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Recommended response:

- As we are aware, homelessness has far-reaching consequences that impact Yukoners. The substance use health emergency and the COVID-19 pandemic have only intensified these issues.
- Meanwhile, rental options are too few and often too expensive. Vacancy rates in the rental market 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 our Community Housing stock to support a full housing continuum - 47 new affordable units at 401 Jeckell, 10 units of affordable and supportive housing for seniors through Normandy Living and three new triplexes in Watson Lake, Mayo and Whitehorse demonstrate how we are responding to the 2022 Office of the Auditor General of Canada recommendations on housing.
- Partnership with Da Daghay Development Corporation for the construction of 98 new units is one of numerous housing examples that further support vulnerable Yukoners.
- Through our new approach to housing YG employees in communities, we aim to decrease the housing cost disparities in communities, further incentivize private sector investment in housing, and prioritize

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allocations of the government's existing staff housing units to meet critical needs for community well-being.

- Finally, as part of the response to the 2022 Office of the Auditor General of Canada recommendations on housing, we have expanded capital incentive programs to include land development for residential housing, while also enhancing our Community Housing stock.
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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 an eighth time in January, bringing the Bank rate to 4.50%. At the start of 2022, that rate was 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 Housing Action Plan Implementation Committee (HAP – IC) 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.
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- 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 \$1.02 million in funding from YHC's Housing Initiatives Fund - for a 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 TAB #34) and old Macaulay Lodge site (See TAB #37);
 - First Nations land development projects KDFN's Copper Ridge West (See TAB #35) and Range Point projects;
 - Private Sector land development project initiatives the Tank Farm (See TAB #40).
- Community Services estimates an additional 1,476 new housing lots will come online by 2026, enough to accommodate 2,713 additional housing units.

New Housing Construction and partnerships with the Private Sector

- Yukon Housing Corporation offers several loans and grants programs (See TAB #4) to incentivize new housing construction namely, the Housing Initiative Fund (See TAB #63), the Developer Build Loan (See TAB #59), 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 TAB #57) and the Rent Supplement program.

Community Housing and the Most Vulnerable

- Yukon Housing Corporation and its partners continue to implement the new Community Housing Program, which aims to improve better client outcomes and fiscal resiliency (See TAB #58)
- 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

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Housing Issues

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support to more than 80 households through our rent supplement program and more than 130 Yukoners through the Canada Yukon Housing Benefit.

- Starting in early 2023, YHC is introducing a mixed income and mixed-use tenant's allocation policy to its Whitehorse buildings while providing tenants with appropriate partner supports to help them maintain housing.
- Work continues with the Safe at Home Society with the intent of allocating 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 programing to include Senior Supportive Housing Program as an option for seniors who require additional supports.
- Finally, YHC and housing providers have recently completed or are currently making significant capital investments to expand the community housing stock, including:
 - The 401 Jeckell 47-unit building (See TAB #19);
 - Three new triplexes in Mayo, Watson and Whitehorse (See TAB #21);
 - A new Housing First building in Watson Lake (See TAB #25);
 - A new 10-plex in Old Crow (See TAB #23);
 - Duplexes in Carmacks, Dawson, Faro and Mayo (See TAB #20); and
 - New emergency shelters in Dawson and Whitehorse (See TAB #42).

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 TAB #57).
- \$3.5M for Normandy Living, a private senior's residence with supports (See TAB #38)
- \$21.7M for the design and construction of the 4th and Jeckell, a 47 unit mixed income housing development in Whitehorse (See TAB #19).
- \$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 TAB #21)
- \$400K in 2021-2022 for the design of the Watson Lake Housing First project which will be tendered in the Fall 2023 (See TAB #25).
- 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 TAB #63).
- \$2.4M to Yukon through a Northern Housing Fund under the National Housing Strategy.

