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Session Briefing Note

COVID-19 (Government Wide)

Health and Social
Services

Recommended response:

- We are all learning how to live with this virus and minimize its impacts on our daily lives.
- As we move from an acute emergency response into the transition phase of the pandemic, we must continue protecting our health care system and our vulnerable populations.
- Throughout the pandemic, our government has been guided by the advice and recommendations of the Office of the Chief Medical Officer of Health and we will continue to do so.
- While the State of Emergency has been lifted, should the need arise, we will respond quickly and effectively, as we have throughout the pandemic as informed by evidence and the needs of Yukoners.

Additional response:

- COVID-19 continues to have a disproportionate impact on our most vulnerable populations, including seniors, Elders, those with precarious or insecure housing, individuals living with chronic conditions and unvaccinated individuals.
- Our one government approach and close collaboration with communities, First Nations, local and federal partners and non-government organizations allows us to deliver the appropriate level of health and social care required to meet our community's needs and remain responsive to their concerns.
- Effective July 14, 2022, there are no longer any territorial public health measures in place.
- As we continue to take steps to respond to COVID-19 like other respiratory illnesses, we are following the guidance of the Chief Medical Officer of Health who has recommended reducing certain services, such

Session Briefing Note

COVID-19 (Government Wide)

Health and Social
Services

as the COVID-19 Testing and Assessment Centre, which is operating with new reduced hours.

- Moving forward, we remain focused on reducing the number of people susceptible to COVID-19 and its variants through partnerships with First Nations governments and First Nations, increased vaccination, maintaining our testing capabilities and the capacity of our health and social care system, providing supports to our most vulnerable, and implementing targeted measures to the areas of highest risk.

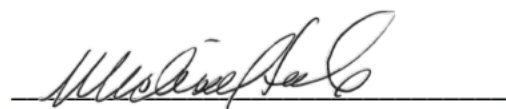
Context—this may be an issue because:

- There is significant and ongoing interest in the Yukon's plans for ensuring the safety of Yukoners, and that our COVID-19 response aligns with the current situation in the territory.

Background:

- Under the *Public Health and Safety Act*, the Chief Medical Officer of Health is responsible for monitoring, investigating, and responding to a communicable disease. The Act and the *Communicable Disease Regulations* provide the Chief Medical Officer of Health with a number of authorities to ensure the health and safety of Yukoners.

Approved by:



Deputy Minister, Health and Social Services

August 16, 2022

[Date approved]

Session Briefing Note**Fall 2022****Housing Issues**Yukon Housing Corporation

Recommended Response:

- As we know, homelessness has far-reaching consequences that impact everyone in the Yukon. The substance use health emergency, alongside the COVID-19 pandemic, has only intensified issues.
- Meanwhile, rental options are too few and often too expensive. Vacancy rates have dropped to 0.8% - the lowest in years –a reality that influences the Yukon Housing growing waitlist.
- Down payment costs remain out of reach for many Yukoners, and homeownership may be less affordable as interest rates rise.
- Across government, we are working with stakeholders to develop new land parcels, increase housing stock, and rapidly increase housing supply while also responding to the findings of the 2022 Office of the Auditor General Report on Housing.

Additional Response:

- We continue to enhance the Community Housing stock to support a full housing continuum - 10 units of affordable and supportive housing for seniors through Normandy Living and three new triplexes in Watson Lake, Mayo and Whitehorse are a demonstration of how we are responding to the 2022 Office of the Auditor General of Canada recommendations on housing.
- Partnership with Da Daghay Development Corporation for 98 new units is one of numerous housing examples that further support vulnerable Yukoners.
- Our new approach to house employees aims to decrease the housing cost disparities in communities, further incentive private sector

Session Briefing Note**Fall 2022****Housing Issues**Yukon Housing Corporation

investment in housing, and prioritize the government's existing staff housing units to the critical needs for community well-being.

- Finally, we have expanded the capital incentive programs to include land development for residential housing, while also enhancing our Community Housing stock to part of the response to the 2022 Office of the Auditor General of Canada recommendations on housing.

Context—this may be an issue because:

- Since COVID-19, Yukoners have faced additional housing challenges including increased housing prices and low vacancy rates.
- The recently declared substance use health emergency in the Yukon and closure of Chilkoot Trail Inn have added strain on the housing crisis.

Background:**Recent interest rate hikes**

- The Bank of Canada raised interest rates for a fifth time in September, bringing rates to 3.25%. At the start of 2022, interest rates were 0.25 %. Rising debt costs will make it more challenging for homeowners to qualify for a mortgage and will increase monthly debt costs for existing homeowners and developers.

Housing Action Plan and Safe at Home Plan

- The 10-year Housing Action Plan (HAP) for Yukon was launched in 2015 and provides guidance on housing priorities for the territory.
 - A committee made up of key housing stakeholders and partners from across the territory oversees its implementation.
- The Safe at Home community-based Action Plan to End and Prevent Homelessness (Safe at Home) was launched in November 2017.
- The Safe at Home plan was developed by the Government of Yukon, the City of Whitehorse, Kwanlin Dün First Nation, the Ta'an Kwäch'än Council and a number of local NGOs.

CONFIDENTIAL

Session Briefing Note

Fall 2022

Housing Issues

Yukon Housing Corporation

- The Safe at Home Society was awarded \$10 million under the Northern Carve-Out of the National Housing Co-Investment Fund, \$5 million in funding under the federal Rapid Housing Initiative 2.0, and \$1 million in funding for YHC's Housing Initiatives Fund - for a 55-unit supportive housing project proposal.

Land Development

- The Government of Yukon continues to support new land development to increase the supply of land available for housing development. This includes:
 - Government-led land initiatives in Whistle bend, as well initiatives to sell the 5th and Rogers site (See BN# 30) and old Macaulay Lodge site (See BN # 33);
 - First Nations land development projects – KDFN's Copper Ridge West (See BN #31) and Range Point projects;
 - Private Sector land development project initiatives – the Tank Farm (See BN # 36)
- Community Services estimates an additional 1476 new housing lots will come online by 2026, enough to accommodate 2713 additional housing units.

New Housing Construction and partnerships with the Private Sector

- The Yukon Housing Corporation offers several loans and grants programs (See BN #63) to incentivize new housing construction – namely, the *Housing Initiative Fund* (See BN # 60), the *Developer Build Loan* (See BN # 55), and the *Municipal Matching Rental Construction Program* (MMRCP).
- These territorial-based programs complement new housing construction incentive programs under the National Housing Strategy, including the *National Housing Co-investment Fund* and the *Rapid Housing Initiative*.
- Finally, we provide subsidies to households living in private market housing through the *Canada Yukon Housing Benefit* (See BN # 53) and the *Rent Supplement program*.

Community Housing and the Most Vulnerable

- The Yukon Housing Corporation and its partners continue to implement the new Community Housing Plan, which aims to improve better client outcomes and fiscal resiliency (See BN# 54)
- Currently, YHC offers over 700 units through the Community Housing program in which eligible Yukoners pay 25% of their income for rent (rent-geared-to-income), we provide

Session Briefing Note**Fall 2022****Housing Issues****Yukon Housing Corporation**

support to more than 90 households through our rent supplement program and approximately 200 Yukoners through the Canada-Yukon Housing Benefit.

- In late 2022, YHC will introduce a mixed-income and mixed-use tenant's allocation policy to diverse buildings while providing tenants with appropriate partner supports to help them maintain housing.
- Work continues with the Safe at Home Society to determine how to allocate a percentage of units to individuals on the By-Name List.
- YHC is working to implement the Aging in Place Action Plan, which includes broadening programming to include Senior Supportive Housing Program as an option for seniors who require additional supports.
- Finally, the Yukon Housing Corporation and housing providers have recently completed or currently are making significant capital investments to expand the community housing stock, including:
 - The 47-unit 4th and Jeckell building (See BN #15);
 - The 46-Unit Cornerstone building (See BN #69);
 - Three new triplexes in Mayo, Watson, and Whitehorse (See BN # 17);
 - A new Housing First building in Watson Lake (See BN# 21);
 - A new 10-plex in Old Crow (See BN # 19);
 - A new 30-unit multi-family Community Housing building at the Korbo site in Dawson (See BN # 18);
 - Duplexes in Carmacks, Dawson, and Mayo (See BN #16); and
 - New emergency shelters in Dawson and Whitehorse (See BN # 38).

Major investments in housing include:

- The Canada Yukon Housing Benefit, an eight-year rent subsidy program to support low to moderate income Yukoners renting private market rental housing (See BN#53).
- \$4.5M for Normandy Living, a private senior's residence with supports (See BN#34)
- \$21.7M for the design and construction of the 4th and Jeckell, a 47-unit mixed-income housing development in Whitehorse (See BN#15).
- \$5.77M funding support to the Challenge Cornerstone project from 2020-2022, in addition to approximately \$1.9M in funding provided for purchase of the land and project development.
- \$2.4M over 2021-2022 for the construction of three triplexes in Mayo, Watson Lake, and Whitehorse in addition to \$3M in federal funding under the Rapid Housing Initiative - contributing nine units of housing options. (See BN#17)

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- \$400K in 2021-2022 for the design of the Watson Lake Housing First project which will be tendered in the Fall 2022 (See BN#61).
- Design work to support the housing needs in the communities of Teslin, Carcross and Dawson in 2022-2023.
- \$5.7M annually under the Housing Initiatives Fund (See BN#60).
- \$2.4M to Yukon through a Northern Housing Fund under the National Housing Strategy.
- \$6.9M for First Nation Energy Efficiency Program and \$8.4M for Community Housing retrofits under the Low Carbon Economy Fund (LCEF) provided on a 75% (Canada) - 25% (territory) cost-matching ratio between 2019 and 2024. (See BN#56 and #57)
- \$4.1M for the construction of a Housing First residence for vulnerable individuals (5th and Wood St.) in Whitehorse (See BN#61)
- Continued commitment by Government of Yukon toward the Municipal Matching Rental Construction program for new rental units.

Affordable rental housing incentives (in partnership with the private market):

- Five Housing Initiatives Fund intakes have brought on line 121 units and 388 are under construction. (See BN #60).
- The sixth intake of the Housing Initiative Fund will be launched in November 2022.
- The Municipal Matching Rental Construction Grant has supported the construction of over 422 new rental homes throughout the Yukon, of which 242 are completed.
- Since 2020, our homeownership loan program, that focus on buying and building projects in rural Yukon, has helped 22 Yukoners to buy or build their first homes. 11 of these projects are completed.

