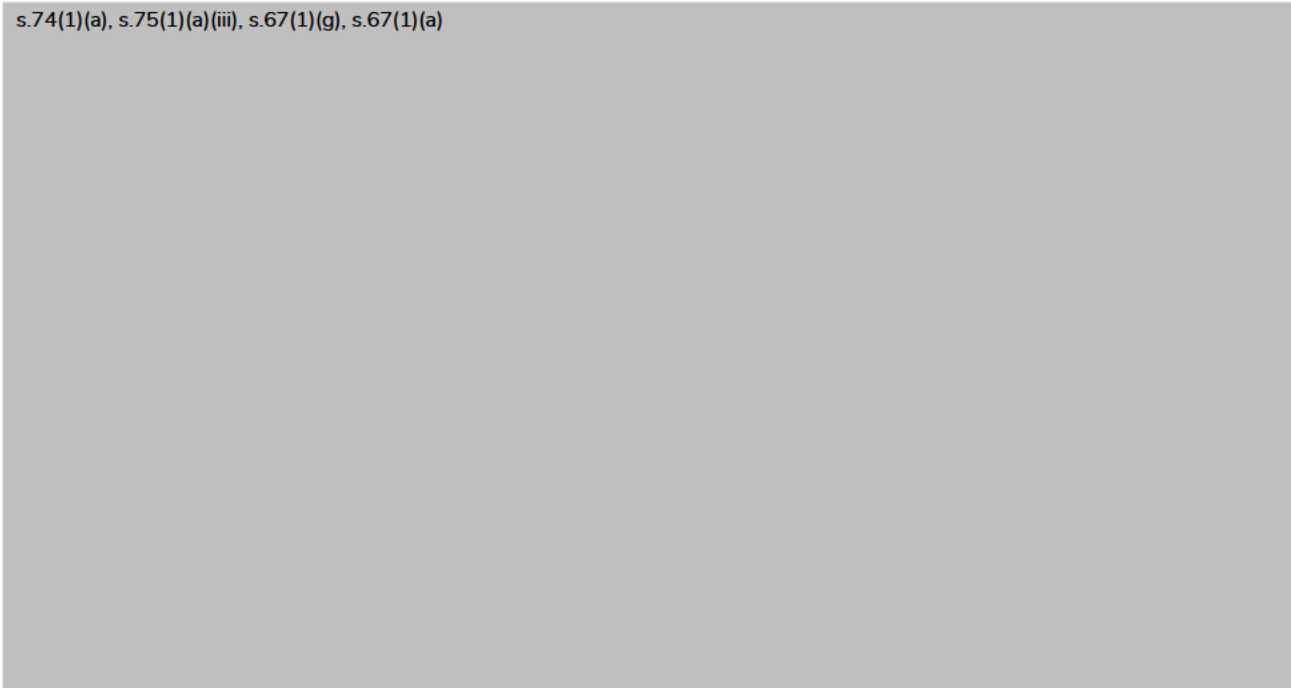
s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Shāw Kwä'ą / Health & Wellness Yukon / Santé et mieux-être Yukon Pension Options

APPENDIX F: BACKGROUND

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



From: [Donna.Cebuliak](#)
To: [Gurmaan.Rai](#); [Jacob.Rohloff](#); [Clarke.LaPrairie](#); [Lyle.Dinn](#); [Dave.Anderson](#); [Lienke.de.Vries-Clarke](#); [Peter.Morawsky](#); [Janis.Meger](#)
Subject: Pension Options Submission Update - Working Group
Date: April 7, 2025 1:14:00 PM
Attachments: [image001.png](#)
[Mar 7, 2025 - CCPP Sub - Health Authority Pension.Signed.pdf](#)
[s.74\(1\)\(a\), s.75\(1\)\(a\)\(iii\), s.67\(1\)\(g\), s.67\(1\)\(a\),s.67\(1\)\(h\) .pdf](#)
[CCPP Health Authority Pension Sub Exec Summary.docx](#)

Hi everyone,

I know it has been a while since we last sent an update regarding the status of the H&WY pension submission. Following conversations with the MSC and ECO, we were asked to make some revisions prior to submitting the final version, including creating an executive summary that captures the engagement request more comprehensively.

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Attached is a copy of the final submission, the executive summary, and s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a),s.67(1)(h) for your information

I will schedule a meeting sometime in the next couple of weeks for our group to discuss and review next steps. In the meantime, please let me know if you require any additional information.

Thank you,



Donna Cebuliak, CPHR
 Director, Business Transformation
 Health and Social Services | Corporate Services
 C 867-332-0617 | Yukon.ca

Cabinet and Cabinet Committee Routing Sheet

TITLE: Shāw Kwā'ā / Health & Wellness Yukon / Santé et mieux-être Yukon Pension Options	DATE: January 22, 2025 DEPARTMENT: Health and Social Services; Public Service Commission
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CONTACT INFORMATION		
Policy Branch	Program Branch	Public Service Commission
Name: Jacob Rohloff, Policy Analyst, HSS	Name: Donna Cebuliak, Director, Business Transformation, HSS	Name: Dave Anderson, Strategic Labour Relations
Phone: 867-332-9208	Phone: 867-332-0617	Phone: 867-667-5892

Please check applicable boxes:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a), s.67(1)(h), s.67(1)(e)

REVIEWED BY:



 Deputy Minister


 Deputy Minister

 Department - HSS

 Department - PSC

February 6, 2025

 Date
 2025-02-06

 Date

Submission to the Cabinet Committee on Priorities and Planning

Title: Shāw Kwä'ą / Health & Wellness Yukon / Santé et mieux-être Yukon Pension Options

Date prepared: March 3, 2025

Ministers: Hon. Tracy-Anne McPhee; Hon. Sandy Silver

Departments: Health and Social Services; Public Service Commission

ISSUE: Shāw Kwä'ą / Health and Wellness Yukon / Santé et mieux-être ("health authority" herein referred to as Shāw Kwä'ą) will be a new public employer for the territory and requires an attractive, equitable, and fiscally sustainable pension plan similar to current plans for employees transitioning from the Government of Yukon and Yukon Hospital Corporation.

The Departments of Health and Social Services (HSS) and the Public Service Commission (PSC) have worked with the business law firm, Osler, Hoskin & Harcourt LLP (Osler), and professional services firm, Ernst & Young (EY), to identify pension options for Shāw Kwä'ą. This submission seeks s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

[REDACTED]

All financial figures provided are preliminary estimates, further financial analysis is required.

REQUEST:

It is recommended that the Cabinet Committee of Priorities and Planning:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

[REDACTED]

PRIORITY AND TIMING:

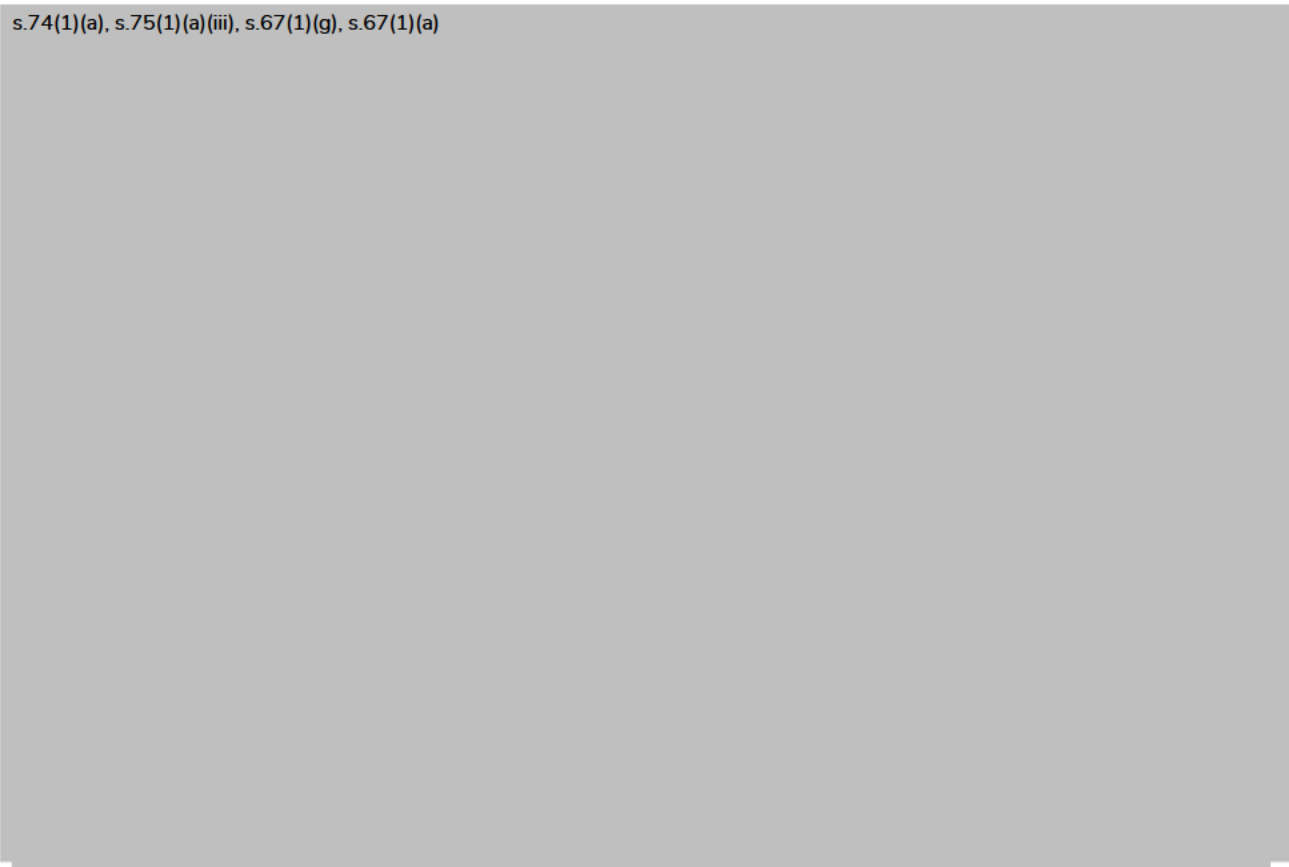
s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

[REDACTED]

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

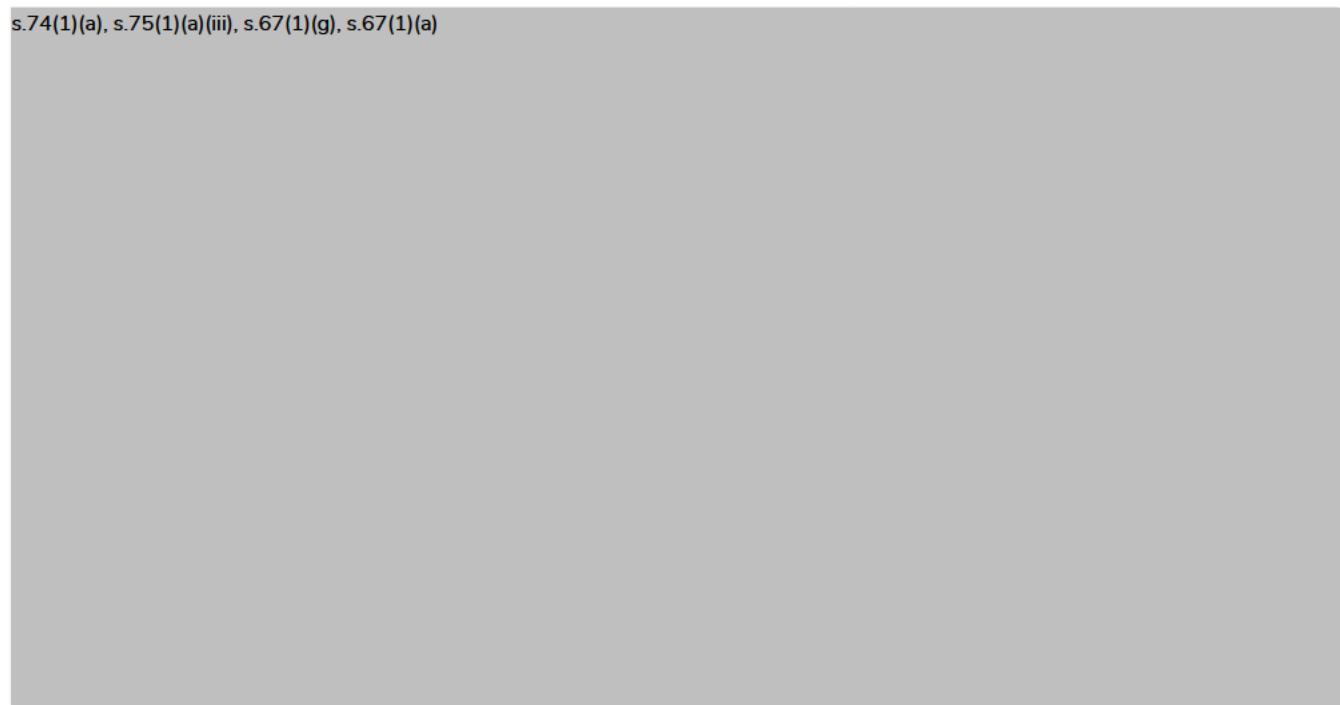


RECOMMENDED OPTION ANALYSIS:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



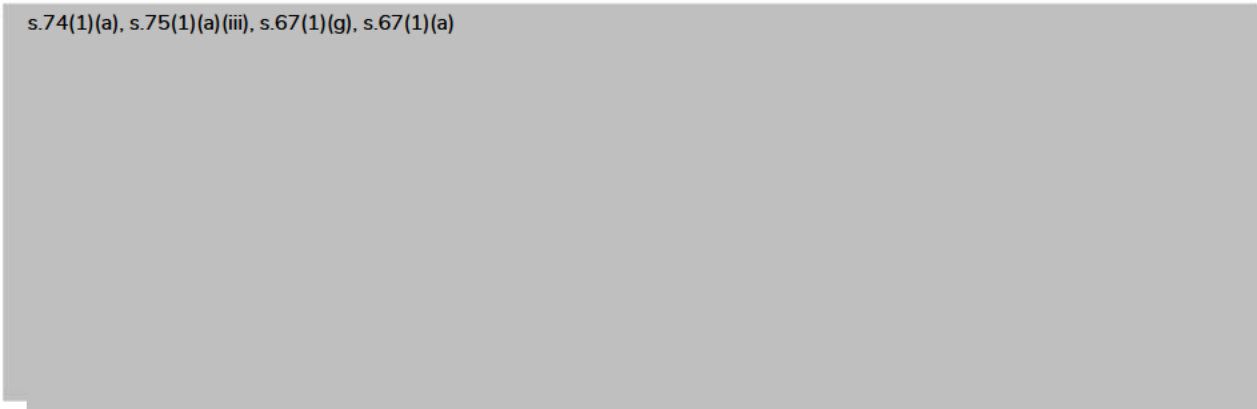
s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



What are the advantages and disadvantages or opportunities and consequences of the recommended action/decision?