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- \$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 TAB #60 & #61)
- \$4.1M for the construction of a Housing First residence for vulnerable individuals (5th and Wood St.) in Whitehorse
- 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):

- Since its inception in 2019, the Housing Initiatives Fund (HIF) intakes have brought on line 361 units and 159 are under construction. (See Tab #63).
 - The sixth intake of the Housing Initiative Fund was launched in November 2022. The deadline to submit an application February 3, 2023.
- The Municipal Matching Rental Construction Grant has supported the construction of over 126 new rental homes throughout the Yukon, ten of which are in progress.
- Since 2020, our homeownership loan program that focuses on providing financial support for the purchase and construction of building projects in rural Yukon, has helped 21 Yukoners to buy or build their first homes. 14 of these projects are completed.

Approved by:January 31, 2023

Justin Ferbey
President, Yukon Housing Corporation

Date approved

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Our Clean Future Annual Report

Environment
Energy, Mines and Resources

Recommended response:

- We continue to make significant progress in the implementation of *Our Clean Future*.
- In September 2022, we released our second annual report. It outlines the progress we made in taking action on climate change in 2021.
 - Notably, in 2021, the Yukon Climate Risk Assessment was released and we saw a 12% decrease in our emissions when compared to 2020.
- Through this report we introduced five new actions and revised 13 existing actions to better meet our goals.
- *Our Clean Future* is an adaptive strategy, which means that we assess and adjust the actions we are taking year-over-year to stay on track to meet our long-term goals.
- We will continue to track and report our progress annually.

Additional response:

- Over the past year, we have advanced several key actions, such as:
 - Legislated greenhouse gas emissions reduction targets and associated reporting through the *Clean Energy Act*;
 - Received and analyzed the recommendations from the Yukon Climate Leadership Council ([Ref ENV #24 / EMR #34](#));
 - Established a standard method for determining the health of wetland ecosystems, and tracking baseline conditions to understand future changes;
 - Established a geohazard mapping program to understand risks to the Yukon's transportation corridors; and,
 - Enacted the single-use paper bag ban on January 1, 2023.

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Our Clean Future Annual Report

Environment
Energy, Mines and Resources

Third response:

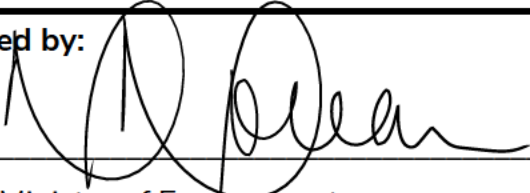

- Although we have made progress on many of our commitments, there is still significant work required to meet our 45 per cent greenhouse gas emissions target reduction by 2030.
- We will continue to build on *Our Clean Future* as we learn more about climate change and introduce more actions. This will be reflected in future annual reports.
- We will also continue to work with experts, stakeholders and partner governments across the territory and beyond, to identify opportunities for new actions and to accelerate and intensify existing actions to reach our ambitious target.

Context — this may be an issue because:

- Climate change is of high interest to Yukoners; they will want to know the government's progress in delivering on *Our Clean Future* commitments.

Background:

- *Our Clean Future* was released in September 2020 and is a 10-year strategy.
- *Our Clean Future* contains 136 actions to reduce greenhouse gas emissions by 2030 and supports the Yukon to be highly resilient to the impacts of climate change.

| | |
|---|---------------|
| Approved by: | |
|  | 2023-02-01 |
| Deputy Minister of Environment | Date approved |
|  | Feb. 1, 2023 |
| Deputy Minister of Energy, Mines and Resources | Date approved |

Joint Corporate Note Inflation and affordability

Finance
Executive Council Office

Recommended:

- All Yukon households are seeing their budgets stretched by elevated levels of inflation, with lower-income households often feeling the effects more than others.
- The government continues to assess how inflation is impacting Yukoners and several measures included in the 2023-24 Budget will help make life more affordable for Yukoners.
- In 2023–24, the government is extending the Inflation Relief Rebate Program, which provides a \$50 per month rebate on ATCO Electric and Yukon Energy utility bills for the April and May billing periods, along with an additional three months later in the year.
- Other measures in the 2023-24 Budget to help make life more affordable to Yukoners include funding for food in Yukon schools, the timber harvesting incentive to boost fuelwood supply, a quarterly top-up of \$150 to eligible recipients of the Yukon Senior Income Supplement, and a \$100 monthly increase to eligible Social Assistance recipients.