Approved by:

Mary Cameron
President, Yukon Housing Corporation

September 9, 2022

[Date approved]

CONFIDENTIAL**C3****Session Briefing Note****Fall 2022****Our Clean Future Annual Report**Environment
Energy, Mines and Resources**Recommended response:**

- On September, we released our second annual report on *Our Clean Future*. It outlines the progress we've made in taking action on climate change in 2021.
- Of the 19 actions with a 2021 timeline, we completed 13, made progress on three and revised three.
- *Our Clean Future* is an adaptive strategy, meaning we assess and adjust the actions we are taking year-over-year to stay on track to meet our long-term goals.
- This year, we introduced five new actions and revised 13 existing actions to better meet our goals.

Additional response:

- In 2021, we advanced several key actions and objectives, such as:
 - passing legislation to remove plastic bags from circulation;
 - developing requirements and guidance to support the use of zero-emissions vehicles, which more than doubled in 2021 compared to the previous year from 57 to 129;
 - developing a process to incorporate climate change considerations into the decision-making for the Government of Yukon's major policies, programs, and projects;
 - completing a framework to measure the sustainability of the tourism industry;

CONFIDENTIAL**EMR #31 ENV #20****Session Briefing Note****Fall 2022****Our Clean Future Annual Report**Environment
Energy, Mines and Resources

- and, working together with other governments and organizations across the territory to assess climate risks and resilience through the risk and resilience assessment (see [ENV BN #23](#)).

Third response:

- Although we have made progress on many of our commitments, there is still significant work required to meet our 45 per cent greenhouse gas emissions target reduction by 2030.
- We continue to work with experts and stakeholders, across the territory and beyond, to identify opportunities for new actions and to accelerate and intensify existing actions to reach this ambitious target.
- This includes reviewing and actioning the recommendations from the Yukon Climate Leadership Council (see [ENV BN #5](#)).
- We are also working to legislate our climate targets for 2030 and 2050 under the Clean Energy Act, the Yukon's first climate change legislation (see [EMR BN #31](#) or [ENV BN #21](#)).

Context — this may be an issue because:

- Climate change is of high interest to Yukoners; they will want to know the progress on delivering on *Our Clean Future* commitments, such as achieving greenhouse gas reductions.

Background:

- The *Our Clean Future* 2021 Annual Report and the Yukon Climate Risk and Resilience Assessment were both publicly released on [September 12, 2022](#).
- *Our Clean Future* sets several targets to reduce greenhouse gas emissions by 2030 and supports the Yukon to be highly resilient to the impacts of climate change.

CONFIDENTIAL**EMR #31 ENV #20****Session Briefing Note****Fall 2022****Our Clean Future Annual Report**Environment
Energy, Mines and Resources

- The *Our Clean Future* 2021 Annual Report is the second annual report prepared by the Government of Yukon.
- Five new actions and 13 revised actions were announced in the latest *Annual Report*. This is the first time new actions have been added to *Our Clean Future* since it was implemented in 2020.
- The five new actions, led by the Department of Highways and Public Works, either build off of existing actions or support objectives outlined in *Our Clean Future*.
- The 13 revised actions that were recommended add specificity or further direction to existing actions or represent a change in course after further analysis and research.
- We will continue to build on *Our Clean Future* as we learn more about climate change and introduce more actions, which will be reflected in future annual reports.
- Future reporting on *Our Clean Future* will be delivered through an interactive website.

Approved by:


Deputy Minister of Environment

2022.09.01

Date approved



Deputy Minister of Energy, Mines and Resources

Sept. 1, 2022

Date approved

Session Briefing Note**Fall 2022****Inflation (Corporate Note with ECO)**Finance

Recommended:

- While Whitehorse's inflation rate for September remains above the national figure, inflation slowed in August and September, potentially signaling that inflation is moderating in line with what was outlined in the Interim Fiscal and Economic Update.
- All Yukon households are seeing their budgets stretched by elevated levels of inflation, but the burden is heavier on lower-income households where much of their expenses go to necessities such as food, energy, and housing, all of which have seen some of the largest price increases at different points during 2022.
- This government is conscious of the effects that rising inflation has on families and has taken action to protect their finances. Last month, we announced almost \$5 million-worth of inflation relief measures. This includes funding targeted to support vulnerable groups such as one time payments of \$150 for Yukoners on social assistance, a one-time payment of \$150 to Yukon Seniors Income Supplement recipients, an additional \$100,000 in funding for Food Network Yukon and payments to seniors through a 10 per cent top-up in the Pioneer Utility Grant.
- Yukoners who heat their home with wood will receive a \$50 rebate on fuelwood purchased from Yukon commercial firewood suppliers.
- There is a six-month extension of \$500 per month to caregivers of children in out of home care.
- We are also extending the Inflation Relief Rebate for another three months, which gave Yukoners a \$50 monthly credit on their power bill.

CONFIDENTIAL**TAB 24****Session Briefing Note****Fall 2022****Inflation (Corporate Note with ECO)**Finance

Additional response:

- This government had already established a strong record of making life more affordable for Yukoners before this latest round of inflation.
- These new affordability measures will complement those included in Budget 2022-23, which invested in housing supply, universal childcare, paid sick leave and a territory-wide dental plan with no new taxes or fees.
- Inflation has increased globally due in part to supply-chain disruptions and the war in Ukraine. Nationally, there is excess demand causing labour market and other shortages.
- Inflationary pressure was broad-based with food and shelter costs elevated. Surging fuel prices were a key driver, with significant increases in the price of both gasoline and home heating oil.
- Whitehorse, along with five other provinces, reported inflation in September slowing from August, with September's inflation rate in the remaining seven jurisdictions up from the month prior.

Context—this may be an issue because:

- Inflation has increased to decade highs in many countries, including Canada, which is experiencing the highest inflation in almost 40 years.
- Energy prices have been a significant driver and these prices are more obvious to consumers.
- Housing affordability has been a concern in the Yukon for several years.

Background:

Inflation outlook

CONFIDENTIAL**TAB 24****Session Briefing Note****Fall 2022****Inflation (Corporate Note with ECO)**Finance

- The inflation rate in Whitehorse was 7.5 per cent in September. While remaining elevated, inflation in September fell for a second consecutive month, down from 7.6 per cent in August and down from the 30-year high of 7.7 per cent reported in July.
- The price of fuel made a large contribution. Fuel oil and other fuels were up nearly 45 per cent from September of last year and gasoline was up 19.5 per cent.
- Higher energy prices were due to changes in global oil markets caused by sanctions against Russia. Prices have moderated since June. The benchmark North American oil price (WTI) has fallen from US\$120 per barrel to about US\$83 at time of writing.
- Food prices have risen significantly since 2021, as stronger demand coincided with supply side constraints. Food prices in Whitehorse were up 8.8 per cent from last September.
- Prices in Canada are expected to remain elevated throughout 2022. The Bank of Canada does not expect inflation to return to the target range of 1 to 3 per cent until 2024.
- The Bank of Canada has started to take a more aggressive approach to battling inflation by raising interest rates three percentage points since March, including a 0.75 percentage point increase on September 7. Another increase is expected to come on October 26th, with many analysts suggesting another 0.75 hike.
- The housing market in the Yukon has stayed hot in the face of higher interest rates that have cooled markets in most other parts of Canada. Residential sales have declined significantly in most other jurisdictions but were up almost 30 per cent year-to-date in the Yukon.
- Prices have also continued to rise. The average price of a single-detached home hit an all-time high of over \$695,000 in the second quarter. Between October 2019 and October 2021, both median and average rents are up by about 10 per cent.

Session Briefing Note**Fall 2022****Inflation (Corporate Note with ECO)**

Finance

- There are, however, some signs that the Yukon's housing market has started to cool. The sales-to-new listings ratio has declined and inventories of unsold homes have started creeping up as houses stay on the market longer. Further cooling is expected over the remainder of the year.

Key government initiatives addressing affordability in Yukon**New temporary Inflation Relief Rebate**

- Recently, the Government of Yukon announced almost \$5 million in new inflation relief measures targeted at vulnerable groups.
- The inflation relief rebate was extended for another three months at a total cost to Government of \$3.2 million. The inflation relief rebate automatically applied a \$50 credit to all residential and commercial ATCO Electric Yukon and Yukon Energy electricity bills.
- Yukoners on social assistance will receive a one-time payment of \$150. This payment will help recipients offset inflation impacts until social assistance payments are adjusted for inflation in November.
- These new measures also include support for seniors through a 10 per cent top up in the Pioneer Utility grant and a one-time payment of \$150 to recipients of the Yukon Seniors Income Supplement.
- Yukoners who heat their homes with wood will be eligible for a \$50 rebate per cord of fuel wood, this program is retroactive to April 1, 2022.
- The pilot program giving an extra \$500 per month to Extended Family Caregiver agreement caregivers and foster caregivers will be extended to the end of the fiscal year.
- In June, the Yukon government extended the Tourism Accommodation Sector Supplement and Tourism Non-Accommodation Sector Supplement programs, administered through Economic Development.

This builds on efforts from Budget 2022-23 aimed at making things affordable

- In 2021-22, the Youth Directorate provided over \$1.1 million to support operational funding to five organizations.

Session Briefing Note**Fall 2022****Inflation (Corporate Note with ECO)**

Finance

- The Government of Yukon has made significant and ongoing financial investments in Early Learning and Child Care and we signed two agreements with the Government of Canada to access an additional \$54.3 million over the next five years. The new Universal Child Care Program has reduced fees to less than \$10 per day on average.
- Our energy programs are successfully encouraging Yukon residents and local businesses to reduce their energy use, save money and choose low carbon options to live and move.
- A significant portion of the Government of Yukon's five-year capital plan is allocated to housing and land development in order to continue to help address the supply side of the housing equation.
- Yukon Housing Corporation is investing across all parts of the housing continuum including increases to supportive housing, subsidized Community Housing, and rental subsidy programs.

Survey of government initiatives that are indexed to inflation

- Higher inflation impacts various government of Yukon programs through indexation, (indexation is updated each April unless otherwise noted), including:
 - Tobacco Tax is updated each January.
 - Comprehensive Municipal Grant Regulation (with a one year lag).
 - The minimum wage
 - Subsidies for medical travel
 - Pioneer Utility grant
 - Residential rent caps
 - Seniors benefits (updated each October)
 - Social Assistance Payments (updated each November)
 - Student Financial Assistance (updated each school year)

Impact of inflation on revenue

- Most of the major sources of revenue will increase in line with inflation; however, some growth will have a lag between inflation and revenue increases.