Advantages:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Disadvantages:

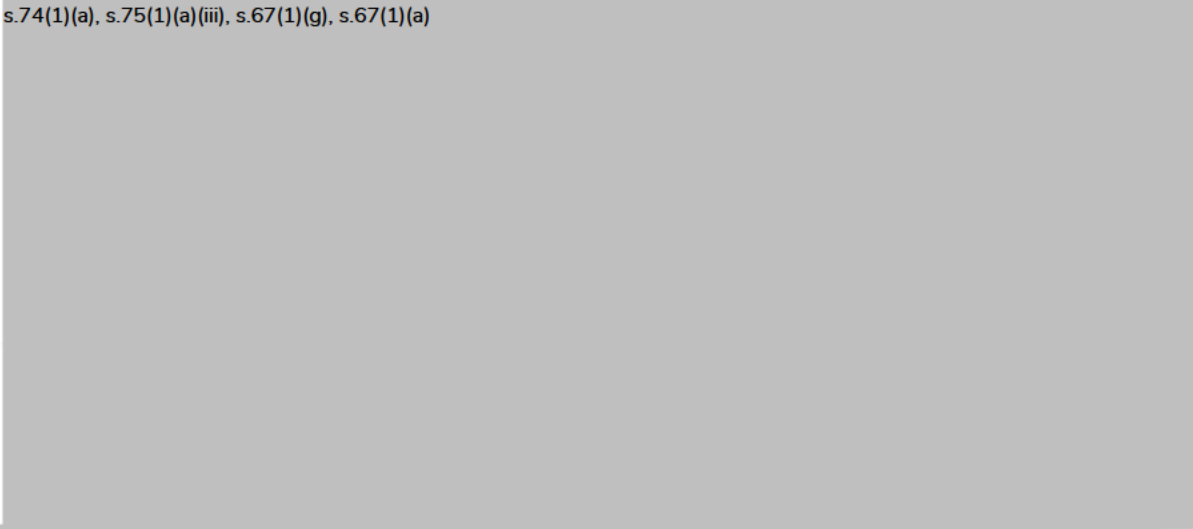
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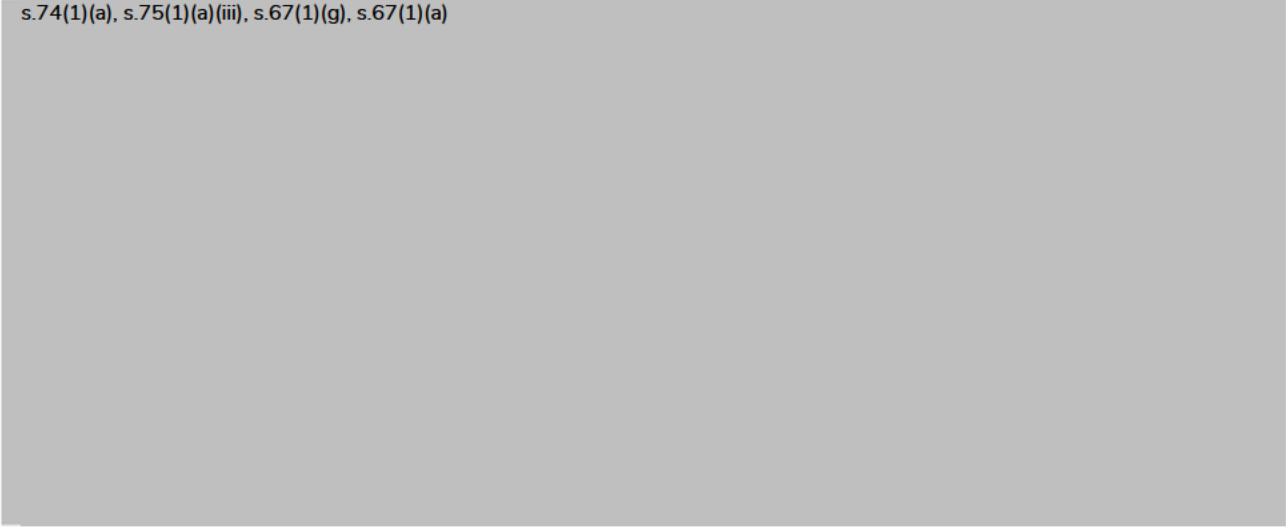
s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Significant Implications – key considerations, including potential risks or consequences:

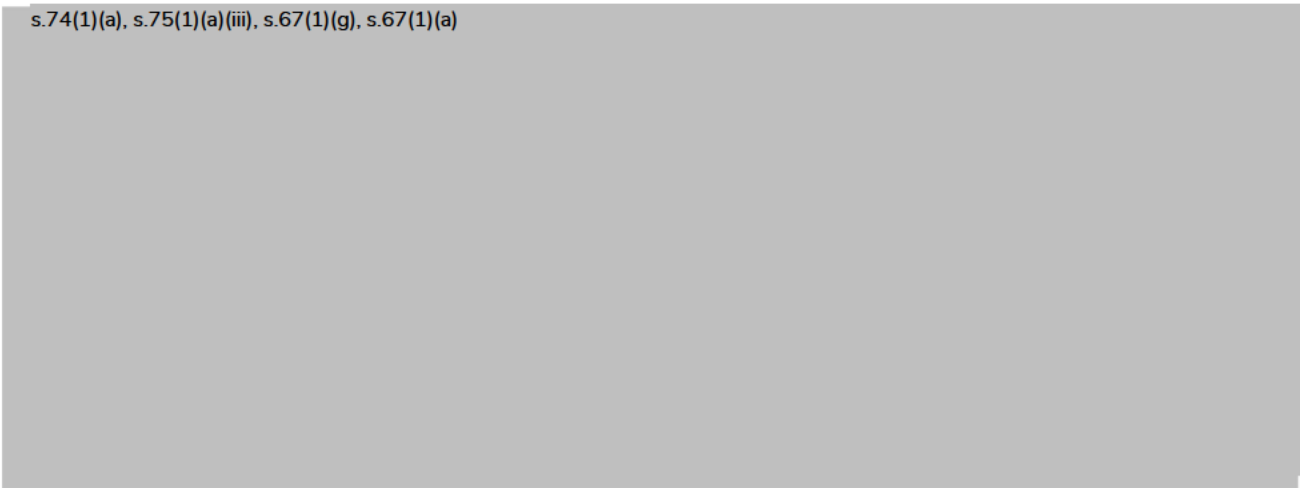
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s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



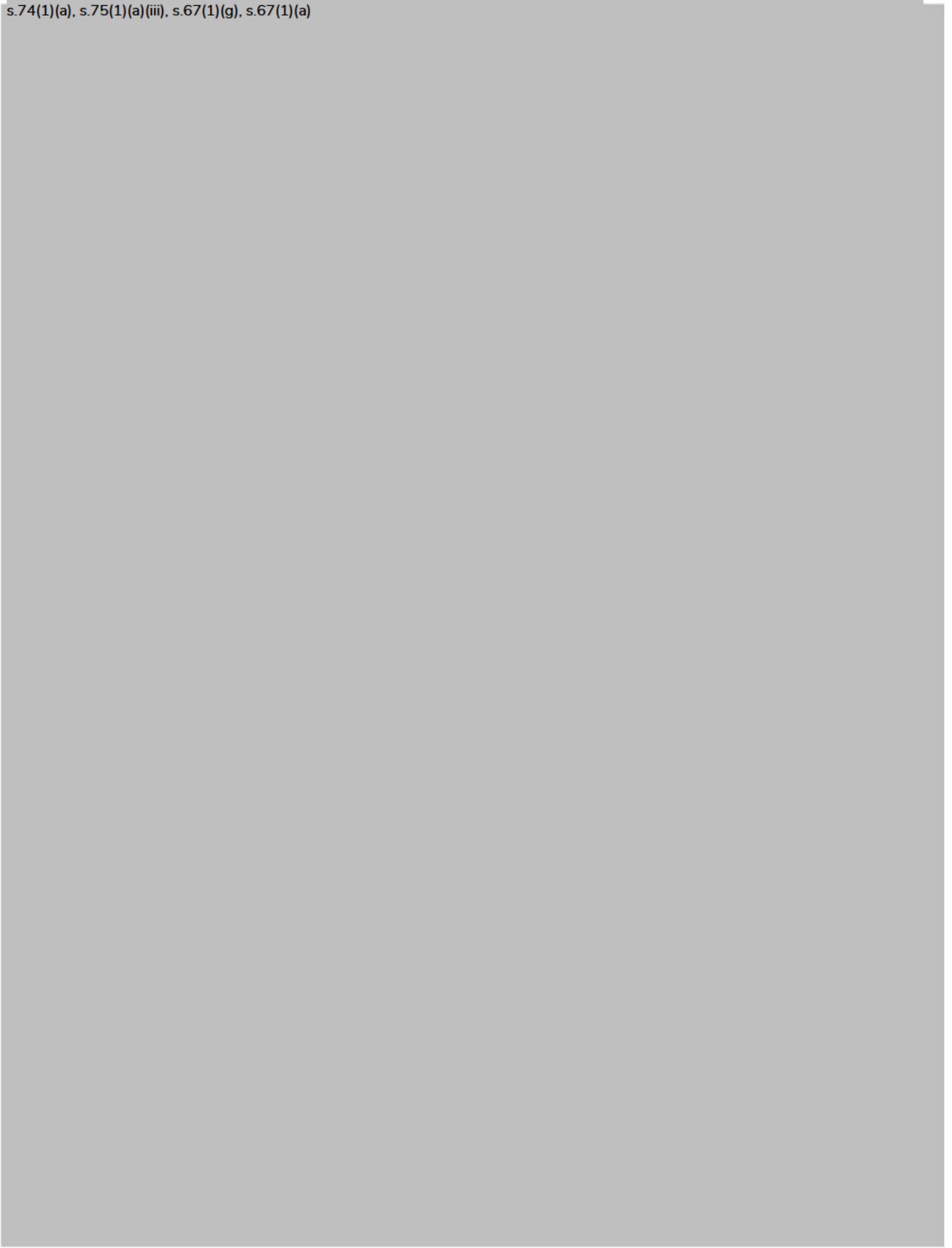
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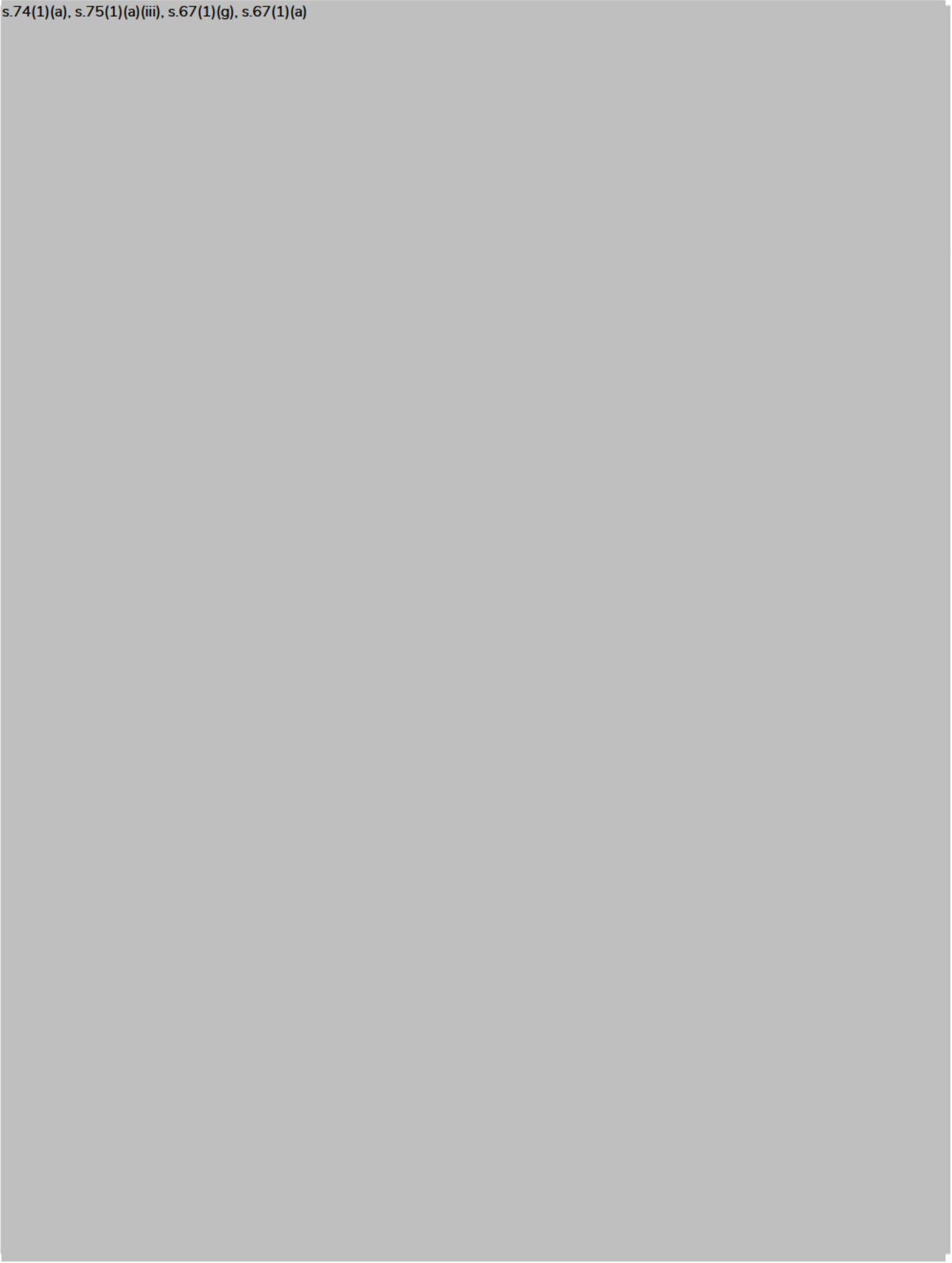
s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