Additional response:

- This government already established a strong record of making life more affordable for Yukoners with almost \$10 million-worth of inflation relief made available in last year's budget.

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Finance
Executive Council Office

- This included more funding for Food Network Yukon, a 10 per cent top up to the Pioneer Utility Grant and rebates on the purchase of firewood.
- Yukoners are also receiving inflation relief from the federal government. This includes the accelerated Canada Workers' Benefit, the elimination of interest on student loans, a doubling of the GST tax credit, dental care and the Canada Housing Benefit for renters.

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.
- [March's rate of inflation in Yukon was the highest in Canada at 5.5 per cent vs 4.3 per cent nationally according to the Whitehorse Consumer Price Index.](#)

Background:

Key government initiatives addressing affordability in Yukon

Highlight of affordability spending in Budget 2023-24

- \$5.3 million to extend the Inflation Relief Rebate. Yukoners will receive a \$50 credit on their power bill in April and May and for an additional three months later in the year.

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Finance
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- \$300,000 for the Timber Harvesting Incentive program.
- \$1.5 million to increase monthly social assistance payments by \$100.
- Over \$800,000 to recipients of the Yukon Seniors Income Supplement.
- \$500,000 for food in schools.

This builds on previous programs to protect the affordability of Yukoners including

- Last year, the Government of Yukon announced almost \$10 million in new inflation relief measures targeted at vulnerable groups.
- The inflation relief rebate covered seven months at a total cost to Government of \$7.6 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 received a one-time payment of \$150.
- Seniors were supported by 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 are eligible for a \$50 rebate per cord of fuel wood, this program is retroactive to April 1, 2022. Yukon also introduced the Timber Harvesting Incentive that gives commercial timber harvesters \$10 per cubic metre.
- The pilot program giving an extra \$500 per month to Extended Family Caregiver agreement caregivers and foster caregivers was extended to the end of the fiscal year.
- In June 2022, the Yukon government extended the Tourism Accommodation Sector Supplement and Tourism Non-Accommodation Sector Supplement programs, administered through Economic Development.

Yukoners are also supported by Federal Government affordability programs

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- Accelerated Canada Workers Benefit payments and new minimum entitlement starting in July 2023 (\$4 billion over six years, starting in 2022-23).
- Making all Canada Student Loans and Canada Apprentice Loans permanently interest-free, starting in April 2023 (\$2.7 billion over five years and \$556.3 million ongoing).
- **GST Tax Credit:** The GST tax credit will be doubled for six months in current benefit year. Additional payment will be provided in one lump-sum, before the end of the benefit year. Targeted to individuals and families with low incomes (below \$39,826, and gradually phased out above that level). Single Canadians without children would receive up to an extra \$234 and couples with two children would receive up to an extra \$467 this year. Seniors would receive an extra \$225 on average.

Inflation outlook

- The inflation rate in Whitehorse was 5.5 per cent in March, down from 7.0 in February, but 1.2 percentage points higher than the national inflation rate of 4.3 per cent. Whitehorse's inflation rate was the highest in Canada for fourth consecutive month.
- This ranking is a reversal from earlier in 2022 when Whitehorse had the lowest inflation in Canada. For 2022 as a whole, the relatively lower inflation at the beginning of the year and higher inflation at the end of the year cancelled out, and so, the annual inflation rate in Whitehorse was the same as the national rate: 6.8 per cent.
- It is natural that relatively lower inflation in Whitehorse is eventually followed by relatively higher inflation as prices in Whitehorse follow the national trend over the long term.

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- The Bank of Canada has started to take a more aggressive approach to battling inflation by raising interest rates 4.25 percentage points since March 2022. The Bank's increase of 0.25 percentage point on January 25 brought the overnight rate to 4.5 per cent, the highest rate since early 2008. [This rate was maintained at the April rate announcement.](#)
- The housing market in the Yukon has stayed resilient the face of higher interest rates that have cooled markets in most other parts of Canada. Yukon was the only Canadian jurisdiction that saw residential sales in 2022 increase over 2021
- It wasn't until the fourth quarter until signs of cooling showed in the Yukon data, with average sales prices falling across all housing type. Compared with the end of 2021, prices were down by 1.2 per cent for single-detached, 3.9 per cent for duplexes, 11.4 per cent for condos, and 1.6 per cent for mobile homes.
- Most forecasters expect inflation in Canada will move towards historic norms over the next couple of years as supply chain problems subside and the effect of higher interest rates move through the economy. Canadian inflation is expected to decline from near 7 per cent in 2022, to between 3.5-4.0 per cent in 2023. Inflation in 2024 is expected to return to the midpoint of the Bank of Canada's target range of 1-3 per cent.
- Inflation in Whitehorse follows the national trend and therefore expected to fall to 3.8 per cent in 2023 and to 2.5 per cent in 2024.