CONFIDENTIAL**TAB 24****Session Briefing Note****Fall 2022****Inflation (Corporate Note with ECO)**

Finance

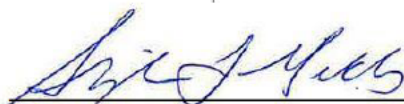
- Territorial Formula Financing is adjusted annually to account for increases in provincial, territorial, and municipal government expenditures.
- Canada Health Transfer & Canada Social Transfer grow with nominal GDP.
- Income Tax: brackets are adjusted annually with inflation
- Insurance Premium Tax grows with nominal increase in premiums.

Approved by:

Deputy Minister, Department of Finance

October 19, 2022

Date approved



Deputy Minister, ECO

October 19, 2022

Date approved

CONFIDENTIAL**TAB #6****Session Briefing Note****Fall 2022****National Day of Mourning for Queen Elizabeth II**Public Service
Commission

Recommended response:

- The Yukon government observed the National Day of Mourning on September 19 as a one-time holiday for Yukon government employees. Schools and other public-facing government services were closed for the day.
- Those Yukon government employees who were required to work on September 19 were compensated according to the relevant provisions of their collective agreement.

Additional response:

- The Yukon government incurred approximately \$486,000 in overtime costs and designated holiday pay for September 19, though some of these costs may have been incurred regardless of whether September 19 was a holiday. Overtime costs are incurred in government each day; the amounts are variable from day to day and generally are not considered additional costs.
- Personnel costs on statutory holidays vary depending on the time of year and operational needs of government for the date in question, with costs on other recent statutory holidays ranging from approximately \$460,000 to \$570,000.

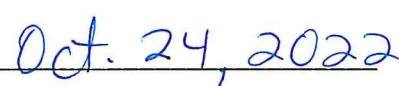
Context—this may be an issue because:

- There has been interest from media and the public in the Yukon government's approach to observing the National Day of Mourning.
-

CONFIDENTIAL**TAB #6****Session Briefing Note****Fall 2022****National Day of Mourning for Queen Elizabeth II**Public Service
Commission**Background:**

- The Yukon government passed a regulation under the *Public Service Act* and the *Education Act* to designate September 19, 2022, as a one-time statutory holiday for public servants, including teachers.
- Private sector employers and organizations and other levels of government were encouraged to observe the National Day of Mourning in ways that were suitable for their employees and operations.
- In the Yukon, employment standards for private sector employers that are not federally regulated are outlined in the *Employment Standards Act*. This Act would need to be amended to create any new statutory holiday for Yukon private sector employers.
- The Government of Canada extended the holiday to employees of the core federal public service, with federally regulated employers invited but not required to do the same. Each provincial and territorial government made its own decision about how to implement the National Day of Mourning in its own jurisdiction.
- The approach to observing the National Day of Mourning differed among provinces and territories in Canada.
 - Some jurisdictions, such as BC, Nova Scotia, New Brunswick, and Newfoundland, announced that public sector employees would observe the holiday and government offices and schools would be closed.
 - Others, such as Ontario and Quebec, did not extend the holiday to employees and continued to operate government offices and schools as normal.

Approved by:

Commissioner, Public Service Commission

[Date Approved]

Session Briefing Note**Fall 2022****Staff Reassignments and HR
Coordination during COVID-19**Public Service
Commission

Recommended response

- Responding to the Yukon government's evolving human resource management needs has been a priority for the Public Service Commission since the onset of the pandemic.
- PSC leads the Human Resources Management Team established under the Yukon Government Pandemic Coordination Plan. PSC representatives and all HR directors are members of this team.
- The team has mobilized the talent, skills and abilities from within the public service to support efforts including the Yukon's vaccine roll-out and to ensure continued service delivery amid staffing pressures throughout the pandemic.
- Through collaborative and innovative practices, since March 2020 the team has recruited employees from across the organization and filled approximately 500 roles with over 1700 people who are integral to the success of the COVID-19 response in the territory.

Context—this may be an issue because:

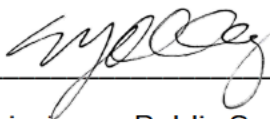
- There may be questions around how the Yukon government (YG) has managed its workforce during the COVID response.

Background:

- The Yukon Government Pandemic Coordination Plan aligns efforts around: health services during a pandemic; maintaining government services; and, ensuring critical infrastructure is in place to support Yukoners with goods and services.

Session Briefing Note**Fall 2022****Staff Reassignments and HR
Coordination during COVID-19**Public Service
Commission

- A central feature of the 'Government Continuity' component of the Plan is the establishment of a YG Human Resources Management Team (HRMT) to facilitate coordinated human resource management decision-making and activities.
- The HRMT has had ongoing relationships with the Executive Management Team, Senior Officials Emergency Management Group, Deputy Minister Emergency Management Committee and the Covid Response Unit (CRU) in Health and Social Services.
- The role of HRMT has evolved since its activation in March 2020 to more fully coordinate with and support the organization in the areas of reassignment of staff, business continuity, and staffing initiatives to support needs across government for all emergency response efforts.
- Since the onset of the pandemic, HRMT priorities have included:
 - the identification of skill sets and availability of staff to be reassigned to ensure business continuity across government and to support the emergency response;
 - union concerns and adjustments to leave, hours of work and pay;
 - transitions to work from home arrangements; and
 - development of systems and processes to support data reporting and tracking.

Approved by:

Commissioner, Public Service Commission

September 9, 2022

Date approved

CONFIDENTIAL**TAB # 12****Session Briefing Note****Fall 2022****Vaccine Mandate for YG Employees**Public Service
Commission

Recommended response:

- The requirement for public servants to be vaccinated against COVID-19 was introduced to ensure a safe working environment for our employees and to protect the health and safety of the members of the public we serve.
- Based on the recommendations of the Yukon's Chief Medical Officer of Health, vaccination of COVID-19 is no longer a requirement for any Yukon government employees.

Additional response:

- While COVID-19 is still present in the Yukon, we are moving into a phase where it can be effectively managed through voluntary vaccination and taking other precautions such as staying home when sick and regular handwashing.
- Vaccines continue to be our best protection against COVID-19, and we encourage all Yukoners to stay up to date on their COVID-19 vaccinations.

Context—this may be an issue because:

- There has been significant media coverage of the vaccine requirement for Yukon government employees and of vaccine requirements across the country.

Background:

- A requirement for public servants to be vaccinated against COVID-19 came into effect in November 2021.

CONFIDENTIAL**TAB # 12****Session Briefing Note****Fall 2022****Vaccine Mandate for YG Employees**Public Service
Commission

- As of April 4, 2022, the vaccination requirement for most public servants was lifted and most affected employees returned to work. Only employees in specific high-risk settings were still required to be vaccinated against COVID-19.
- As of July 14, the remaining vaccination requirement for Yukon government employees in high-risk settings was removed.
- Remaining employees who were on leave without pay due to the vaccine requirement were notified in July that they could return to work.
- The *Public Services (COVID-19) Vaccination Regulation*, which set out legal requirements for Yukon government employees to be vaccinated, has been repealed.
- When vaccine requirements for public servants were introduced, both the Yukon Employees' Union and the Yukon Association of Education Professionals expressed concerns with placing unvaccinated employees on leave without pay.
- The Government of Canada also lifted its vaccination requirements for federal public servants and for travellers in June 2022.
- When the vaccine mandate was in effect, 95 per cent of Yukon government employees attested to being fully vaccinated against COVID-19. With the *Public Services (COVID-19) Vaccination Regulation* no longer in effect, data for current vaccination rates in the public service is not available.
- Retirements in 2021 were not significantly higher than in recent years before the pandemic:

Calendar Year	Total Retirements
2018	173
2019	196
2020	134
2021	202
2022 (to date; as of September 23)	163

CONFIDENTIAL**TAB # 12****Session Briefing Note****Fall 2022****Vaccine Mandate for YG Employees**Public Service
Commission

Approved by:



Commissioner, Public Service Commission

October 4, 2022

[Date Approved]

CONFIDENTIAL**TAB #16****Session Briefing Note****Fall 2022****Diversity and Inclusion in the YG
Public Service**Public Service
Commission

Recommended response:

- As an employer, we are committed to providing culturally safe, diverse, and inclusive workplaces for all employees.
- Some of the Yukon government's initiatives to further diversity and inclusion in the public service include:
 - efforts to recruit and retain Indigenous employees under the representative public service plan, *Breaking Trail Together*;
 - incorporating Gender Inclusive Diversity Analysis into government decision-making;
 - ensuring the public service is a welcoming place to work for LGBTQ2S+ employees, as part of the LGBTQ2S+ Inclusion Action Plan; and
 - providing regular, government-wide training in the areas of anti-racism, unconscious bias, cultural safety, intercultural competency and residential school awareness.

Additional response:

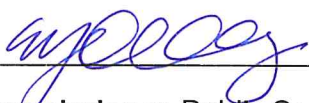
- The Yukon *Human Rights Act*, collective agreements, and the Respectful Workplace Policy all address discrimination and how to support respectful workplace conduct.
- The Yukon government does not tolerate discriminatory practices or behaviours in any of its workplaces. The Public Service Commission promotes cultural safety and addresses racism through training, capacity building, and leadership programs.

Context—this may be an issue because:

- Questions may arise relating to racism, diversity, and inclusion in the public service.

CONFIDENTIAL**TAB #16****Session Briefing Note****Fall 2022****Diversity and Inclusion in the YG
Public Service**Public Service
Commission**Background:**

- Embracing diversity and inclusion is a key action identified in the *People Plan*, the Yukon government's corporate human resources strategy.
- There are legal, social, and economic imperatives to ensure the Government of Yukon's public service is diverse, inclusive, and representative of the public we serve.
- The Yukon government also has legal obligations under the Final Agreements with Yukon First Nations to develop a plan to increase representation of Indigenous people in its workforce to a level proportional to the Indigenous population within the Yukon.
- As part of the LGBTQ2S+ Inclusion Action Plan recommendations, a new YG Pride employee resource group was recently established to provide a safe and welcoming space for LGBTQ2S+ employees and allies to come together, share their experiences, and support one another.
- Additional initiatives to further diversity and inclusion in the public service include:
 - Delivering the American Sign Language Interpreter program.
 - Improving data on diversity within the public service by modernizing the 'Self-Identification Form', otherwise known as the workforce census. This work will include updating language related to equity groups, potentially including LGBTQ2S+ employees, and launching a campaign to increase response rates across YG departments.