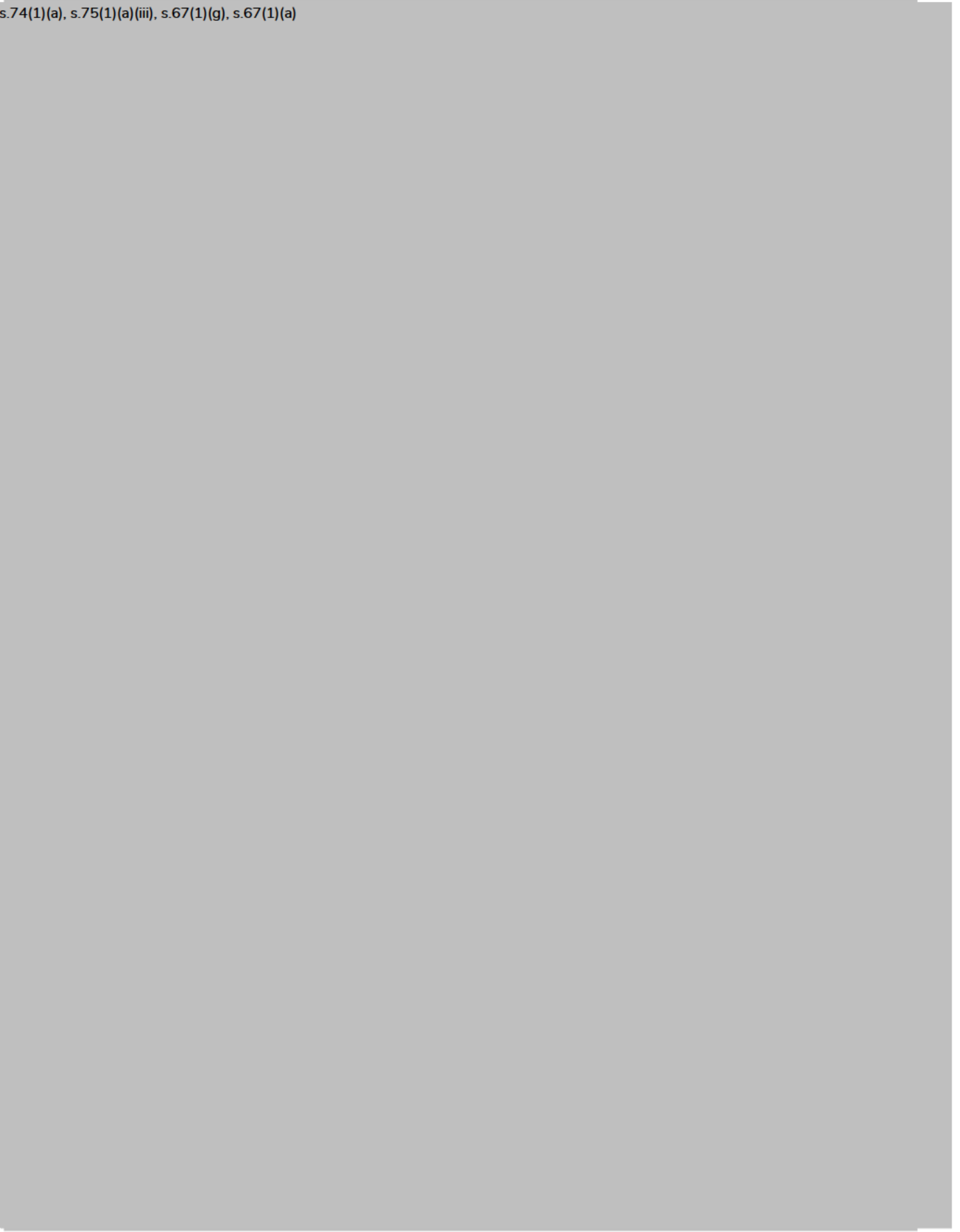


s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

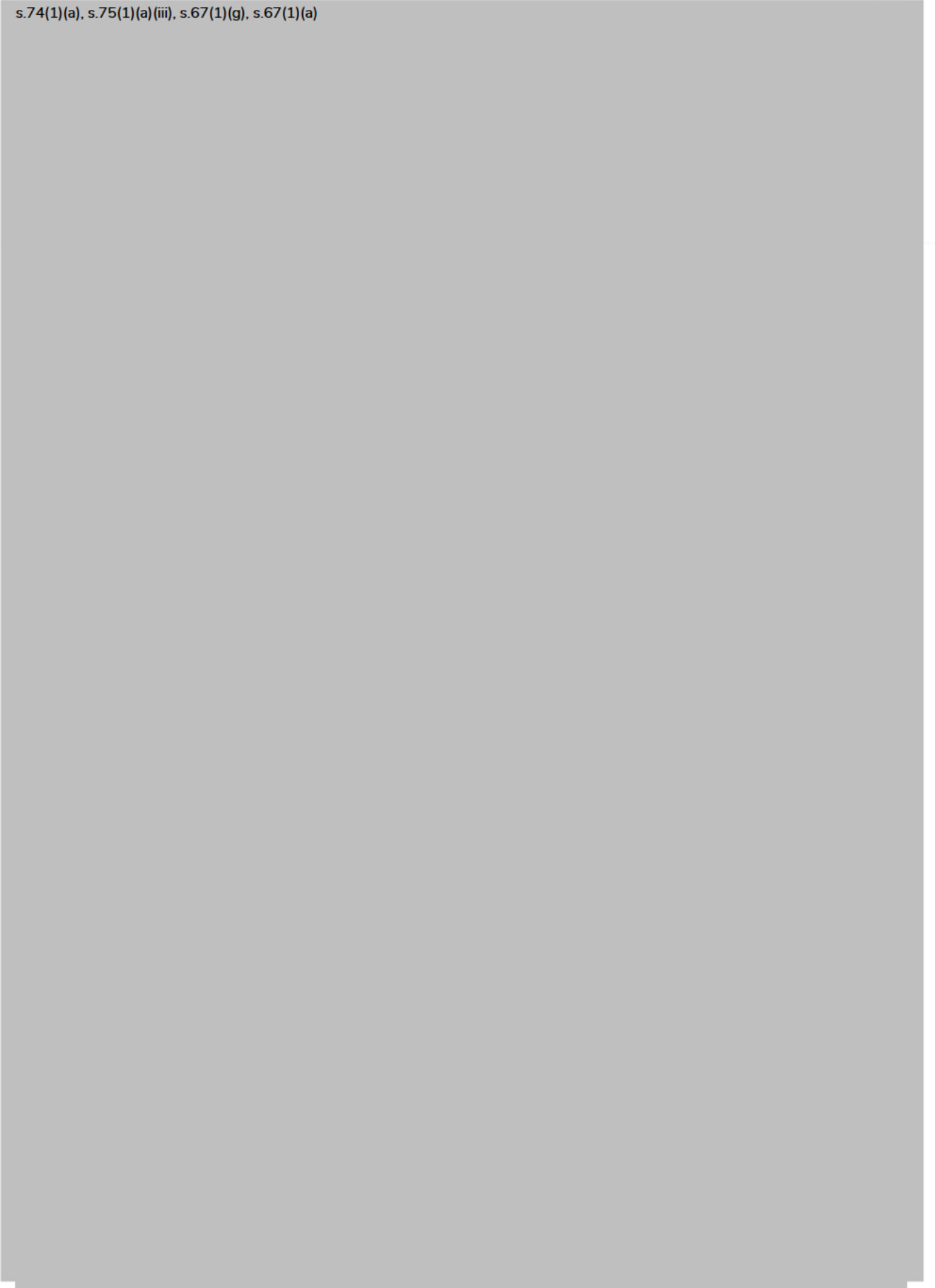
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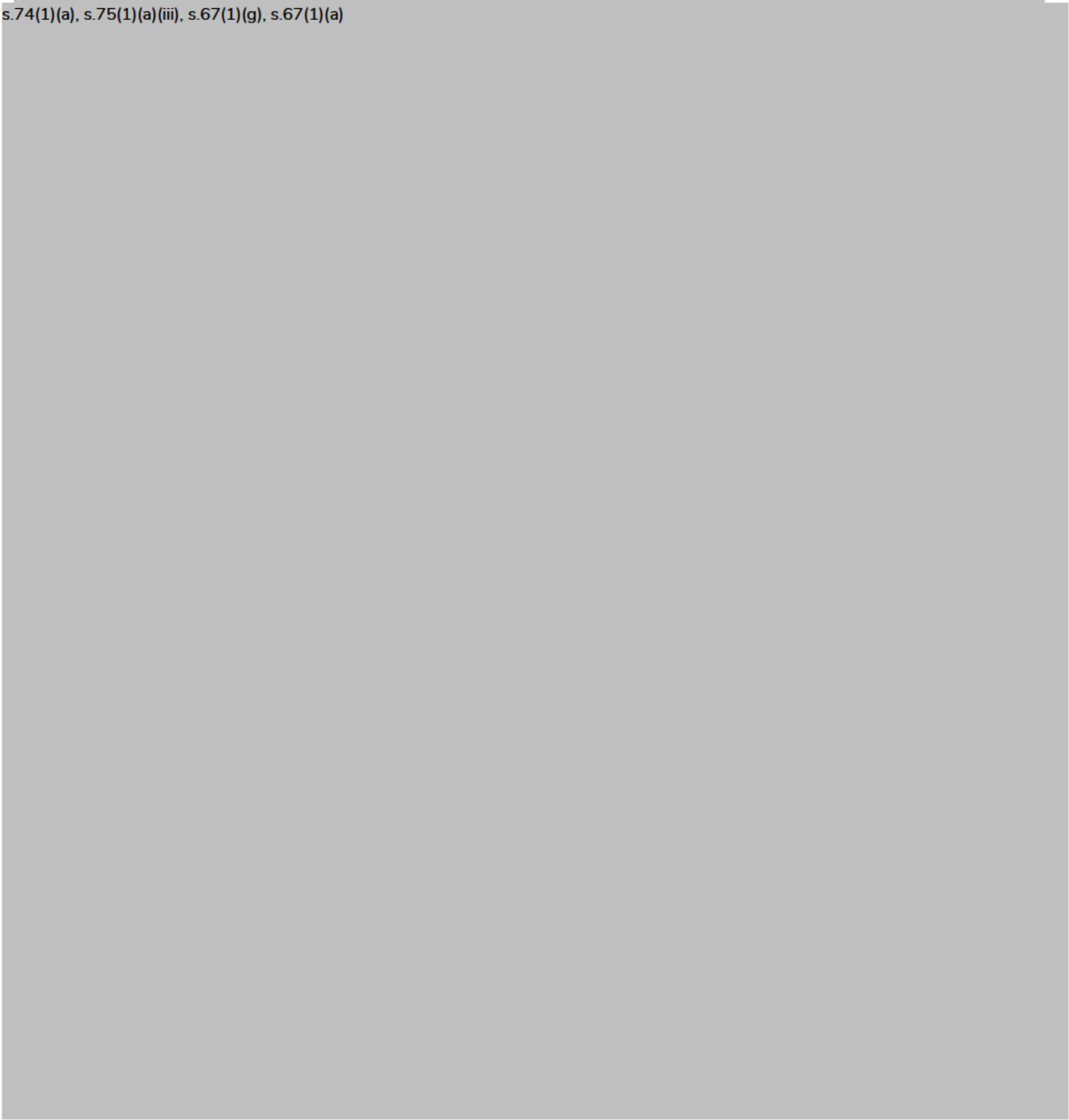
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s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

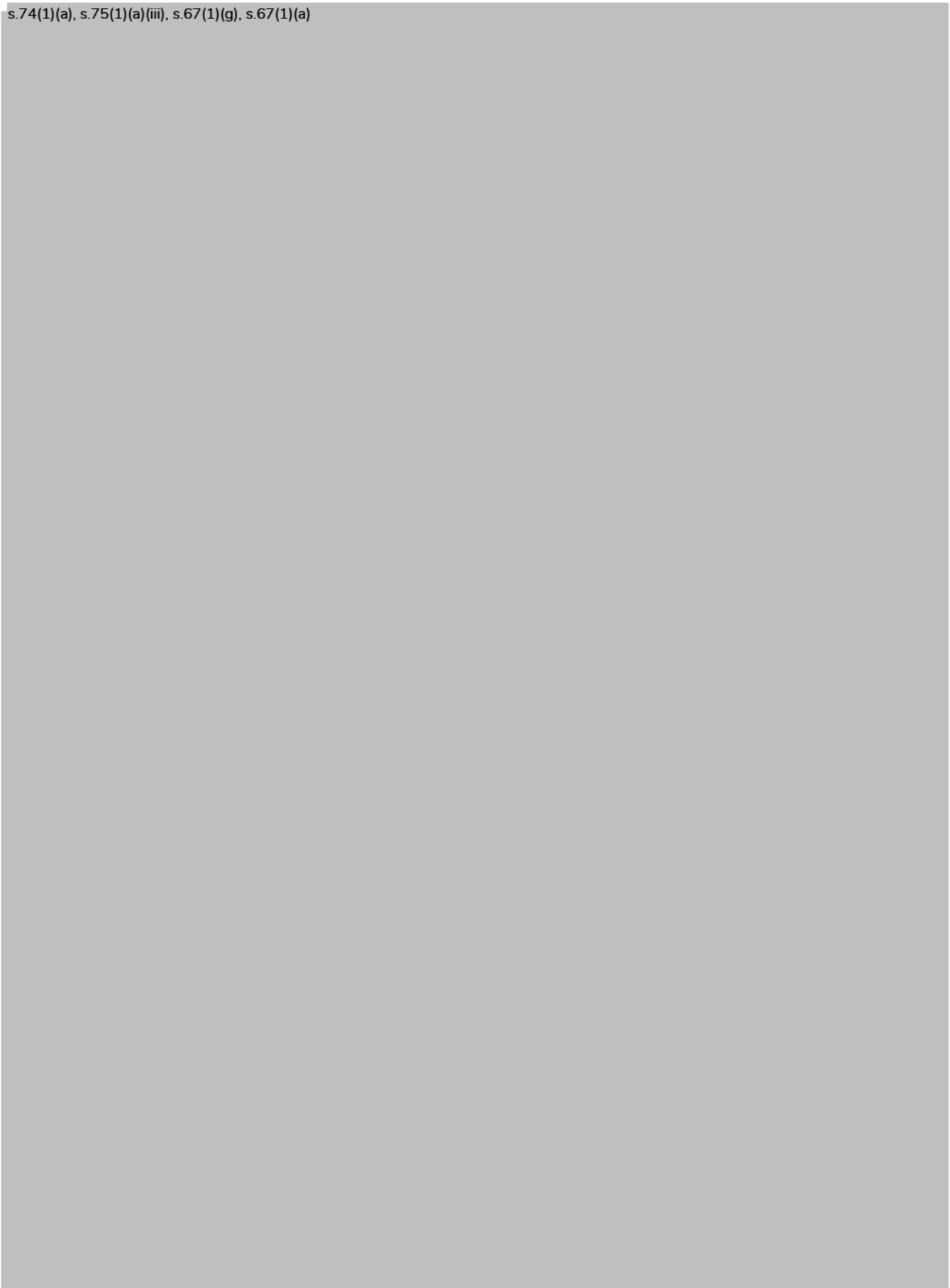


CONTEXT AND CONSIDERATIONS APPLICABLE TO ALL OPTIONS:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

NEXT STEPS:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

ATTACHMENTS:

- Appendix A: Osler/EY Pension Eligibility Criteria
- Appendix B: s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)
- Appendix C: s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)
- Appendix D: Osler/EY February 2024 Shāw Kwā'ą / Health & Wellness Yukon / Santé et mieux-être Yukon Pension Options presentation and analysis
- **Appendix D (ADDENDUM): January 2025 – Updated Osler/EY Shāw Kwā'ą pension options**
- Appendix E: Pension Options Summary
- Appendix F: Background information

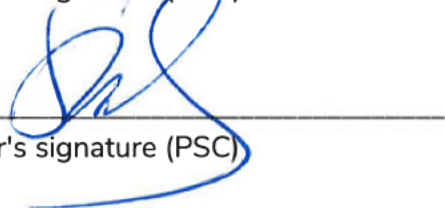
SIGNATURES:



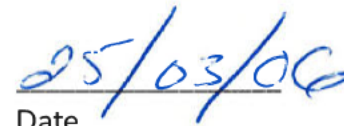
Minister's signature (HSS)



Date



Minister's signature (PSC)



Date

Appendix A: Osler/EY Pension Eligibility Criteria

Benefits	Cost	Timing & Completion
Benefit Compatibility s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)	s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)	s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)
Benefit Security s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a) s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)		Legislative Support Needed s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)
Past Service for Active Members s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)		Timing s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Appendix B: s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

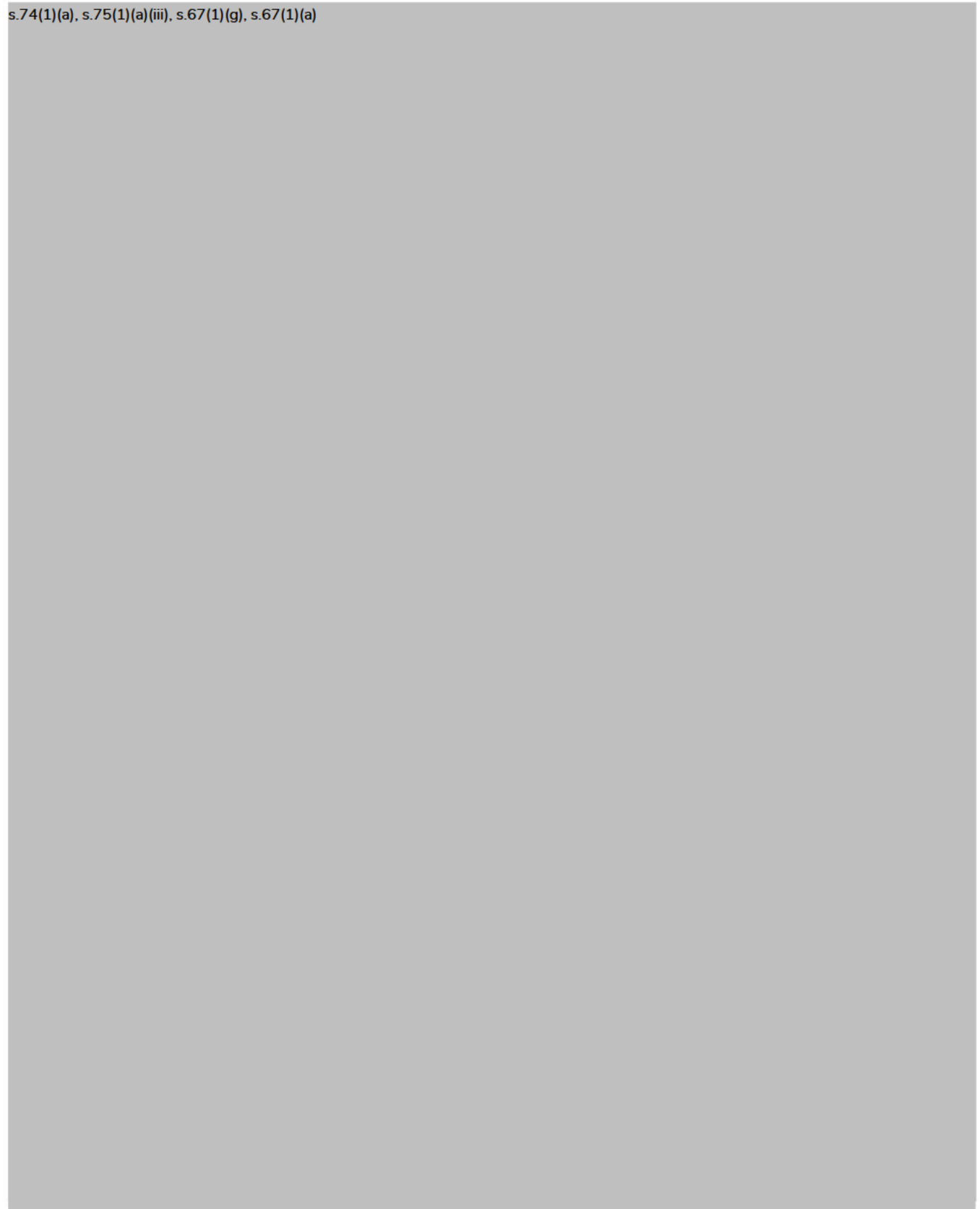


s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

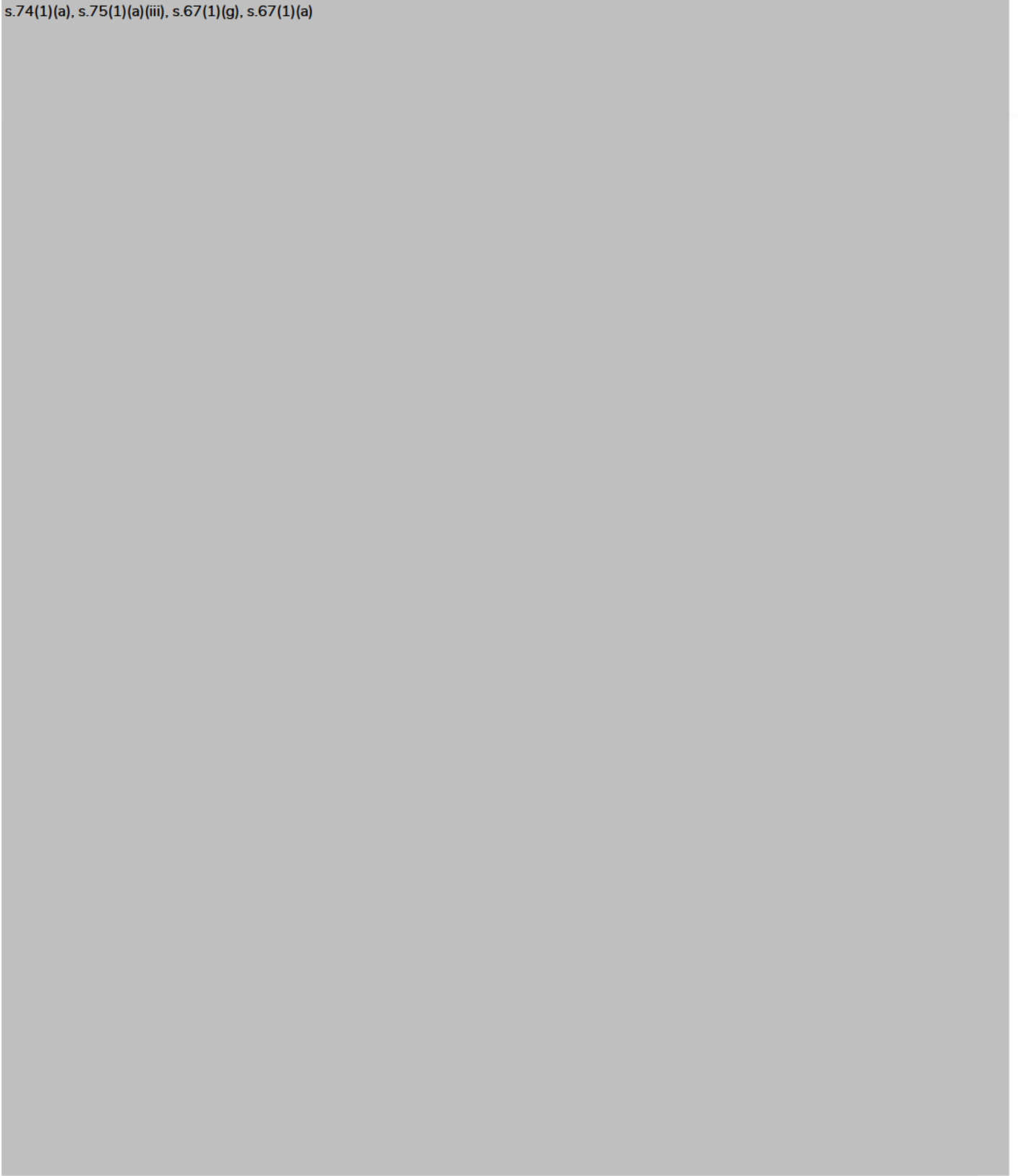


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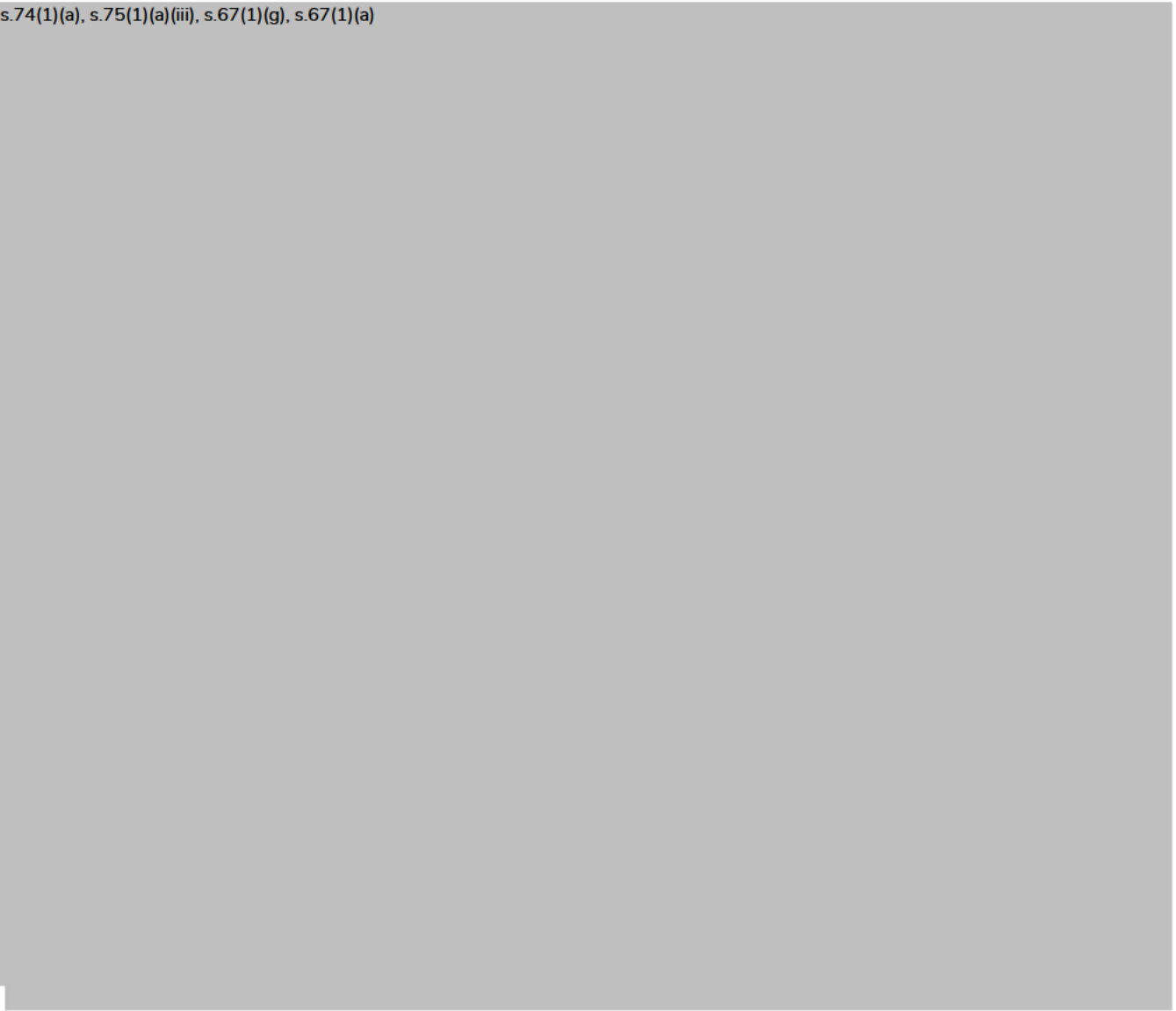


s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Health and Wellness Yukon Pension Coverage Solutions

DRAFT

February 2024



Executive Summary: Summary of Estimated Transfer and Go-forward Costs

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Executive Summary: Key Considerations for the Remaining Options

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



HW&Y Pension Coverage Solutions Overview

Overview - Process

Pension Coverage Solutions - Review Process

- ▶ The Government of Yukon ("YG") intends to establish a new arms-length governmental entity, Health and Wellness Yukon ("HWY"), to deliver health and social services in the territory.