Approved by:


Commissioner, Public Service Commission

September 6, 2022

Date Approved

CONFIDENTIAL**TAB #17****Session Briefing Note****Fall 2022****Representative Public Service Plan
– Preference Pilot Project**Public Service
Commission

Recommended response

- We continue to work together with First Nation governments to implement our representative public service plan, entitled *Breaking Trail Together, an Inclusive Yukon Public Service*.
- A key action under the Plan is a project to preference all Yukon government job competitions to qualified Canadian Indigenous applicants, with a priority given to qualified Yukon First Nation applicants.
- The project began in 2020 as a pilot and has been extended to 2029, the full length of *Breaking Trail Together*. We know how important it is for our public service to reflect the communities we serve, and extending this work will enhance our efforts to reach this important goal.

Additional response

- While the project has had positive results, it hasn't increased representation to the extent that was hoped for. By extending the hiring preference to 2029, it can complement other initiatives under the Plan, such as our work to identify and address barriers affecting the recruitment and retention of Indigenous individuals.
- Other actions we are taking under the Plan include:
 - creating internship and summer employment opportunities in Yukon government for Indigenous post-secondary students;
 - developing guidelines for involving First Nation and municipal governments in community hiring processes; and
 - maximizing use of the Indigenous Recruitment and Development Program, which helps Indigenous candidates overcome barriers to

CONFIDENTIAL**TAB #17****Session Briefing Note****Fall 2022****Representative Public Service Plan
– Preference Pilot Project**Public Service
Commission

employment through training opportunities including apprenticeships.

Context—this may be an issue because:

- The Premier's 2021 mandate letter directs the Minister responsible for the Public Service Commission to implement *Breaking Trail Together*.
-

Background:

- Chapter 22 of Yukon First Nation Final Agreements obliges YG to develop a plan to increase representation of Indigenous people in its workforce to a level proportional to the Indigenous population within Yukon.
 - *Breaking Trail Together, an Inclusive Yukon Public Service*, was endorsed by YG and six Yukon First Nation governments at the September 2019 Yukon Forum. The last representative public service plan began implementation with endorsements from seven Yukon First Nation governments.
 - *Breaking Trail Together* is a ten-year strategic plan and is implemented through successive three-year operational plans.
 - The plan is built around three pillars:
 - responsive and barrier-free recruitment;
 - culturally safe and supportive work environments; and
 - training and development opportunities.
 - The current operational plan contains 25 actions, of which 13 are completed or in progress. The remaining actions are planned for the next 1-2 years or will be rolled into the next operational plan. The pandemic and response delayed progress on some actions.
 - According to the 2021 federal census, Indigenous people represent approximately 22% of the Yukon population. Current Indigenous representation in the YG workforce is approximately 14% (according to the March 2022 statistics from the YG workforce census, which relies on voluntary participation and self-identification). The representation level fluctuates throughout the year.
-

Session Briefing Note**Fall 2022****Representative Public Service Plan
– Preference Pilot Project**Public Service
Commission

- Over the course of the Indigenous preference pilot, from October 1, 2020, to March 31, 2022, 100 Indigenous candidates were hired over 898 competitions. Of these 100 individuals, 40 were of Yukon First Nation ancestry, and 60 were of other Canadian Indigenous ancestry.
- The pandemic has had an adverse impact on the labour market. The labour force participation rate of the Indigenous population in Yukon decreased from 71.9% in 2019 to 58.2% in 2020, recovering somewhat to 63.5% in 2021.

Approved by:

Commissioner, Public Service Commission

September 7, 2022

Date approved

CONFIDENTIAL

Session Briefing Note

0031
TAB#21
Fall 2022

Addressing Workplace Conflict, Disrespectful Conduct and Sexual Harassment

Public Service
Commission

Recommended response:

- Our government believes that respectful, healthy and well-functioning workplaces are essential for employee morale, mental health, productivity, and ultimately, for good public service delivery to Yukoners.
- The Yukon government's Respectful Workplace Policy sets out processes for addressing conflict and complaints of disrespectful conduct in the workplace. The Respectful Workplace Office is responsible for implementing the policy.
- The Respectful Workplace Office provides training, coaching and mediation services to prevent and address conflict and disrespectful conduct in the workplace.

Additional response – sexual harassment:

- Everyone has the right to work in a safe and respectful environment free from all forms of harassment, including sexual harassment. There is no tolerance for sexual harassment in YG workplaces.
- The Respectful Workplace Office is finalizing sexual harassment training for employees and is working to improve its approach to assessing and responding to complaints of sexual harassment.
- Employees who have witnessed or experienced sexual harassment at work can contact the Respectful Workplace Office, their union, their supervisor or manager, or their human resources officer for support.

CONFIDENTIAL

Session Briefing Note

TAB#21
Fall 2022

Addressing Workplace Conflict, Disrespectful Conduct and Sexual Harassment

Public Service
Commission

Context—this may be an issue because:

- The issue of harassment and sexual harassment is currently a high-profile issue in the national and international media and labour environments.
- The Yukon Employees' Union and the Opposition raised concerns and questions in spring 2022 about sexual harassment in YG workplaces and policies regarding hiring employees previously dismissed for sexual harassment.

Background:

- The Respectful Workplace Policy (GAM 3.47) was drafted in consultation with both unions to replace the former Workplace Harassment Prevention and Resolution Policy. The new policy, which came into force in 2013, introduced Appropriate Dispute Resolution (ADR) to the process of addressing disrespectful conduct in the workplace.
- Since the Policy was introduced in 2013, the Respectful Workplace Office (RWO) has received approximately 2770 requests for services. Many complaint requests are framed as harassment or bullying. Following assessment by RWO, however, most are found to be interpersonal conflict.
- Working to support employees, including managers, to learn and apply appropriate conflict management knowledge and skills is a significant part of the RWO's educational and support efforts.
- The *Violence and Harassment Prevention Regulation* came into force on September 4, 2021. Under the new regulation, a workplace must put measures in place to help prevent injuries that may occur as a result of violence or harassment in the workplace.
- Representatives from the Yukon Employees' Union and the Yukon Association of Education Professionals are members of the Respectful Workplace Steering Committee and the Addressing Sexual Harassment Advisory Committee, which

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Session Briefing Note

TAB#21
Fall 2022

Addressing Workplace Conflict, Disrespectful Conduct and Sexual Harassment

Public Service
Commission

oversees work on improving Yukon government's approach to addressing sexual harassment.

- The term "sexual harassment" can encompass a wide range of behaviours. Discipline for an employee who is found to have sexually harassed another employee depends on the specific facts and circumstances of the case.
- The threshold for discipline or dismissal of an employee for misconduct is also different than the threshold for criminal charges or conviction.
- Several methods are used to screen job candidates to ensure they are qualified for hiring. Reference checks are required for all new employees hired into positions in the public service.
- Security clearance checks are also conducted for designated positions, such as those working with vulnerable populations, to ensure the safety and wellbeing of employees, clients, and the public.

Approved by:



Commissioner, Public Service Commission

September 7, 2022

Date approved

CONFIDENTIAL**TAB #22****Session Briefing Note****Fall 2022****Health and Safety Committees –
YWSCB Investigation**Public Service
Commission

Recommended response:

- Health and Safety Committees are a critical forum for Yukon government employees and supervisors to exercise their shared responsibility for health and safety in the workplace.
- There are approximately 75 Health and Safety Committees across Yukon government, and at least one committee for every department.
- The Yukon Workers' Safety and Compensation Board recently conducted an investigation regarding the safety committee structures and operations in several Yukon government departments.

Additional response:

- We have provided the information requested during the investigation and will comply with any resulting orders issued by the Board to improve the functioning of our health and safety committees and align with the new Workers' Safety and Compensation Act.

Context—this may be an issue because:

- Following concerns brought forth by the Yukon Employees' Union about health and safety committees in the Yukon government, Yukon Workers' Safety and Compensation Board (YWSCB) recently investigated the committee structure and operations in multiple Yukon government departments.

Background:

- Yukon's *Workers' Safety and Compensation Act* (WSCA) requires employers with over 20 workers to establish a health and safety committee to receive, consider and make recommendations to the employer regarding the health and safety of

CONFIDENTIAL**TAB #22****Session Briefing Note****Fall 2022****Health and Safety Committees –
YWSCB Investigation**Public Service
Commission

the workers, while employers with 5-19 workers must establish a health and safety representative to fulfill these functions.

- WSCA requires employers with 5-19 workers to establish a health and safety representative to receive, consider and make recommendations to the employers regarding the health and safety of the worker.
- General Administration Manual Policy 3.48 – Corporate Health and Safety requires each department to include a committee in their health and safety management system.
- The YEU Collective Agreement and the YAEP collective agreement both speak to how the Employer and Union will approach health and safety discussions and establishment of health and safety committees (JHSCs).
- A number of Yukon government workplaces have fewer than 20 workers, so some departments organize a central committee with representatives from various workplaces, whereas larger departments organize committees by location or program area.
- In some cases, there are additional interdepartmental committees established for shared buildings, such as the Main Administration Building, to ensure consistency of practices between departments and to jointly address common hazards.
- Occupational health and safety officers from YWSCB have authority to inspect and investigate the health and safety management systems, committees and practices of employers. Where deficiencies are found, they work with the employers to make improvements.
- The WSCB investigations in the Departments of Education and Justice have concluded and each department has received orders. Results from WSCB investigations into health and safety committees in other departments are pending.
- The Health, Safety and Wellbeing branch of the Public Service Commission is providing support, resources, and training for departmental leaders to comply with the orders and meet deadlines.

CONFIDENTIAL**TAB #22****Session Briefing Note****Fall 2022****Health and Safety Committees –
YWSCB Investigation**Public Service
Commission

Approved by:



Commissioner, Public Service Commission

Oct. 5, 2022

[Date approved]

Session Briefing Note**Fall 2022****Psychological Health and Safety**Public Service
Commission

Recommended response:

- Psychological health and safety is an emerging area of workplace health and safety. Like with physical safety matters, our efforts to support psychological health and safety at work are ongoing – there is no immediate ‘fix.’
- While the COVID-19 pandemic has increased our focus on mental health, we recognize that the employer responsibility for workplace psychological safety extends beyond the pandemic.
- This year, the Public Service Commission worked with a leading expert in workplace psychological health and safety to complete an assessment of Yukon government workplaces.

Additional response:

- The assessment will provide recommendations for Yukon government workplaces on how to improve psychological health and safety, based on factors such as organizational culture, workload management, and leadership.
- The results of the assessment will also be used to inform future program development and delivery as we strive to continuously improve our approach to psychological health and safety.
- The Yukon government has also taken a number of other steps to address psychological health and safety, such as providing introductory mental health training to over 900 managers and supervisors.