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Phase I



- ▶ Osler assessed the pension-related implications in connection with the establishment of HWY.

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Phase II



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Phase III



- ▶ Osler & EY identified a universe of potential non-Yukon MEPPs and assisted YG in establishing evaluation criteria.
- ▶ Osler & EY has engaged in discussions with YG's short-list of potential pension partners
- ▶ EY performed benefit compatibility analyses against the current pension arrangement.
- ▶ Following discussions with YG, the option to provide coverage to HWY employees under the YHC Plan and to participate in the Federal Public Service Pension Plan (PSPP) have each been further explored.
- ▶ Following further discussions, EY performed an analysis to estimate the transfer and go-forward cost and Osler performed a holistic assessment of the available options.

Overview - Coverage Solutions

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Overview - Coverage Solutions

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Overview - Coverage Solutions



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Overview - Past Service Transfer Cost

Summary of Estimated Past Service Transfer Cost under Each Solution

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Overview - Past Service Transfer Cost

Summary of Estimated Past Service Transfer Cost under Each Solution

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Overview - Future Service Cost

Go-forward Cost Estimate

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Overview – s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Appendix A

Transfer Cost and Go-Forward Cost Estimate

Past Service Transfer

Transfer Pricing Cost Estimate

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Go-Forward Cost Estimate

Go-forward Cost Estimate

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Appendix B

Assessment of Pension Solutions

Recap: Evaluation Criteria

Evaluation Criteria

Benefits

Benefit Compatibility

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Benefit Security

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Past Service for Active Members

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Cost

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Timing & Completion

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Legislative Support Needed

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Timing

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Assessment of Option #1A:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Option #1A:

s.74(1)(a), s.75(1)(a)(iii),
s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Option #1A:

s.74(1)(a), s.75(1)(a)(iii),
s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Assessment of Option #1B:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Option #1B:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Option #1B:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Assessment of Option #1C:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Option #1C:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Option #1C:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g),
s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Solution 2:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Option #2:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Option #2:

s.74(1)(a), s.75(1)(a)(iii),
s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Option #2:

s.74(1)(a), s.75(1)(a)(iii),
s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Option #3:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Option #3:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(a), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Option #3:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(a), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Appendix C

Excerpts of Benefit Compatibility Analysis –
Net value comparisons

Benefit Illustrations - Net PV of Benefits over Total Contributions (\$ differences)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Benefit Illustrations - Net PV of Benefits over Total Contributions (\$ differences)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Appendix D

Excerpts of Benefit Compatibility Analysis –
Benefits and contribution comparisons

Samples Active Employee Profiles Considered for Benefit Illustrations

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Benefit Illustrations - Present Value of Benefits (% differences)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Benefit Illustrations - PV of Total ER and EE Contributions (% differences)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Benefit Illustrations - PV of Total ER and EE Contributions (% differences)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Appendix E

Excerpts of Summary of Plan Provisions –
Key Benefit Comparison

Key Benefit Comparison Between Plans

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Appendix F

Summary of Assumptions Used in the
Estimation of Transfer Cost and Go-Forward
Cost

Projection Assumptions: Census Data & Go-Forward Cost Estimate

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Transfer Cost Assumptions Comparison (1/2)

The following assumptions are used to estimate the transfer cost under each Solution.

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Transfer Pricing Assumptions Comparison (2/2)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Appendix G

Census Data used in the Estimation of Transfer Cost and Go-Forward Cost

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Appendix H

Plan Provisions of Pension Options Explored

Plan Provisions Comparison (3/5)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Plan Provisions Comparison (5/5)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)





s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Health and Wellness Yukon Pension Coverage Solutions

DRAFT

January 2025



OSLER



AGENDA

1. Overview of Process
2. Overview of Pension Coverage Solutions
3. Summary of Estimated Transfer and Go-Forward Costs
4. Key Considerations for the Remaining Options
5. Q&A

Overview of Process

Pension Coverage Solutions - Review Process

- ▶ The Government of Yukon ("YG") intends to establish a new arms-length governmental entity, Health and Wellness Yukon ("HWY"), to deliver health and social services in the territory.

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Phase I



- ▶ Osler assessed the pension-related implications in connection with the establishment of HWY.

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Phase II



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

- ▶ Three options were explored in detail:

- ▶ Non-Yukon MEPP
- ▶ Federal PSPP
- ▶ YHC Plan

- ▶ EY performed benefit compatibility analyses against the current pension arrangement.
- ▶ EY performed an analysis to estimate the transfer and go-forward cost for each option and Osler performed a holistic assessment of the available options.

Phase III



Overview of Pension Coverage Solutions

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Overview of Pension Coverage Solutions

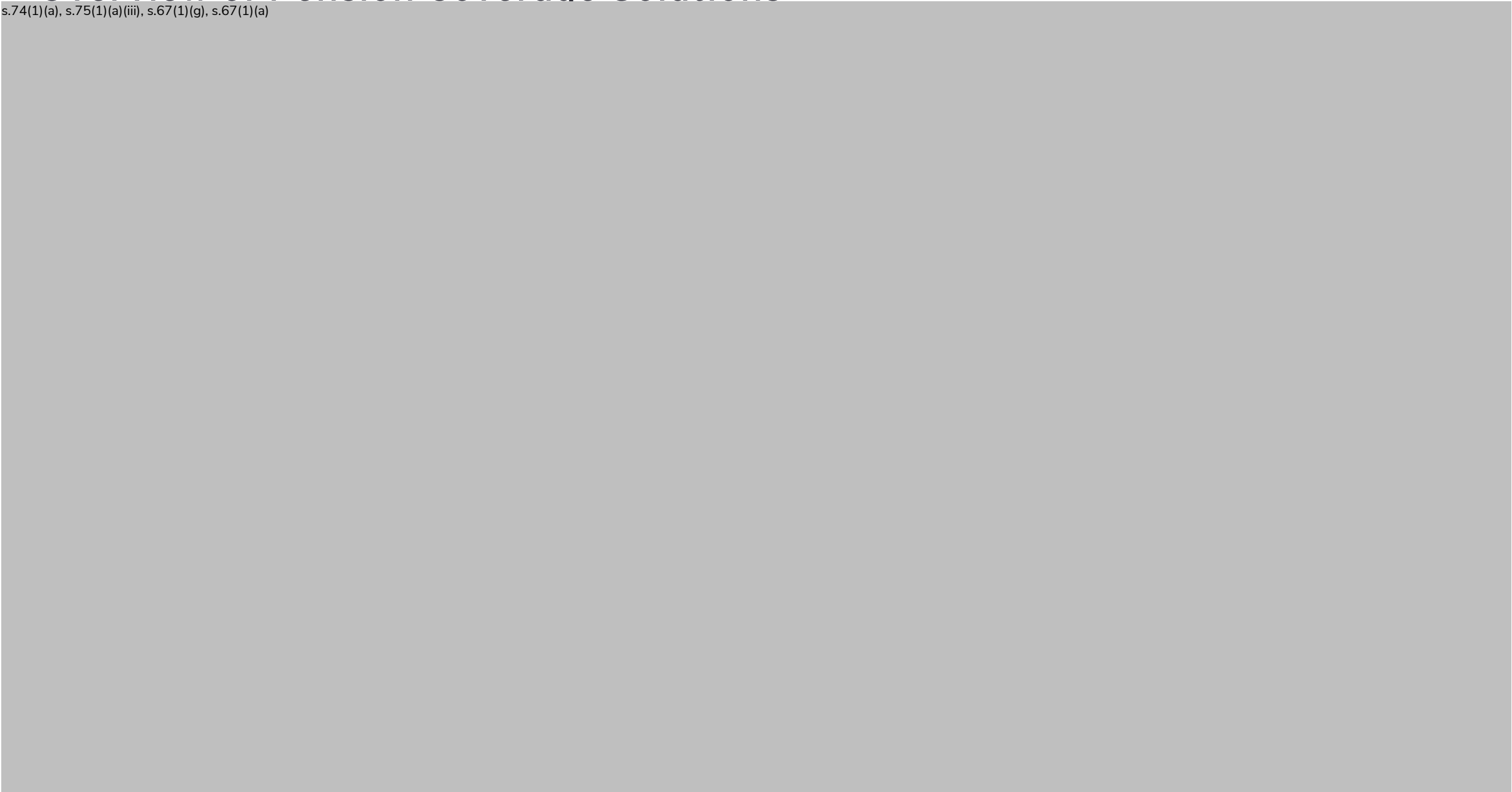
s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Overview of Pension Coverage Solutions

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Summary of Estimated Transfer and Go-forward Costs

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Key Considerations for the Remaining Options

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Appendix A

Pension Coverage Solutions – Cost Considerations

Past Service Transfer Cost

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Past Service Transfer Cost

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Future Service Cost

Go-forward Cost Estimate

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Other potential pension partners considered and reasons for exclusion

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



- ▶ In addition, while YG has explored the option to participate in the PSPP, the Federal government has advised that participation of HWY in the PSPP is not an option.

Appendix B

Summary of Assumptions Used in the
Estimation of Transfer Cost and Go-Forward
Cost

Projection Assumptions: Census Data & Go-Forward Cost Estimate

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Transfer Cost Assumptions Comparison (1/2)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Transfer Pricing Assumptions Comparison (2/2)

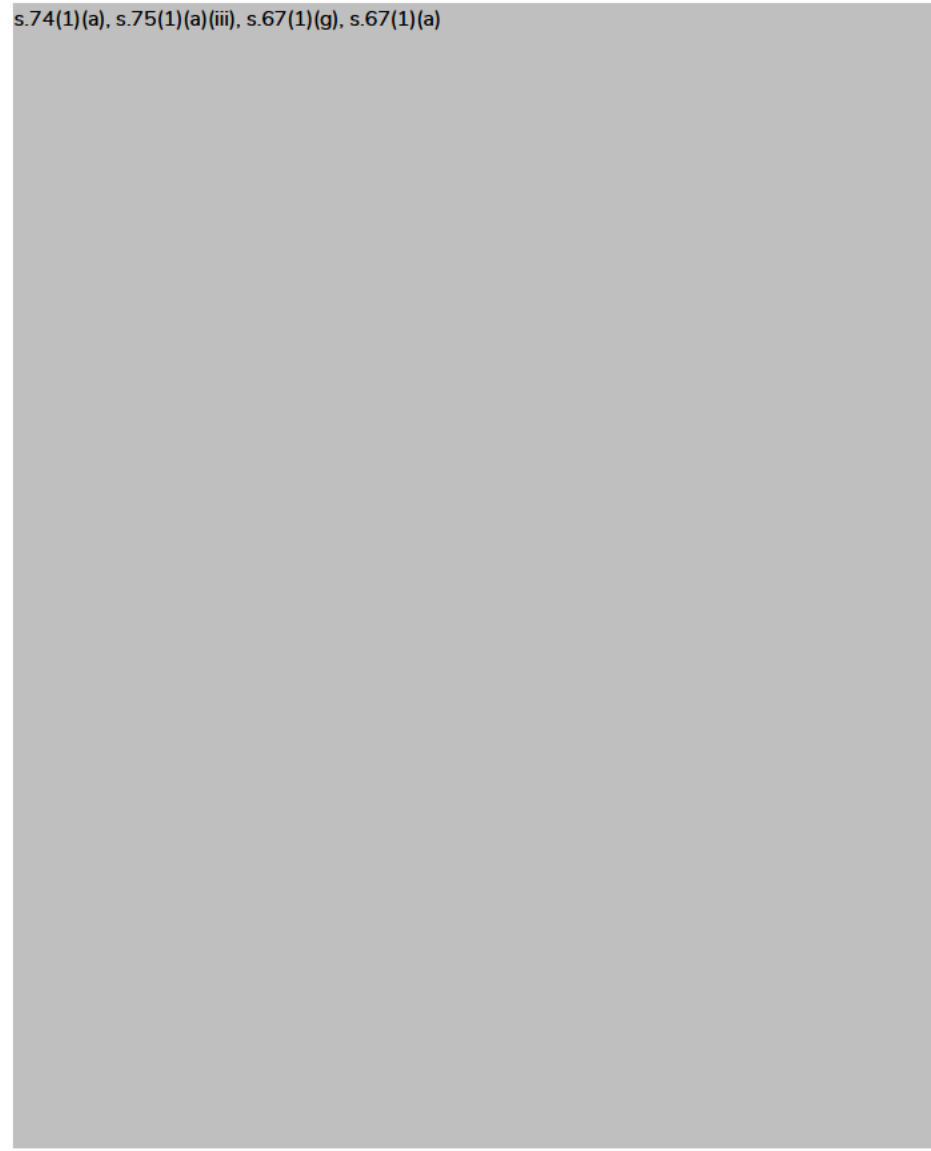
s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Summary of pension options for Shāw Kwä'ą / Health & Wellness Yukon

ISSUE: The Departments of Health and Social Services and the Public Service Commission have worked with the business law firm, Osler, Hoskin & Harcourt LLP (Osler), and professional services firm, Ernst & Young (EY) to identify pension options for Shāw Kwä'ą / Health & Wellness Yukon / Santé et mieux-être Yukon. This document is a summary of an accompanying Cabinet submission and consultant report from Osler/EY. Three potential options have been identified:

- Option 1: Use the current Yukon Hospital Corporation pension plan

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a),
s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

NOTE: This document was based on the February 2024 version of the Osler/EY report and has not been updated with the most recent numbers. This document provides a simplified 'employee view' of the options for ease of comparison.

Red highlights denote mostly or negatively impacted

Yellow highlights denote moderate impact or potential issue

Green highlights denote lowest impact or positive attributes

Summary of pension options for Shäw Kwä’ą / Health & Wellness Yukon

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



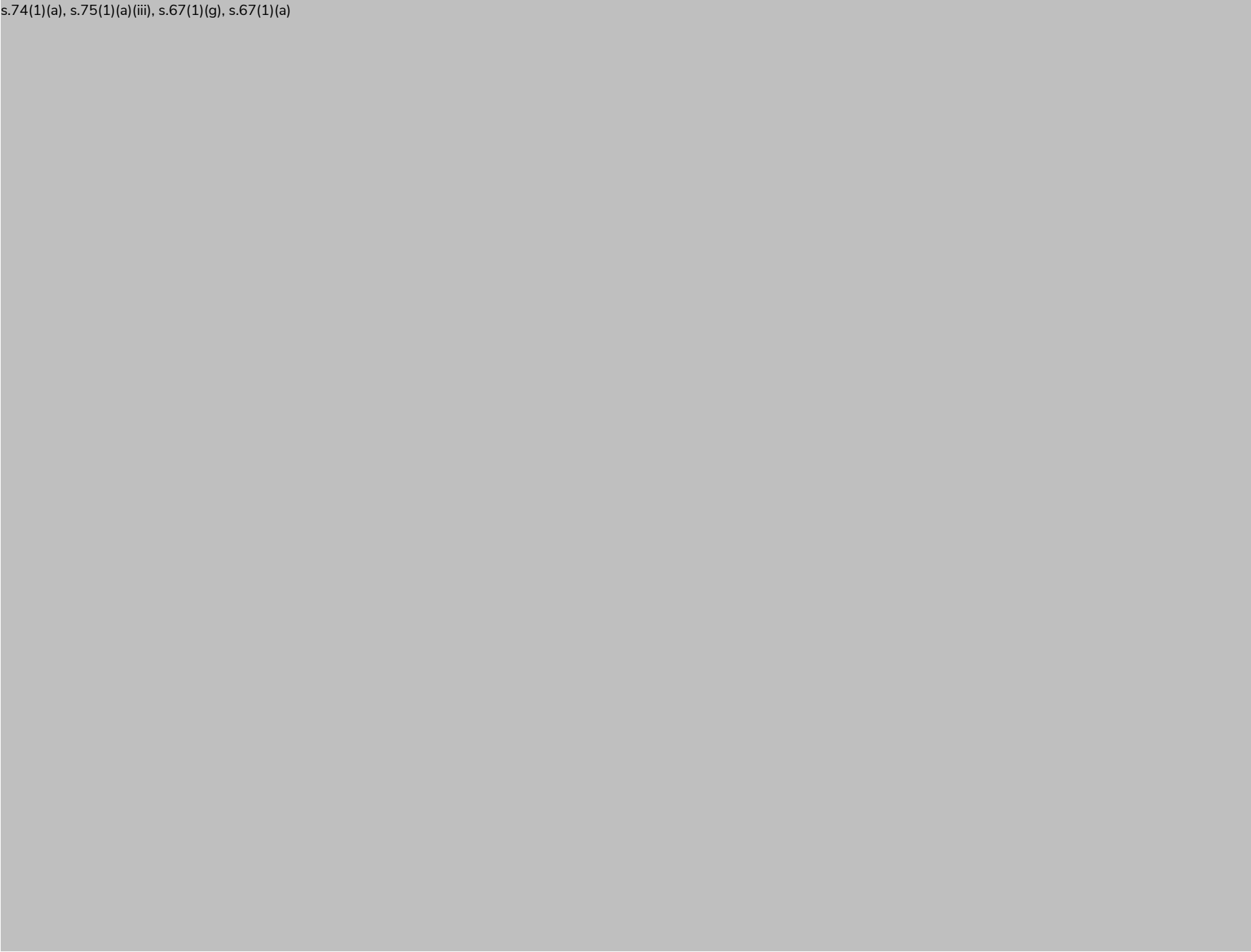
Summary of pension options for Shäw Kwä’ą / Health & Wellness Yukon

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Summary of pension options for Shäw Kwä'a / Health & Wellness Yukon

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Summary of pension options for Shäw Kwä'ą / Health & Wellness Yukon

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Summary of pension options for Shäw Kwä'ą / Health & Wellness Yukon

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Shāw Kwā'ā / Health & Wellness Yukon / Santé et mieux-être Yukon Pension Options

APPENDIX F: BACKGROUND

Phase I (Spring 2022 – Fall 2022): The Departments of Health and Social Services and the Public Service Commission (the departments) engaged the services of Osler, Hoskin & Harcourt LLP (Osler), a business law firm, to conduct a broad legal assessment of pension options for the current YHC and the desired implementation of Shāw Kwā'ā. s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Phase II (Fall 2022 – March 2023): In addition to Osler, the accounting and professional services firm Ernst & Young (EY) was contracted to work with Osler to assess the business, financial, and risk implications of the pension options. Based on the work of Osler/EY, the departments requested further analysis s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

[REDACTED] s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

[REDACTED]

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

One of the legally possible avenues for the Shāw Kwā'ā pension plan was a non-Yukon Multi-Employer Pension Plan (non-Yukon MEPP). In March 2023, s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

[REDACTED]

[REDACTED] The departments explored various non-Yukon MEPPs, in addition to continuing to assess whether the federal Public Service Plan (used for YG employees) could be extended to Shāw Kwā'ā or if the YHC plan could be used.

Phase III (March 2023 – present): s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Shāw Kwā'ą / Health & Wellness Yukon / Santé et mieux-être Yukon Pension Options

APPENDIX F: BACKGROUND

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

The other option is the YHC plan.

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Yukon Hospital Corporation Employees' Pension Plan (YHC Plan)

APPENDIX F: BACKGROUND

The YHC plan was established in April 1993. There are two 'groups' of participants in the plan. Group 1 includes all full-time employees and part-time or casual employees who elected to participate in the plan between April 1993 and December 31, 2014. Group 2 is all full-time employees and those part-time or casual employees who elected to join from January 1, 2015 onwards. The second group of employees is subject to different rules and contribution rates than those who became plan members before 2015. This change was required to ensure that appropriate benefits could continue to be paid to plan members at a fair cost and to ensure the pension plan's long-term sustainability and financial integrity.

Employees who worked at the Whitehorse General Hospital operated by the federal government before transferring these responsibilities to the YHC had their pension and benefits transferred from the federal public service plan to the YHC plan in 1993. When the operation of the (formally federal and then territorial) Watson Lake Hospital was transferred to the YHC in 2010, those employees also had their pensions transferred to the YHC plan. The intent of the YHC plan (in 2015) was to emulate the provisions of the Public Service Plan as much as reasonably possible. However, the YHC plan is governed by separate rules under the federal *Pension Benefits Standards Act*.

The *Pension Benefits Standards Act* applies to pension plans linked to employment under federal jurisdiction. These are primarily national or inter-provincial/territorial private industries such as airlines and telecommunications and all private-sector employment in the three territories. s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Shāw Kwä'ą / Health & Wellness Yukon / Santé et mieux-être Yukon Pension Options

APPENDIX F: BACKGROUND

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Public Service Pension Plan – Federal Government and Government of Yukon pension plan

The federal Treasury Board administers the Public Service Plan pension plan under the *Public Service Superannuation Act*. To participate in the Public Service Plan, organizations must meet the *Public Service Superannuation Act* definition of "public service corporation" or "federal public administration," named individually in the Act or its regulations to participate in the plan. The Government of Yukon is a named participant of the plan under Schedule I, Part II of the Act and the *Yukon Territory Pension Regulations*. Approximately 6,804 Government of Yukon employees contribute to the Public Service Plan.

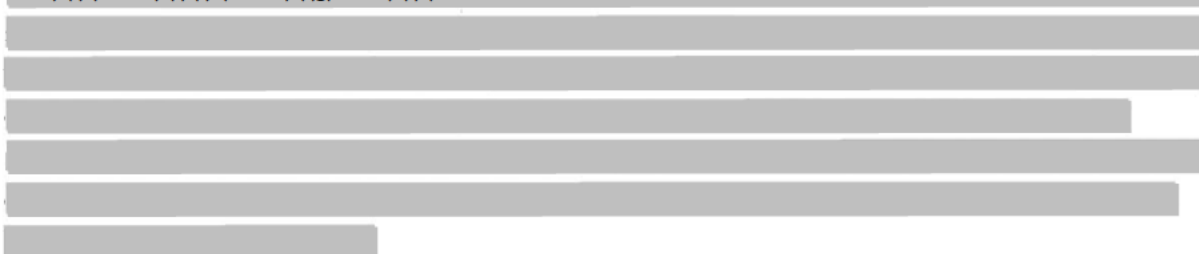
s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

Shāw Kwā'ą / Health & Wellness Yukon / Santé et mieux-être Yukon Pension Options

APPENDIX F: BACKGROUND

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

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Like the YHC plan, the Public Service Plan has two 'groups' of employees: Those employed before January 1, 2013 (Group 1) and those employed after (Group 2). These groups are subject to different rules and contribution rates. These changes ensured that appropriate benefits continued to be paid to plan members at a fair cost. The retirement age was increased from 60 to 65, and other age-related benefits were increased by five years in Group 2.

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

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s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

A large block of text is redacted with grey bars, covering approximately 10 lines of content.

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

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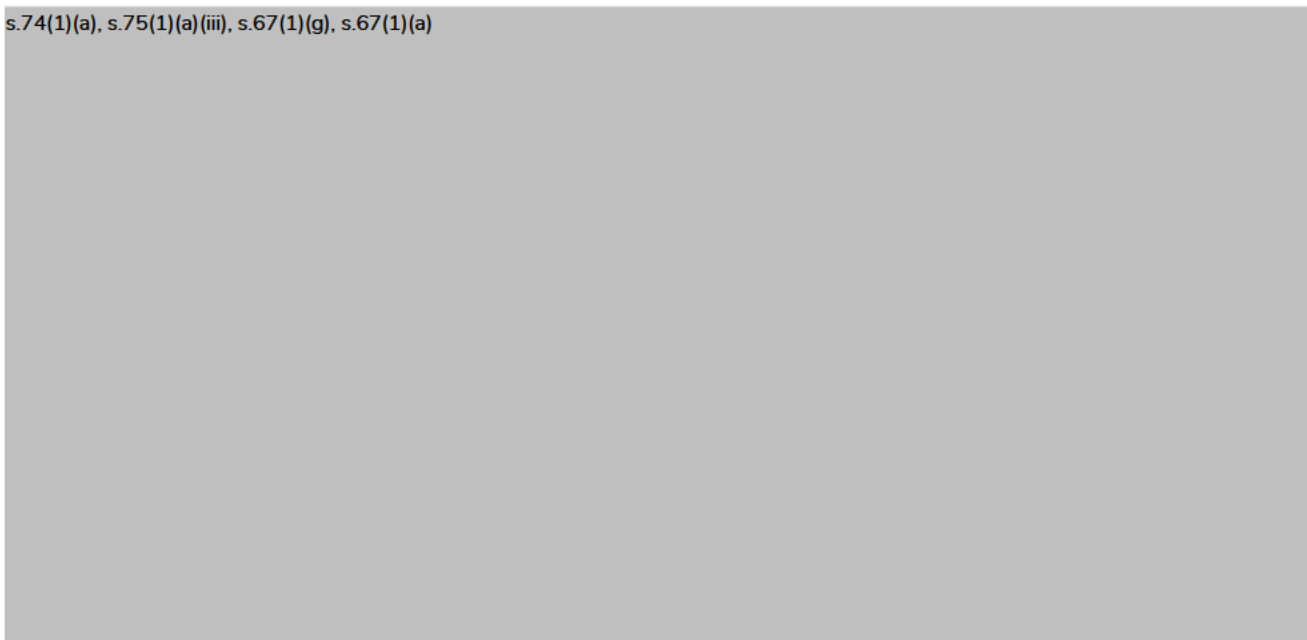
Shāw Kwä'ą / Health & Wellness Yukon / Santé et mieux-être Yukon Pension Options