Session Briefing Note**Fall 2022****Psychological Health and Safety**Public Service
Commission

Context—this may be an issue because:

- The proportion of long-term disability claims related to psychological injuries has increased significantly over the past 10 years. The Yukon government's WSCB premiums have increased because of psychological injury claims.
 - Yukon's occupational health and safety legislation includes psychological hazards.
-

Background:

- Supporting employee wellbeing, health and safety is a key strategy in the People Plan, Yukon government's corporate human resources strategy. The pandemic has also brought renewed attention on psychological health and safety as people have experienced more anxiety, stress, and burnout.
 - In 2022, the Public Service Commission contracted Dr. Joti Samra, one of Canada's leading psychologists, to review YG's risk areas in the 13 factors of psychological health and safety as outlined in the National Standard of Canada for Psychological Health and Safety.
 - The National Standard of Canada for Psychological Health and Safety in the Workplace is a voluntary safety standard developed for Canadian employers by the Mental Health Commission of Canada and the Canadian Standards Association. The 13 factors include such things as psychological support; workload demands, organizational culture; and civility and respect.
 - Dr. Samra's assessment offers recommendations for Yukon government workplaces within each of the 13 factors of psychological health and safety and indicates 3 key factors where there is significant concern.
 - Within each factor, Dr. Samra suggests priority actions as well as additional recommendations for the employer to consider regarding planning, program delivery, policy development and further assessment.
 - The assessment methodology included substantial data and documentation review as well as 19 key stakeholder interviews, including the presidents of the Yukon Employees' Union and the Yukon Association of Education Professionals.
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CONFIDENTIAL**TAB #23****Session Briefing Note****Fall 2022****Psychological Health and Safety**Public Service
Commission

-
- The report will be distributed to key stakeholders and senior leaders and will be used to guide planning and program decisions over the next few years, including guiding further assessment work.

Approved by:

Commissioner, Public Service Commission

September 7, 2022

Date approved

CONFIDENTIAL**TAB #24****Session Briefing Note****Fall 2022****YAEP Concerns with
Respectful Workplace Office
Processes**Public Service
Commission**Recommended response:**

- Our government believes that respectful, healthy and well-functioning workplaces are essential for employee morale, mental health, productivity, and ultimately, for good public service delivery to Yukoners.
- The Respectful Workplace Policy was established to implement restorative approaches to addressing interpersonal conflict and complaints about disrespectful conduct, which are proven to lead to better outcomes for employees and the employer.
- An evaluation of the Respectful Workplace Office in 2018 found that Respectful Workplace Office processes are effective in addressing workplace conflict and disrespectful conduct, while also identifying some areas for improvement.

Additional response:

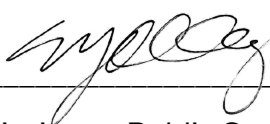
- We share the Yukon Association of Education Professionals' interest in ensuring our processes for addressing workplace conflict and disrespectful conduct are effective.
- We are open to hearing the Association's concerns, and believe that a constructive, collaborative dialogue is the best path forward to addressing our shared interest in healthy and well-functioning workplaces.

Context—this may be an issue because:

- There may be questions related to the Yukon Association of Education Professionals (YAEP) concerns about current RWO processes.

CONFIDENTIAL**TAB #24****Session Briefing Note****Fall 2022****YAEP Concerns with
Respectful Workplace Office
Processes**Public Service
Commission**Background:**

- When the Respectful Workplace Policy (GAM 3.47) was introduced in 2013, YAEP and YEU agreed to the policy's principles and processes being used in place of the standard grievance process for harassment complaints.
- In November 2021, the YAEP sent a letter to the Public Service Commissioner advising that it would revert to the Collective Agreement Grievance Process to resolve respectful workplace issues, citing concerns that RWO is unable to facilitate restorative processes (coaching, facilitated conversations, mediation) at the same time it is leading investigations (which include allegations and findings of fact).
- This was followed by an email message to YAEP members advising that RWO processes can no longer be trusted.
- In December 2021, YAEP brought their concerns to the Respectful Workplace Steering Committee, which is responsible for deliberating on Respectful Workplace Policy matters. Further discussion is required at the next meeting which will take place this fall.
- Committee membership includes the Public Service Commissioner, two Deputy Ministers, YAEP President, YEU President, and a representative from human resources and the Indigenous Employees' Forum.
- RWO has not investigated any complaints of disrespectful conduct involving YAEP members, and agreed to refrain from doing so until the matter was resolved. YAEP members continue to seek and receive support for interpersonal conflict from the RWO.

Approved by:


Commissioner, Public Service Commission

September 9, 2022

Date approved

CONFIDENTIAL**TAB #28****Session Briefing Note****Fall 2022****Auxiliary On-Call Employees**Public Service
Commission

Recommended response:

- Auxiliary on-call employees are an important part of the Yukon government workforce.
- They help us deliver services to the public by replacing other employees who are sick or on other leave, and by providing coverage for peak periods and special projects.
- Auxiliary on-call employees are members of the Yukon Employees' Union and their terms and conditions of employment are covered in that collective agreement.
- Some of these terms and conditions of employment are similar to those for regular employees, while others are different to better fit the unique role auxiliary-on-call employees play in the organization.
- While not entitled to paid sick leave, auxiliary-on-call employees do receive additional compensation in lieu of health and welfare benefits and leave entitlements.

Additional response:

- The Public Service Commission monitors the use of auxiliary on-call employees across Yukon government and maintains an ongoing dialogue with the Yukon Employees' Union on their appropriate use.

Context—this may be an issue because:

- There have been questions about departments' use of AOCs and benefits AOC employees are entitled to under collective agreements.
-

CONFIDENTIAL**TAB #28****Session Briefing Note****Fall 2022****Auxiliary On-Call Employees**Public Service
Commission**Background:**

- The terms and conditions of employment for AOCs are covered by the collective agreement with the Public Service Alliance of Canada/YEU. They receive the same rate of pay as regular employees in the same classification. They generally have no set hours of work and are called in as needed. When they are called in to replace an employee, they work the scheduled hours of the employee being replaced.
- In addition to having no guarantee of hours of work, there are other differences in the terms and conditions of employment for AOCs as compared to regular employees, such as:
 - AOCs receive pay in lieu of leave entitlements;
 - AOC positions are not eligible for pension;
 - severance pay is based on regular hours worked rather than continuous service; and
 - there is a premium paid in lieu of extended health care coverage.
- Letter of Understanding "S" in the collective agreement establishes a joint committee to monitor the use of AOCs. The LOU also establishes the process to be followed where the parties are unable to agree that an AOC is being utilized in the manner intended.
- PSC provides YEU with quarterly AOC reports detailing persons employed as AOCs, by department, and number of hours worked. This affords YEU opportunity to monitor how individuals are being utilized in an AOC capacity.
- Over the 2021/22 fiscal year, a total of 938 people worked as AOCs across the Yukon government.

Approved by:

 Commissioner, Public Service Commission

October 4, 2022

Date Approved

Appendix – AOC Employees and Hours Worked

Total Auxiliary On-Call (AOC) Employees and Hours Worked, by Fiscal Year

Department	2018/19		2019/20		2020/21		2021/22	
	Employees	Hours	Employees	Hours	Employees	Hours	Employees	Hours
Community Services	42	24,842.90	36	23,650.49	34	24,229.93	50	30,552.40
Economic Development	6	3,075.20	7	3,764.75	5	3,957.00	9	3,800.00
Education	36	21,430.28	48	26,352.83	44	23,973.95	49	32,787.31
Energy, Mines & Resources	25	15,175.80	33	20,807.65	34	18,395.13	31	16,364.38
Environment	29	13,459.23	24	12,068.10	21	12,046.37	35	13,082.42
Executive Council Office	17	7,751.10	18	5,817.80	12	4,813.48	9	2,374.45
Finance	18	6,350.85	18	9,568.15	15	13,507.60	19	13,120.50
French Language Services Dir.	3	1,353.40	3	2,329.13	2	870.25	2	277.40
Health & Social Services	467	266,845.92	451	266,499.34	466	341,207.63	493	280,392.68
Highways & Public Works ¹	125	76,586.72	150	76,577.70	114	84,348.63	136	71,133.90
Justice	56	35,924.20	60	38,418.04	75	48,126.68	67	31,466.99
Legislative Assembly Office ²	2	1,346.50	0	-	0	-	1	1,589.00
Public Service Commission	13	6,762.20	16	3,991.60	9	4,509.75	15	6,885.17
Tourism & Culture	49	14,702.45	41	16,450.75	34	13,548.34	31	13,004.58
Women & Gender Equity Dir.	1	1,124.00	2	2,170.00	2	1,309.50	2	982.50
Worker's Safety & Compensation Board	14	12,496.15	13	13,456.00	13	11,310.43	10	6,664.77
Yukon Housing Corporation	9	5,187.90	9	6,249.70	8	3,702.20	4	1,670.75
Yukon Liquor Corporation	20	13,406.50	26	14,788.75	16	9,258.85	16	12,054.70
Sum of Department Counts	932	527,821.30	955	542,960.78	904	619,115.69	979	538,203.88
YG Total: Unique Employees	890		905		865		938	

1. Count includes Fleet Vehicles Agency, with use of AOC employment in 2018/19 and 2021/22.
2. Count includes Elections Office, with use of AOC employment in each quarter.

Session Briefing Note**Fall 2022****Deputy Minister Recruitment
and Compensation**Public Service
Commission

Recommended response:

- The Yukon government values the expertise and contribution of all people appointed to serve as deputy heads in the Yukon public service. With the exception of the Public Service Commissioner, deputy heads serve at the pleasure of the Premier.
- Since December 2016, 21 Deputy Ministers have resigned, retired, or otherwise left the employment of the Government of Yukon.
- The Access to Information and Protection of Privacy Act prohibits the release of an individual's income. To ensure privacy of individuals and compliance with the ATIPP Act, we are unable to disclose total severance payments.
- With the appointments of new deputy ministers in summer 2022, the gender balance among deputy ministers has improved.

Additional response:

- Severance pay upon resignation or retirement is determined based on provisions set out in Section M, which governs the terms and conditions of employment for managers, legal officers, and deputy ministers. Section M, as well as salary ranges for all Yukon government positions, is publicly available.
- We are committed to developing a public service that is representative of the Yukon's population, at all levels of the organization.

CONFIDENTIAL**TAB #29****Session Briefing Note****Fall 2022****Deputy Minister Recruitment
and Compensation**Public Service
Commission**Context—this may be an issue because:**

- The subject of deputy head appointments and severance has been a regular topic of media, political and/or union interest since at least 2015.