APPENDIX F: BACKGROUND

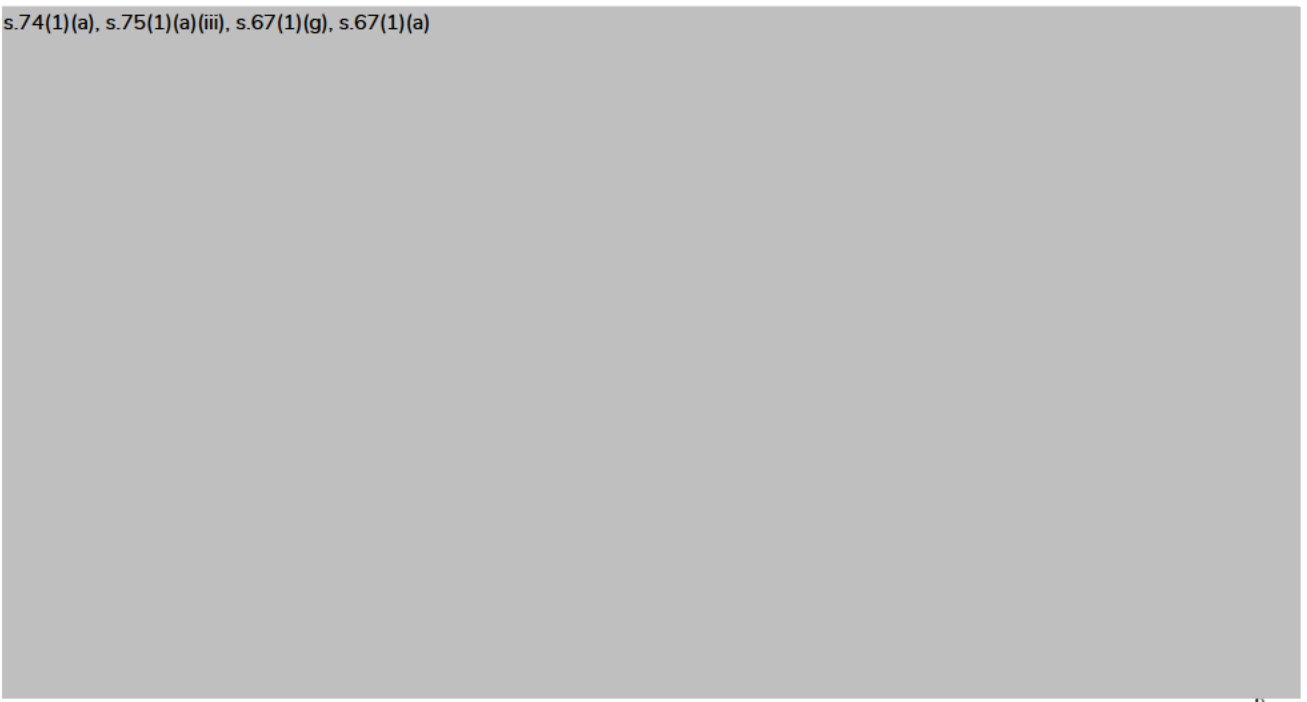
s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



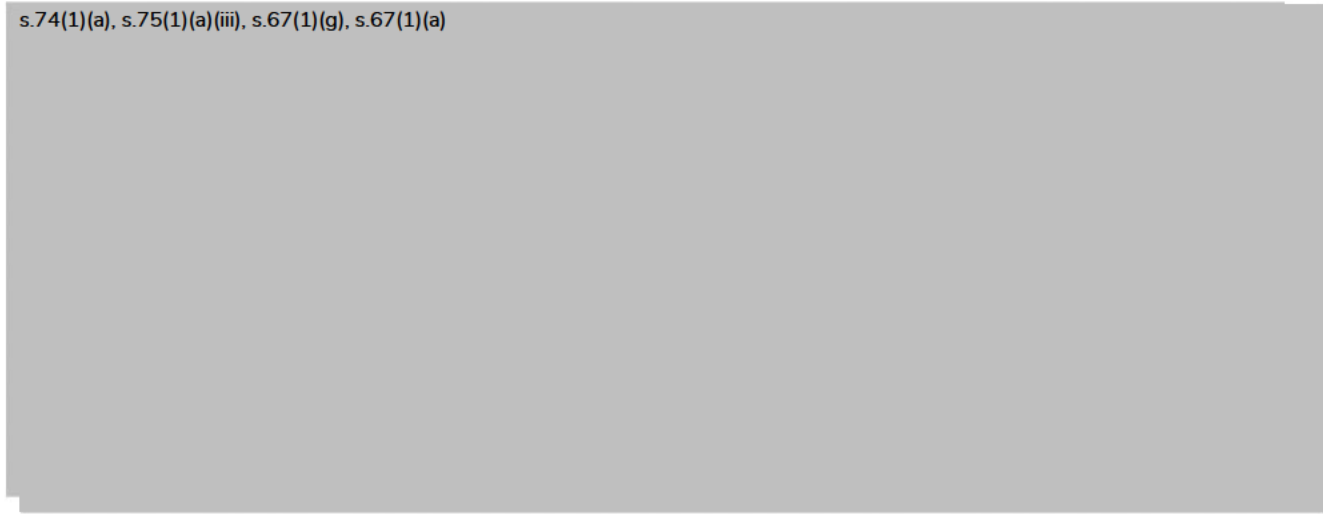
Shāw Kwä'ą / Health & Wellness Yukon / Santé et mieux-être Yukon Pension Options

APPENDIX F: BACKGROUND

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



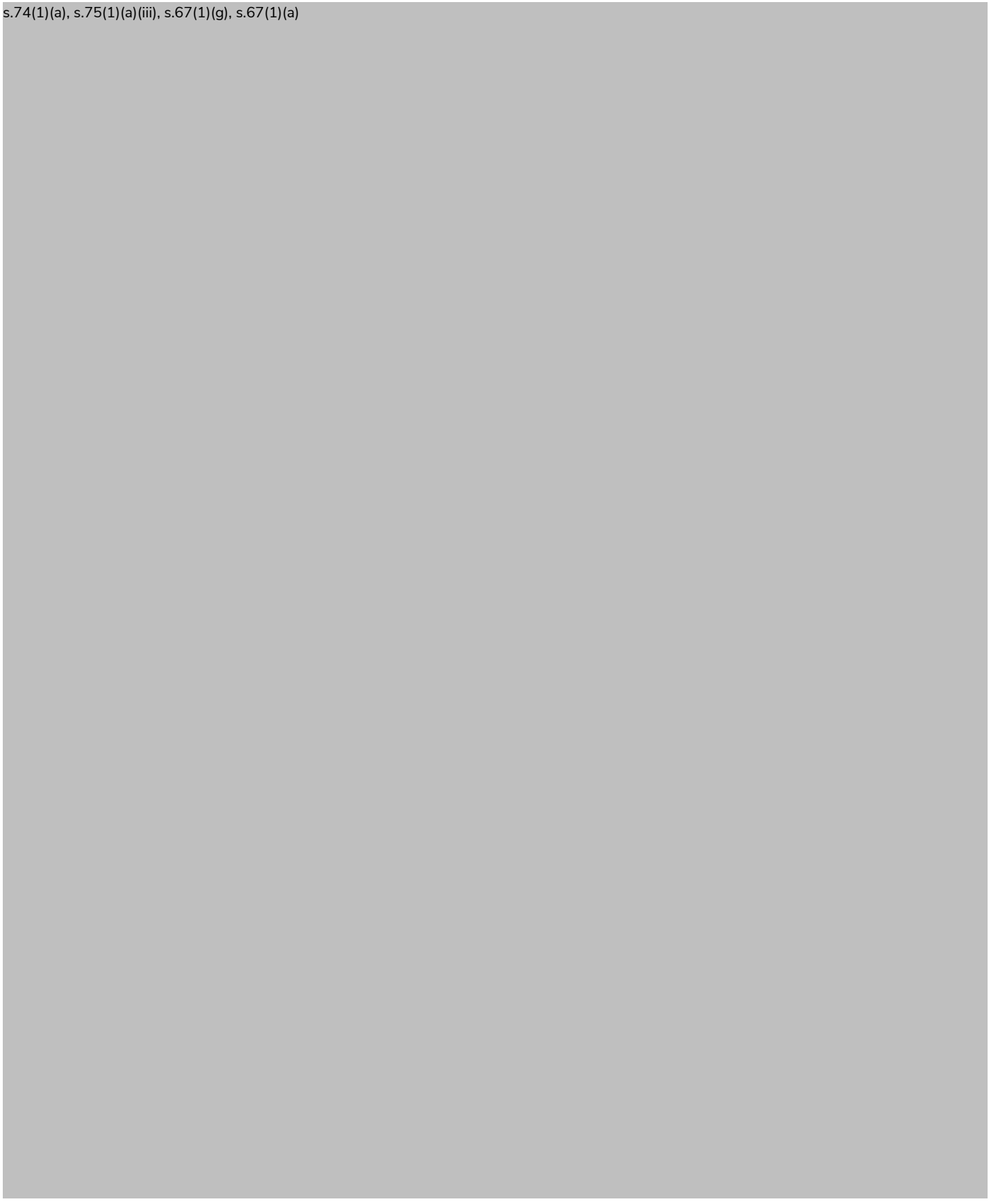
s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