Background:

- In July 2022, several deputy ministers were newly appointed or appointed to new portfolios. Three deputy ministers left the Yukon government, with two retiring and one being appointed to the Yukon Territorial Court. Two of the new deputy ministers appointed in July 2022 are women.
- News coverage in December 2021 noted that women made up only 17% of deputy ministers in the Yukon government at that time. The gender balance among deputy ministers has since improved.
- The specifics of an individual deputy head's income, such as salary and severance provisions, are confidential details of their individual employment contracts. It is not currently possible to release this type of personal information under the Access to Information and Protection of Privacy Act.

Approved by:_____
Commissioner, Public Service CommissionSeptember 7, 2022_____
Date approved

CONFIDENTIAL**TAB #30****Session Briefing Note****Fall 2022****Interview and Relocation
Expense Directive**Public Service
Commission

Recommended response:

- The Government of Yukon may offer reimbursement of interview and relocation expenses for job candidates and newly hired employees who are moving to the territory from another jurisdiction.
- The process for providing this support is set out in the *Interview and Relocation Expense Directive*.
- The Public Service Commission is exploring new models for providing relocation assistance that are flexible, competitive and provide greater fiscal accountability.

Additional response:

- Updating the directive will help ensure we are able to attract the right people to meet the operational and strategic needs of today and tomorrow.
- Over the past five fiscal years, total interview and relocation expenses across the Yukon government averaged about \$800,000 per year. This number fluctuates from year to year.

Context—this may be an issue because:

- In fall 2021 and spring 2022, the Official Opposition asked questions about the Yukon government's relocation policy and funding.

Background:

- The relocation benefits outlined in the directive include but are not limited to:

CONFIDENTIAL**TAB #30****Session Briefing Note****Fall 2022****Interview and Relocation
Expense Directive**Public Service
Commission

- standard travel and accommodation expenses;
- handling, transport and storage of household items; and
- real estate and legal fees.
- Under the current directive, departments must choose whether to offer new hires relocation assistance to cover the cost of their entire move, or to offer no relocation assistance at all.
- A relocation under this directive can cost a significant amount, depending on where the candidate is relocating from. The overall cost of a relocation is unknown until well after a job offer is made, which results in budgetary uncertainty for departments.
- The directive was last revised in 2009.
- The following table lists total interview and relocation expenses for the past five fiscal years.

Fiscal Year	Total Expenses
2017/18	\$639,929.32
2018/19	\$899,603.04
2019/20	\$1,061,728.06
2020/21	\$827,196.30
2021/22	\$555,904.68

Approved by:


Commissioner, Public Service Commission

September 9, 2022

Date approved

CONFIDENTIAL

Session Briefing Note

TAB #31
Fall 2022

People Plan

Public Service Commission

Recommended response:

- We are working to ensure the Government of Yukon's public service is strong, engaged, and able to effectively deliver programs and services to Yukoners.
- The 'People Plan' is a collaboratively developed human resources strategy intended to support our ongoing efforts to develop an inclusive, engaged and effective public service.
- A number of priority projects are underway to put the People Plan into action, including improving recruitment practices, streamlining human resource processes, and conducting a comprehensive review of psychological health and safety in Yukon government workplaces.

Additional response:

- The Public Service Commission has developed a project management framework to help identify, plan and implement projects under the People Plan.
- A new metrics and analytics branch in the Public Service Commission will support the work of the People Plan by helping to gather data and measure progress.

Context—this may be an issue because:

- The 2021 mandate letter directs the Minister responsible for the Public Service Commission to implement the People Plan, including the creation of an operational plan to assist implementation.

Background:

- The People Plan focuses on five overarching goals, including:

CONFIDENTIAL**TAB #31****Session Briefing Note****Fall 2022****People Plan**

Public Service Commission

- Create an engaging and inclusive workplace experience
- Identify and attract the best people
- Develop the capacity of our people leaders
- Develop and empower employees
- Build a culture of continuous improvement
- PSC has a long history of strategic planning and enterprise-wide human resource initiatives aimed at strengthening and empowering employees and the organization as a whole.
- The People Plan builds on past initiatives, incorporating feedback from across YG to strategically prioritize and focus on current needs and objectives. The People Plan was released in 2019 and covers a time frame from 2019-2023.
- Initial implementation of the People Plan was delayed due to COVID-19 as key staff were reassigned to support the HR needs of the pandemic response.
- The People Plan was developed, in part, as a response to the 2018 Government Internal Audit Services report on Talent Acquisition and Retention, and it includes specific strategies to support the acquisition of 'talent'.
- PSC has worked closely with all government departments to identify priority human resources projects to advance the goals the People Plan.
- In addition to these corporately sponsored priority projects, various additional projects are underway either led by the Public Service Commission or led by departments in close collaboration with PSC.

Approved by:


Commissioner, Public Service Commission

September 2, 2022

Date approved

CONFIDENTIAL**TAB #32****Session Briefing Note****Fall 2022****Recruitment and Retention in
the YG Public Service**Public Service
Commission

Recommended response:

- Like governments across Canada, the Yukon government is facing staffing challenges for some positions, such as health care professionals and teachers, because of labour market shortages.
- While individual departments lead recruitment planning and strategies for their own specific workplaces, the Public Service Commission is supporting departments with initiatives to address recruitment and retention challenges across all of government.
- Some of the initiatives that we are working on include:
 - streamlining hiring practices through process improvements,
 - conducting research to understand the barriers Indigenous employees and members of other marginalized groups experience throughout the recruitment process, and
 - developing employer branding materials and a new recruitment marketing site.

Additional response:

- We are continually working to ensure the Yukon government public service is recognized as an employer of choice, and that talented people are attracted locally and nationally to meet the operational and strategic needs of today and tomorrow.

CONFIDENTIAL**TAB #32****Session Briefing Note****Fall 2022****Recruitment and Retention in
the YG Public Service**Public Service
Commission**Context—this may be an issue because:**

- Recruitment and retention, especially of health care professionals and teachers, was topical during the 2021 Fall Sitting. Labour market pressures and the effects of the pandemic continue to pose challenges in recruitment and retention for YG and many employers.

Background:

- Identifying and attracting the best people is one of the overarching goals under the People Plan, the Yukon government's strategic public service plan.
- The People Plan was developed, in part, as a response to the 2018 Government Internal Audit Services report on Talent Acquisition and Retention and includes specific strategies to support the acquisition of 'talent'.
- Several strategies in the People Plan contribute to talent acquisition and retention, including supporting employee wellbeing, embracing diversity and inclusion, enhancing internal mobility, and supporting employee growth and development.
- A tightening labour market has made recruitment and retention increasingly challenging in recent months for employers in the Yukon and across Canada. Contributing factors include:
 - Aging workforce demographics, including aging demographics of the Yukon;
 - Limited supply of key professionals across Canada, including health care and education professionals; and
 - Pandemic impacts, including employee burnout and higher rates of retirement, that have exacerbated existing trends.
- As of August 2022, the Yukon's unemployment rate was 1.7%, the lowest of any province or territory in Canada, while the labour force participation rate was 71.3%, the second highest in Canada. The national unemployment rate was 5.4% in August, up 0.5 percentage points from a record low of 4.9% in June and July.

CONFIDENTIAL**TAB #32****Session Briefing Note****Fall 2022****Recruitment and Retention in
the YG Public Service**Public Service
Commission

- The Department of Economic Development delivers labour market development programming that is targeted to Yukoners as the first priority. Immigration programming is intended to address the remaining workforce gaps.
- Current labour market development initiatives through Economic Development include:
 - strengthening labour market participation of those not in the labour market;
 - helping employers find, hire, and keep workers through wage and training subsidies; and
 - financial support for the construction of affordable housing.
- Retirements are expected to contribute to labour market pressures. The following table shows total retirements from the Yukon government for each calendar year since 2018.

Calendar Year	Total Retirements
2018	173
2019	196
2020	134
2021	202
2022 (to date; as of September 23)	163

Approved by:


Commissioner, Public Service Commission

October 5, 2022

[Date approved]

Session Briefing Note**Fall 2022****Remote Work**Public Service
Commission

Recommended response:

- Working from home during the pandemic showed us that remote work arrangements can support the Yukon government to continue providing high-quality programs and services for Yukoners.
- The Yukon government has now transitioned from work-from-home measures as a response to the pandemic to a new remote work policy that enables employees to continue working remotely long-term.

Additional response:

- Remote work has environmental benefits, as people are supported to work from home and reduce their emissions by commuting less.
- The new remote work policy also enables employees to work remotely from Yukon communities outside of Whitehorse, in some circumstances.

Context—this may be an issue because:

- There may be questions relating to Yukon government's approach to remote work.
-

Background:

- The need to update the Yukon government's approach to remote work was identified even before the COVID-19 pandemic began. The new policy replaces a previous "Telework policy" from 2009.
 - Objectives of the new remote work policy include increased employee satisfaction, a more inclusive workforce, and reduced carbon emissions. Implementing a new remote work policy is identified as an action in the Our Clean Future climate strategy.
-

CONFIDENTIAL**TAB #33****Session Briefing Note****Fall 2022****Remote Work**Public Service
Commission

- The mandate letter for the Minister responsible for the Public Service Commission also includes direction to modernize human resources policies to allow greater mobility for Yukoners to work from all communities in the Yukon. The new remote work policy includes provisions allowing employees to work remotely from communities outside of Whitehorse that, in part, address this mandate letter commitment.
- As of June 30, 2022, about 430 employees across government, or 8% of positions, have active remote work agreements.
- The new policy limits out-of-territory remote work arrangements to exceptional and time-limited circumstances. Approval from the Public Service Commissioner is required for out-of-territory remote work.
- The Public Service Commission consulted with the Yukon Employees' Union and conducted a survey of employees to develop the new remote work policy.

Approved by:_____
Commissioner, Public Service CommissionAugust 11, 2022_____
Date approved

CONFIDENTIAL**TAB #34****Session Briefing Note****Fall 2022****Size of Government/
FTE Growth**Public Service Commission

Recommended response:

- Based on actual hours worked, there were 5,324 FTEs across the Yukon government workforce over the 2021 calendar year.
- This is an increase of 161.5 actual FTEs, or a 3.1% change, over the previous calendar year.
- The majority of these FTEs were distributed across the departments of Education, Highways and Public Works, Community Services, Energy, Mines and Resources, Justice, and the Public Service Commission.

Additional response:

- FTE growth in the departments of Education and Health and Social Services accounts for more than half of the overall growth in FTEs in the past decade, as YG has expanded and improved services for Yukoners in the fields of health care and education.

Context—this may be an issue because:

- The 'size of government' is a topic of consistent media and Opposition interest.

Background:

- The Yukon Financial Advisory Panel report devoted several pages to the "size of government" and growth in spending as a share of GDP (gross domestic product). The report did not provide details that may account for the growth trends. For example;
 - growth in government spending as a share of GDP between 1980 and 2015 is partly explained by a notable drop in Yukon's GDP after the 1982 shut-down of the Faro mine.