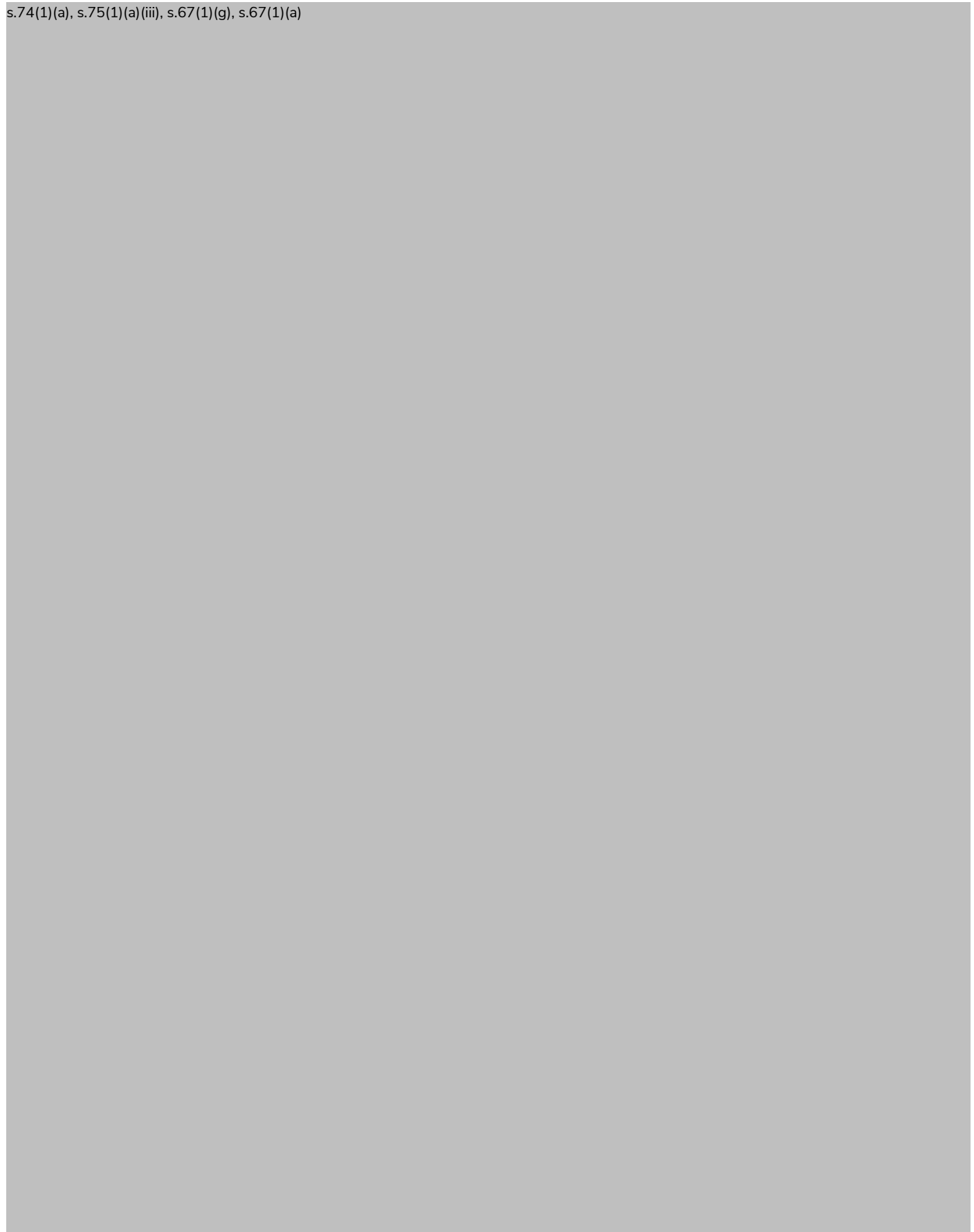


s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



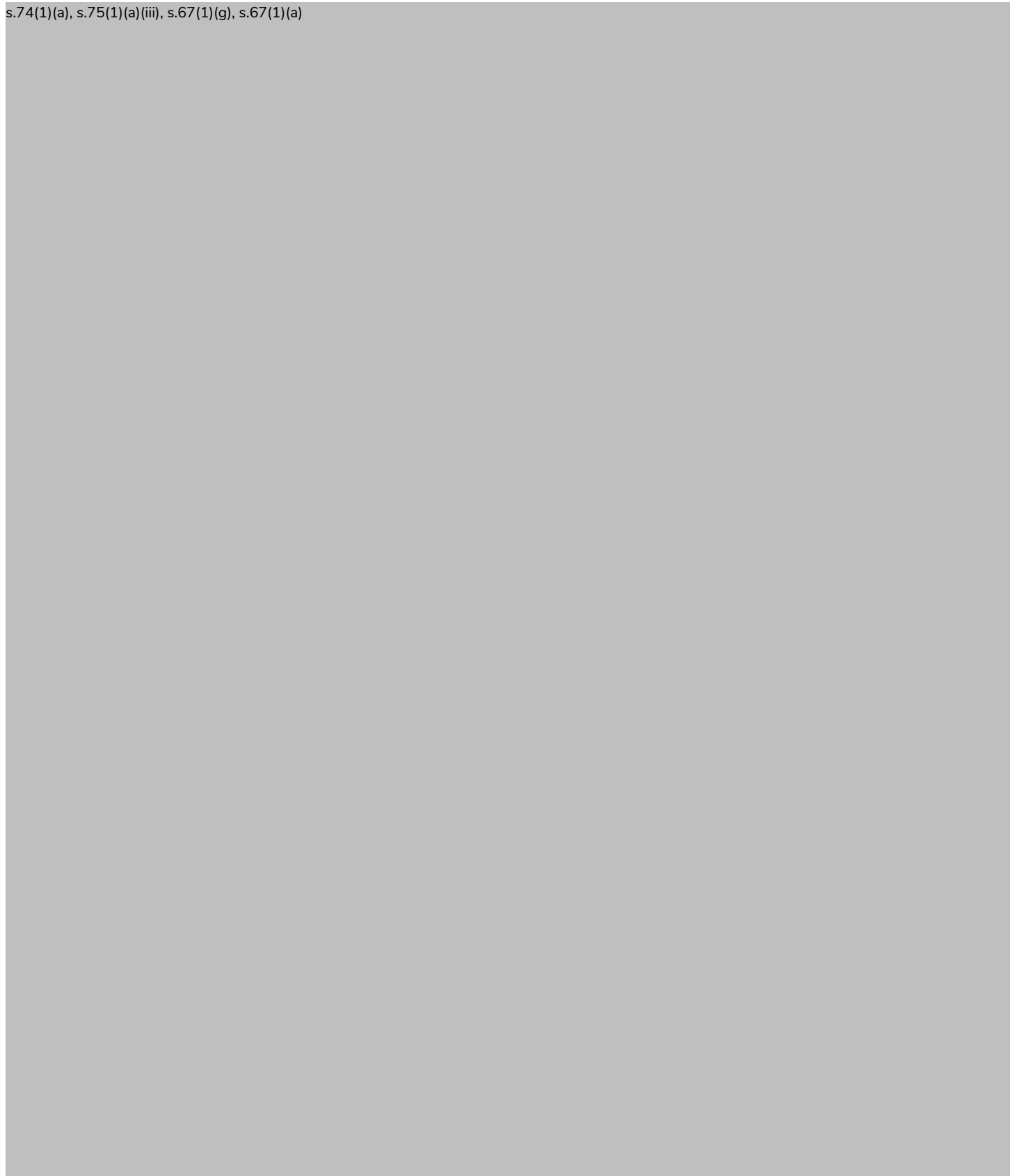
s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



CCPP Submission: Shāw Kwä'q / Health & Wellness Yukon Pension Options - Executive Summary
Government of Yukon Cabinet Confidential

ISSUE: The Department of Health and Social Services and the Public Service Commission recommend

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

REQUEST:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

TIMING:

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

April 3, 2025

From: [Donna.Cebuliak](#)
To: [Gurmaan.Rai](#); [Matt.King](#); [Jenny.Imbeau](#); [Nigel.Allan](#)
Cc: [Jared.Wong](#)
Subject: Pension Communications Info
Date: April 14, 2025 3:45:00 PM
Attachments: [HST Pensions QA DRAFT April 2025.docx](#)
[image001.png](#)
[Pension Option Action Plan.2025.docx](#)
[Health Authority Pension One Pager Updated Apr 14.2025.docx](#)

Hi everyone,

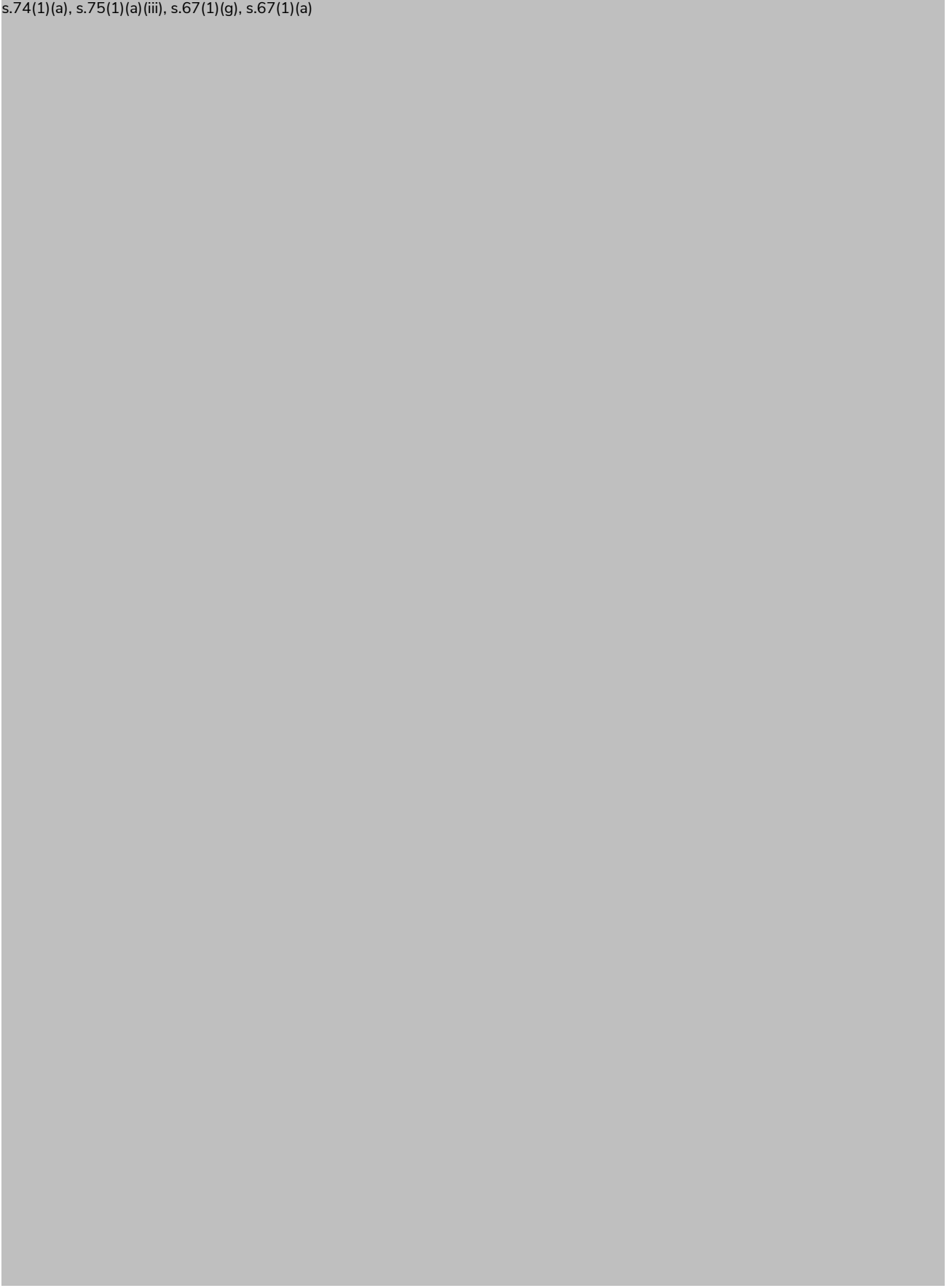
I will be joining our pension communications meeting on Thursday remotely. In the meantime, please find attached the documents that we have prepared. These are living documents and will be continuously updated as needed.

Please let me know if you require any additional information,



Donna Cebuliak, CPHR
Director, Business Transformation
Health and Social Services | Corporate Services
C 867-332-0617 | Yukon.ca

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

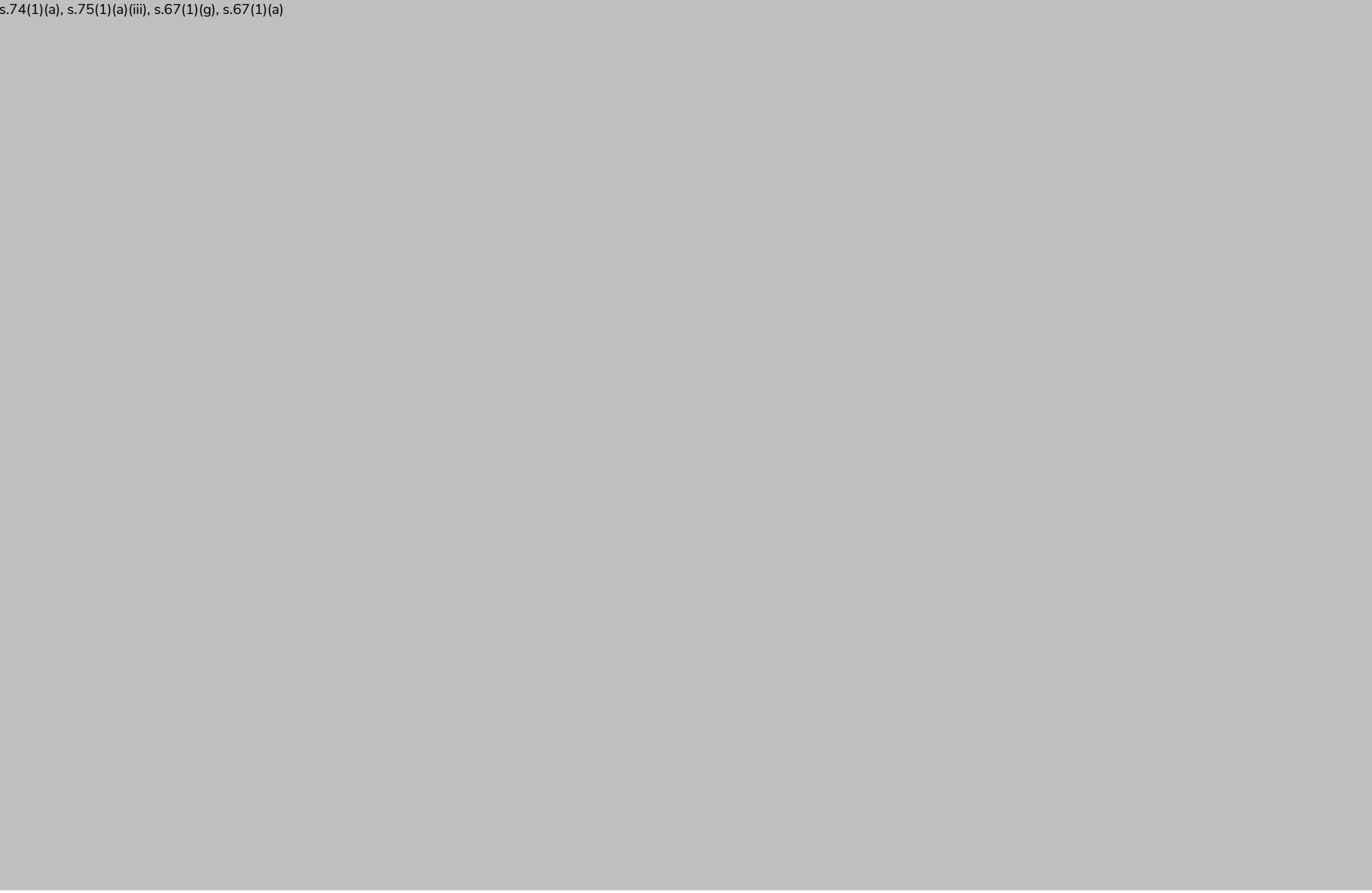


s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



H&WY Pension Option Action Plan – Next Steps

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



H&WY Pension Option Action Plan – Next Steps

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Shāw Kwä'ą / Health & Wellness Yukon / Santé et mieux être Yukon - Pension

With the *Health Authority Act* passed in the Yukon's Legislative Assembly in Spring 2024, the Government of Yukon is continuing to advance the work for implementation of Shāw Kwä'ą (the health authority). To operate, Shāw Kwä'ą requires a single pension plan that is fiscally sustainable, attractive to workers, supported by unions, and equitable (similar level and stability of benefits to what employees have now) for all transitioning staff.

The Government of Yukon engaged legal and financial consultants to review various pension options. During this review, the Government of Canada informed the Government of Yukon that the Public Service Pension Plan cannot be utilized for Shāw Kwä'ą. The Government of Yukon is proposing to s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

KEY POINTS:

- A final decision on the pension plan for Shāw Kwä'ą has not yet been made.

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

From: [Nigel Allan](#)
To: [Judy Booth](#)
Cc: [Donna Cebuliak](#); [Jacob Rohloff](#); [Dave Anderson](#); [Gurmaan Rai](#)
Subject: Session note re: H&WY pension
Date: April 22, 2025 2:18:24 PM
Attachments: [HST Pensions QA DRAFT April 2025.docx](#)
[image001.png](#)
[image002.png](#)
[Health Authority Pension One Pager Updated Apr 14 2025.docx](#)

Hi Judy,

Can IMU put together session material about the health authority pension? Dave will be discussing w/ unions at his monthly meeting on Thursday and we need to have material prepped ahead of that meeting.

PSC has a briefing note and I have also attached draft Q&As and a one-pager that Donna and Jacob have developed. Between these docs there should be enough material to prep a session note or for daily note.

Thanks,

Nigel



Nigel Allan (he/him)

Director, Communications and Issues Management
Department of Health and Social Services | Government of Yukon
[Chat](#)  | P: 867-332-9576 | [Yukon.ca](#)

I respectfully acknowledge that I work within the Traditional Territories of the Kwanlin Dün First Nation and the Ta'an Kwäch'än Council.

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)



Shāw Kwä'ą / Health & Wellness Yukon / Santé et mieux être Yukon - Pension

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s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)

s.74(1)(a), s.75(1)(a)(iii), s.67(1)(g), s.67(1)(a)