CONFIDENTIAL**TAB #34****Session Briefing Note****Fall 2022****Size of Government/
FTE Growth**Public Service Commission

- growth in the number of YG jobs as a percentage of the Yukon population is partly attributable to devolution of federal programs.
- Since 2003, 250 federal employees have transferred to YG through devolution of the Northern Affairs Program (246) and a component of Human Resources and Skills Development (4).
- Aside from growth related to devolution, YG has responded to pressures to both expand services and improve service standards in a number of areas, particularly in health care and education.
- The Yukon Bureau of Statistics (YBS) reports monthly on Yukon employment, including a breakdown of employment by public and private sector. This data is based on estimates from Statistics Canada's Labour Force Survey.
- Public and private sector employment in the YBS monthly reports is measured by the number of employed persons in each sector and includes full-time, part-time, permanent and temporary employees.
- The YBS data for public sector employees includes employees of territorial, federal, municipal and First Nation governments, as well as employees of organizations that are publicly funded such as schools, post-secondary institutions, and hospitals. The YBS data is not broken down by public sector employer. Growth in public sector employment in Yukon is sometimes mistakenly attributed wholly to growth in the Yukon government.

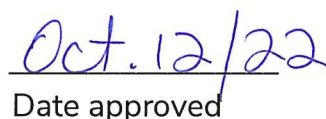
Measuring FTEs

- The FTEs tracked and reported through PSC are based on actual hours worked, measured after the fact. They are determined by looking at all staffed positions, taking part-time jobs and unconventional working hours into account, and calculating how many full-time hours have been worked. Total FTEs are therefore impacted by the number of positions that are vacant within the reporting period.
- These FTEs are not equivalent to the projected FTEs reported in the Main and Supplementary budgets.

CONFIDENTIAL**TAB #34****Session Briefing Note****Fall 2022****Size of Government/
FTE Growth**

Public Service Commission

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- The Public Service Commission and the Department of Finance are working together to review both approaches to reporting and to explore further options for improvements in the future.
 - See attached Appendix for the number of FTEs by department from 2012-2021.

Approved by:
Commissioner, Public Service Commissioner
Date approved

Appendix – Number of FTEs by Hours Worked

Total FTEs by Department: 2012 - 2021

Department	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Community Services	288.9	282.2	280.3	283.2	281.7	292.3	298.5	296.4	319.6	337.8
Economic Development	50.8	52.4	55.3	54.2	52.8	44.2	48.1	50.0	49.9	55.4
Education	897.6	934.7	935.7	944.7	980.7	1,060.4	1,056.6	1,043.9	1,045.1	1,094.5
EMR, YDC	253.0	259.4	262.7	266.9	269.8	265.0	255.0	259.7	248.6	264.9
Environment	191.6	196.5	195.9	203.9	205.5	209.2	213.3	211.3	218.7	228.3
Executive Council Office	87.3	88.4	90.7	100.7	93.6	84.1	89.0	93.6	87.2	87.5
Finance	52.8	51.9	54.2	53.9	65.0	80.9	89.7	89.8	79.4	73.1
French Language Services Dir.	-	7.7	12.7	14.0	15.5	20.6	23.0	23.6	22.4	23.4
Highways & Public Works	768.1	776.6	782.5	792.4	788.5	765.7	785.8	813.7	841.0	863.4
Health & Social Services	905.9	944.3	965.7	958.6	1,021.1	1,114.8	1,183.6	1,408.5	1,479.2	1,488.9
Justice	247.8	255.3	277.9	275.9	276.2	285.7	275.1	279.2	281.7	296.0
Leg Assembly and Elec.	11.1	8.2	8.3	10.6	11.6	9.8	8.9	9.3	8.6	8.3
Public Service Commission	94.4	97.5	95.1	97.3	97.6	101.6	110.6	118.1	138.1	151.8
Tourism & Culture	97.7	101.0	102.9	100.4	105.2	105.2	106.9	105.9	100.7	106.1
WCHSB	76.9	76.4	75.4	75.9	79.4	79.2	81.2	84.2	86.2	85.2
Women & Gender Equity Dir.	8.0	7.6	7.1	6.3	7.1	7.9	8.2	8.5	9.1	8.0
Yukon Housing Corporation	69.5	71.1	71.8	72.0	65.2	63.9	65.8	64.3	64.1	68.1
Yukon Liquor, Lotteries Yukon	63.2	60.9	60.4	61.6	63.5	74.0	79.3	84.3	82.4	82.7
YG Total	4,164.6	4,272.1	4,334.6	4,372.7	4,479.9	4,664.5	4,778.5	5,044.3	5,162.1	5,323.6
FTE count change over previous year		107.5	62.5	38.1	107.2	184.6	114.0	265.8	117.8	161.5
Percent change over previous year		2.6%	1.5%	0.9%	2.5%	4.1%	2.4%	5.6%	2.3%	3.1%

Full-time Equivalents (FTEs) are determined by looking at all staffed positions, taking part-time jobs and unconventional working hours into account, and calculating how many full-time hours have been worked over a period of time. With this measure, two half-time jobs would count as one FTE.

TAB #38**Fall 2022****Session Briefing Note****Compensation of School-Based
Employees – YAEP Policy Grievance**Public Service
Commission

Recommended response:

- We value our school-based employees for their hard work in providing a quality education to students across the territory.
- We are committed to ensuring that Yukon Association of Educational Professionals bargaining unit employees continue to be paid accurately pursuant to the collective agreement.
- Yukon government continues to work with the YAEP to ensure matters under grievance and before the Yukon Teachers Labour Relations Board are appropriately addressed.
- The Yukon Teachers Labour Relations Board advised PSC that the adjudicator should have their decision prepared and to the Board in the fall of 2022 and the Board would review and issue the decision as soon as possible upon receipt.
- I cannot comment further on matters that are currently before the Yukon Teachers Labour Relations Board.

Context—this may be an issue because:

- There may be questions about whether YG has appropriately compensated permanent school-based employees, or about how YG is managing relations with the Yukon Association of Education Professionals (YAEP) regarding matters that are under grievance and referred to adjudication.

Background:

- The previous collective agreement between the Yukon government and Yukon Association of Educational Professionals (in force July 1, 2018 to June 30, 2021)

TAB #38**Fall 2022****Session Briefing Note****Compensation of School-Based Employees – YAEP Policy Grievance**Public Service
Commission

included a provision regarding pay processing for permanent school-based employees (Article 14.04).

- The provision moved permanent school-based employees to the same continuous and bi-weekly pay system as other YG employees, meaning they were paid throughout the whole year instead of during the school year.
- In September 2019, YAEP filed a policy grievance with respect to how YG pays teaching staff “in accordance with the pay system of the employer” under the 2018-2021 YAEP - YG Collective Agreement.
- The Public Service Commissioner heard the policy grievance in December 2019 and in January 2020 rendered a decision in favour of the employer, stating:
 - that the change and transition to recurring bi-weekly pays did not result in permanent employees being shorted on their pay; and
 - YG did not fail to comply with consultation under Article 33, as it was an implementation of agreed-upon provisions in the new collective agreement.
- YAEP subsequently referred the grievance to Yukon Teachers Labour Relations Board for adjudication. The matter was heard March 22-24, 2021.
- In October 2022, YAEP made an inquiry as to the status of the decision but the parties have heard nothing further on the matter.
- The decision will inform any implementation measures if any are so awarded. The Education Labour Relations Act requires that a decision must be implemented within 90 days of being issued.
- YAEP has also submitted individual grievances on behalf of YAEP members and these have been consolidated with the policy grievance.
- As a new collective agreement was not reached prior to the start of the 2021/2022 school year, a Letter of Agreement was signed by YG and YAEP that provided payments are made over 26 pays for permanent employees and over 22 pays for temporary employees.

TAB #38**Fall 2022****Session Briefing Note****Compensation of School-Based
Employees – YAEP Policy Grievance**Public Service
Commission

- The Letter of Agreement language was embedded into the new 2021-2024 collective agreement and allows all schools across the Yukon to be on the same pay administration schedule.

Approved by:
Public Service CommissionerNov. 14, 2022
[Date approved]

CONFIDENTIAL**Session Briefing Note****Employee Engagement Survey****TAB #39****Fall 2022**Public Service
Commission

Recommended response:

- The employee engagement survey helps us measure the health of the work environments within the Yukon government public service. The survey is conducted every two years.
- The survey planned for 2020 was postponed to fall 2021 so the organization could focus on the pandemic response.
- The overall employee engagement score in 2021 remained relatively stable at 72. This is a one-point decrease from the last survey in 2018.

Additional response:

- Results of the 2021 survey at the corporate and department level are publicly available at Yukon.ca.
- Each department receives a report of their engagement levels and deputy ministers have the primary responsibility for addressing the results within their departments.
- The Public Service Commission provides supports and resources to all departments to help them identify and implement strategies to improve engagement in their departments.

Context—this may be an issue because:

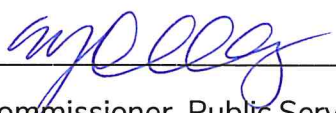
- There may be questions about the status and results of the 2021 engagement survey.

Background:

- The Employee Engagement Survey is conducted bi-annually, and the latest survey was originally scheduled for May 2020 before being postponed to 2021. Before the 2021 survey, the last Employee Engagement Survey was conducted in May 2018.

CONFIDENTIAL**TAB #39****Session Briefing Note****Fall 2022****Employee Engagement Survey**Public Service
Commission

- The 2021 survey had a response rate of 68%, the same response rate as the 2018 survey.
- The survey data is collected and analyzed by the Yukon Bureau of Statistics, and individual responses are confidential.
- Survey results at the corporate and department level are published on Yukon.ca and on Yukonnect (intranet).
- While the 2020 survey was postponed, a Working During COVID-19 Survey was fielded in June 2020 by the Yukon Bureau of Statistics to examine employee experiences working during the pandemic. A report of the survey results was published in September 2020.
- High-level results of the 2021 engagement survey include the following:
 - The overall employee engagement score remained relatively stable at 72, a one-point decrease over the 2018 survey. The score for organizational commitment dropped by two points to 71, and the job satisfaction score remained the same at 73.
 - While the senior leadership score of 58 is lower than the other scores in our engagement model, this score has increased by three points since the 2018 survey and we will be looking at ways to build on this improvement.
 - Overall, most driver scores remained the same or increased by a small amount in 2021; however, there were decreases for pay and benefits (-4), stress and workload (-2), and tools (-1).

Approved by:


Commissioner, Public Service Commission

September 2, 2022

Date approved

CONFIDENTIAL**TAB #40****Session Briefing Note****Fall 2022****Public Interest Disclosure
of Wrongdoing Act Review**Public Service
Commission

Recommended response:

- The *Public Interest Disclosure of Wrongdoing Act* supports high standards of accountability and trust in our public service by facilitating the disclosure and investigation of wrongdoing and protecting employees who come forward.
- A review of the legislation is underway, as required by the Act. The review is exploring:
 - whether the Act and its implementation have been effective in facilitating disclosures and protecting employees who do so, and
 - whether there are any areas for improvement.

Additional Response:

- We will engage a variety of stakeholders in the review this fall and welcome their input on the legislation.
- I anticipate that the review will be completed within the twelve months.

Context—this may be an issue because:

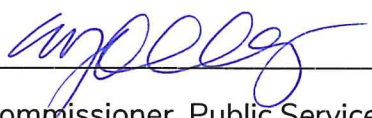
- There may be questions around the Act review progress and timelines.
-

Background:

- The Act's purposes are to:
 - facilitate the disclosure and investigation of "wrongdoings" (significant and serious matters that an employee believes may be unlawful, dangerous to the public or injurious to the public interest);
-

CONFIDENTIAL**TAB #40****Session Briefing Note****Fall 2022****Public Interest Disclosure
of Wrongdoing Act Review**Public Service
Commission

- protect employees who make those disclosures; and
- promote confidence in the administration of public entities.
- The Act, which has been in place since 2015, requires that a review must commence within five years of its coming into force (that is, by June 15, 2020).
- The review is being conducted in two phases. The review began with a high-level first phase in 2020-21 which involved a review of similar legislation in other Canadian jurisdictions, international trends in whistleblower protection, and data pertaining to disclosures of wrongdoing, investigations, and complaints of reprisal.
- The Public Service Commission discussed the two-phased approach to the review with the Public Interest Disclosure Commissioner, who supported the proposed approach given the COVID-19 context and limited capacity in 2020-21.
- A report on the progress of the review was required by the Act to be tabled in the Legislative Assembly on or before June 15, 2021, or if the Assembly is not sitting on that date, within 15 days after the next sitting begins. The report was tabled during the 2022 spring sitting.
- For the next phase of the Act review, a targeted engagement will begin in fall 2022. It will involve two main components: a confidential online survey of employees of public entities, and distribution of a discussion paper to stakeholders with an invitation for submissions.
- Stakeholders include the Public Interest Disclosure Commissioner, unions, Yukon government departments, and other public entities covered by the Act (Yukon University, Yukon Hospital Corporation, Yukon Energy Corporation, and select independent officers of the Legislative Assembly).

Approved by:


Commissioner, Public Service Commission

September 2, 2022

Date approved

CONFIDENTIAL**TAB #41****Session Briefing Note****Fall 2022****Staff Housing / Housing for Employees**Yukon Housing Corporation
and Public Service
Commission

Recommended response:

- We continue to provide employee housing in rural Yukon communities to help with recruitment and retention of staff.
- The policy governing employee housing was revised in 2019. The updated policy:
 - **Prioritizes housing for essential positions**, such as health professionals and teachers;
 - **Limits tenancies to 3 years** to encourage employees to consider other housing options in communities, and to encourage the development of private market housing supply; and
 - **Realigns rental rates** to be closer to private market rates in each specific community.
- Through these policy changes, we are **incentivizing private sector investment** in rural housing and **prioritizing housing for employees considered critical for community well-being**.

Additional response:

- While tenancies are now limited to 3 years, the policy allows for extensions in some situations, such as where alternative housing options do not exist in an employee's community. In 2022, all employees whose leases were set to expire were granted a one-year extension upon request.

CONFIDENTIAL**TAB #41****Session Briefing Note****Fall 2022****Staff Housing / Housing for Employees**Yukon Housing Corporation
and Public Service
Commission

- Yukon Housing Corporation's loans and grants programs support the development of new rental and home ownership housing in all communities.

Context—this may be an issue because:

- Housing for employees has been a high-profile issue generally, and availability of housing for Yukon government employees, especially in communities, is an important part of recruitment and retention.

Background:

- The Yukon Housing Corporation (YHC) employee housing portfolio is currently comprised of more than 170 units that house the Yukon government (YG) employees and employees of the Yukon Hospital Corporation.
- As of August 2022, there were 26 households on the waitlist for employee housing.
- Less than 20% of YG employees in rural communities are housed in YHC housing.
- Private developers and landlords in communities note that because YHC's rents for employee housing have historically been 'below market,' they have acted as a disincentive for private sector investment in community housing.
- Rental rates for employees renting prior to May 2019 are being increased by the amount allowed by their collective agreements. Increases are temporarily limited by the current rent cap until January 31, 2023.
- In January 2021, YG began reporting the taxable housing benefit received by employee housing tenants who are paying below market rents. These changes bring us into alignment with Canada Revenue Agency requirements.
- There has been previous media coverage regarding the one pet limit in YHC housing. As Yukon Housing Corporation has moved towards a Community

CONFIDENTIAL**TAB #41****Session Briefing Note****Fall 2022****Staff Housing / Housing for Employees**Yukon Housing Corporation
and Public Service
Commission

Housing program, we will be reviewing our policies, including the pet policy, to ensure that our Community Housing approach meets the needs of Yukoners.

Tenancy Duration Limit

- A process for requesting an extension to the 3-year tenancy limit was developed by the Public Service Commission and Yukon Housing Corporation. The Yukon Teachers' Association and the Yukon Employees' Union had the opportunity to provide input on the process as it was developed.
- Employee housing tenants who were existing tenants when the new policy came into effect reached the 3-year tenancy duration limit in May 2022. Of the 33 employees whose leases were set to expire, 31 were granted a one-year extension. The remaining two employees found alternate housing.

Action on new housing availability

- Yukon Housing Corporation's loans programs provided targeted support for rural home ownership.
- The Housing Initiatives Fund prioritizes projects building new housing for employees in Yukon communities.
- We continue to maintain our Community Housing units for employees across the territory, and we continue to add Community Housing units in various communities through conversion of single-family dwellings to multi-unit dwellings.
- A new mixed-use 10-unit Community Housing project in Old Crow will be flexible and adaptable to Yukoner's housing needs.

CONFIDENTIAL**TAB #41****Session Briefing Note****Fall 2022****Staff Housing / Housing for
Employees**Yukon Housing Corporation
and Public Service
Commission

Approved by:

Mary Cameron,
President, Yukon Housing CorporationSeptember 9, 2022

[Date approved]

Sherri Young, Public Service Commissioner
Public Service CommissionSeptember 7, 2022

[Date approved]

CONFIDENTIAL**TAB #42****Session Briefing Note****Spring 2022****Values and Ethics in the Public Service**Public Service
Commission

Recommended response:

- Yukoners expect that Yukon government public servants will deliver programs and services in a manner that meets the highest standards of integrity, ethics, and professionalism.
- Work is underway to develop a values and ethics code for the Yukon government public service, to help ensure that public servants understand what is expected of them.
- The values and ethics code will integrate existing laws and policies that guide the conduct of public servants, such as the *Public Service Act*, the *Conflict of Interest Policy*, and the *Respectful Workplace Policy*.

Context—this may be an issue because:

- In the past several years, there have been occasional local media stories and reports on the conduct of YG employees. Questions may arise relating to public service values and ethics.

Background:

- Employees' obligations to act ethically already exist in the Yukon government's corporate human resources policies, in the *Public Service Act*, and in common law. However, there is no one document that clearly describes in plain language what is considered professional conduct in the YG public service.
- The code will be a new corporate human resources policy in the *General Administration Manual (GAM) Volume 3*.

CONFIDENTIAL**TAB #42****Session Briefing Note****Spring 2022****Values and Ethics in the Public Service**Public Service
Commission

- The values and ethics code will provide clarity for all employees about the common values that guide their work as public servants, the behaviours expected of them, and the legal and institutional framework in which they operate.
- The values and ethics code will also provide increased clarity for the employer to resolve human resources issues.
- In 2018, PSC conducted extensive research and engagement to develop a draft values and ethics code. That work included engagement with the Yukon Association of Education Professionals and the Yukon Employees' Union and with senior leaders in Yukon government departments. Further engagement with the unions will be required before launching the values and ethics code.
- Introducing a values and ethics code for public servants is a PSC-led action identified in the Safer Schools (Hidden Valley) Action Plan.

Approved by:

Commissioner, Public Service Commission

August 16, 2022

Date Approved

Session Briefing Note**Fall 2022****YEU/PSAC Collective
Bargaining**Public Service
Commission

Recommended response:

- We are currently engaged in collective bargaining with the Public Service Alliance of Canada to renew our existing collective agreement, which expired on December 31, 2021.
 - In April, the Public Service Alliance of Canada applied to the Yukon Public Service Labour Relations Board for conciliation.
 - Conciliation is an option available to the parties to assist them in reaching an agreement.
 - Our government respects the bargaining process and will not be speaking about the details of those confidential discussions.
-

Context—this may be an issue because:

- The current collective agreement between Yukon government and the Public Service Alliance of Canada (PSAC)/Yukon Employees' Union (YEU) expired December 31, 2021.
-

Background:

- Notice to bargain was received from PSAC/YEU on September 7, 2021.
 - The Public Service Commission (PSC) leads the negotiations on the employer's behalf.
 - PSC requires and has received a Management Board approved mandate to negotiate.
 - The *Public Service Labour Relations Act* is the authority for the collective bargaining and grievance adjudication processes for the Yukon public service.
 - Bargaining began in November 2021 and continued until April 2022.
-

CONFIDENTIAL**TAB #43****Session Briefing Note****Fall 2022****YEU/PSAC Collective
Bargaining**Public Service
Commission

- On April 27, 2022, the PSAC requested conciliation through the Yukon Public Service Labour Relations Board. Conciliation is a process similar to mediation, in which a conciliator is appointed to meet with the union and the employer to assist them in reaching an agreement.
- A conciliator was assigned and the parties met in July 2022 and secured future dates for further discussions.
- Collective bargaining typically takes several months and may result in changes in areas such as terms of agreement, annual wage increases, allowances or premium payments, leave provisions and other areas of specific interest to the PSAC/YEU and the Employer.
- Given an acute national shortage of nurses that is also affecting the Yukon, recruitment and retention of health care professionals has been an ongoing topic of conversation between the employer and the union. The employer will continue ongoing discussions with the union to address attraction and retention concerns.

Approved by:

Commissioner, Public Service Commission

October 19, 2022

[Date approved]