INFLATION RELIEF ACROSS GOVERNMENT

Tourism and Culture:

COVID-19 Business Relief Programs

- In response to the COVID-19 pandemic, the Government of Yukon acted quickly and decisively by implementing one of the most robust business relief programs in the country, beginning with the Yukon Business Relief Program (YBRP) in

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2020, which was open to any business from any sector that experienced at least a 30% revenue loss due to the pandemic.

- In that same year, Tourism and Culture (T&C) also launched the Tourism Relief and Recovery Plan (TRRP), which was reviewed and endorsed by the Yukon Tourism Advisory Board (YTAB) and industry.
- The TRRP committed \$15 million over three years to support the tourism sector and was focused on four key themes:
 - Providing tourism sector leadership;
 - Rebuilding confidence and capabilities for tourism;
 - Supporting the recovery of tourism industry operators; and
 - Refining the brand and inspiring travelers to visit.
- Through the TRRP, various financial support programs were rolled out during the course of the pandemic to sustain the tourism industry and prepare it for the eventual reopening of borders, including:
 - Tourism Accommodation Sector Supplement (TASS);
 - Tourism Non-Accommodation Sector Supplement (TNASS);
 - Culture and Tourism Non-profit Sector Supplement;
 - Great Yukon Summer (GYS) program;
 - Great Yukon Summer Freeze program;
 - ELEVATE program; and
 - A top-up to the Tourism Cooperative Marketing Fund (TCMF).

Community Tourism Destination Development Fund

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- In October 2022, the Department of Tourism and Culture announced the creation of the new Community Tourism Destination Development Fund, which is slated to run for an initial three-year term.
- The new annual funding program is available to local businesses, First Nations governments, First Nation Development entities, municipalities and not-for-profit organizations for projects that will improve tourism-related services and infrastructure.
- Projects can focus on infrastructure like accommodations, attractions, activities and amenities, and special consideration will be given to umbrella projects, where multiple organizations are working together.

Creative and Cultural Industries

- In November 2021, the Department of Tourism and Culture released *Creative Potential; Advancing the Yukon's Creative and Cultural Industries*, a 10-year strategy to support the growth and development of the creative and cultural industries in the Yukon.
- The CCIS identifies 4 strategic objectives and 22 key actions, which reflect input gathered through extensive public and sector engagement.
- We have identified 10 actions in support of pandemic recovery to be completed over three years as Phase 1 implementation, which includes:
 - Modernizing existing funding;
 - Offering new funding streams;
 - Industry branding and promotion;
 - Marketing and export strategies;
 - Workshops; and

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- Labour market supports.

In 2023-24, three new funding programs will provide \$450,000 annually to the creative and cultural sectors, including:

- Express Micro-grant;
- Indigenous Artists and Cultural Carriers Micro-grant; and
- Creative and Cultural Career Advancement Fund.

Additional Funding Programs

- Tourism and Culture also provides annual supports to the tourism and culture sectors through Transfer Payment Agreements (TPAs) with many NGOs across the Yukon and through a number of regular funding programs, including:
 - Advanced Artist Award;
 - Arts Fund;
 - Arts Operating Funds;
 - Cultural Industries Training Funds;
 - Culture Quest;
 - New Canadian Events Fund;
 - Touring Artist Fund;
 - Historic Properties Assistance Program;
 - Historic Resources Fund;
 - Museums Contribution Program;
 - Special Projects Capital Assistance Program (SPCAP); and

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- Tourism Cooperative Marketing Fund;

Yukon Development Corporation:

Inflation Relief Rebate

- The Inflation Relief Rebate provides \$50 per month to all non-government residential and commercial electricity customers to help ease the impacts of rising inflation.
- The IRR initially covered June, July, and August 2022, and was extended to cover October, November, and December 2022. The budgets for these were included in 2022-23 Supplementary Estimates.
- The IRR was subsequently extended for March, April, and May 2023. The budget in 2023-24 is comprised of:
 - \$2,056,000 for program costs in April and May 2023 (costs for March 2023 are included in the 2022-23 Supplementary Estimates #2).
 - \$3,246,000 for a further three additional months. We will continue to monitor inflation and costs of living, and we anticipate this will show on electricity bills next winter when electricity bills are typically higher.

Economic Development:

- Economic Development is in the process of developing a temporary paid sick leave program. Program criteria, including eligibility and duration, are currently being developed.

Energy, Mines and Resources:

Energy retrofits and funding to improve efficiency and offset costs

Joint Corporate Note Inflation and affordability

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- 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.
- Energy efficiency programs are available for the transportation sector, renewable heating sector, and the construction sector focusing on high efficiency buildings.
- For existing homes, the Energy Branch offers the Good Energy rebate program for high performance heating systems and upgrades to thermal enclosures including insulation and windows and high performance new homes. Taking these measures will save homeowners money on their energy costs.
- For commercial and institutional buildings, the Energy Branch offers rebates for greenhouse gas-reducing retrofits and renewable heating.
- For First Nation and municipal buildings, the Energy Branch offers retrofit and funding support through its Community Institutional Energy Efficiency Program.
- There are two current incentives for wood, one for harvesters and one to offset fuelwood costs:
 - In October 2022 we launched the timber harvesting incentive to provide registered Yukon timber harvesting businesses an incentive of \$10 per cubic metre of timber harvested or sold between April 1, 2022 and March 31, 2023. We have paid out \$163,000 to industry so far.
 - In September 2022, we launched a new firewood rebate to offset the increased costs of firewood for home heating. The rebate provides \$50 for each cord of firewood purchased, up to a maximum of 10 cords. As of February 14, 2023 we processed 586 applications, and paid out approximately \$69,850 in rebates for 1,389 cords of firewood.

Yukon Housing Corporation:

Projects under the Five-Year Capital Plan which support housing affordability and those in need include:

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- The 47-unit housing complex at 401 Jeckell Street in Whitehorse opened in January 2023. The building provides new homes to Yukoners, including 5 three-bedroom, 12 two-bedroom, 16 one-bedroom and 14 bachelor units;
- The Opportunities Yukon 45-unit Cornerstone Development in Whitehorse opened in summer 2022 and is providing supportive living and accessible housing;
- Triplex housing units in Watson Lake, Mayo and Whitehorse were completed in spring 2022 and are providing affordable homes to families in each of these communities;
- In Old Crow, the 10-Plex Mixed-Use Housing complex is under construction with expected completion in summer 2023; and
- The 10-Plex Housing First Project in Watson Lake is included in the Northern Carve-Out. Construction is anticipated to begin in 2023-24.

Other highlights from the plan

- More homes will be created for Yukon families in rural communities through the construction of three duplexes in Dawson City, Mayo, and Carmacks. These homes are on track for completion in summer 2023.
- The demolition of Macaulay Lodge in Whitehorse was completed in October 2022. Planning for the redevelopment of the site to support mixed commercial and residential use is underway.

Health and Social Services:

For 2022-23:

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- a one-time \$150 payment to social assistance recipients;
- a one-time payment of \$150 to Yukon Seniors Income Supplement recipients;
- a one-time 10 per cent additional payment to Pioneer Utility Grant recipients;
- a six-month extension of \$500 per month to caregivers of children in out of home care; and
- Committed \$100,000 to Yukon Anti-Poverty Coalition to continue to support food security across the territory.

For 2023-24:

- a quarterly top-up of \$150 to eligible Yukon Senior Income Supplement recipients; and
- a \$100 monthly increase to eligible Social Assistance recipients.

Public Service Commission: *(no change from Fall BN)*

Remote work policy in support of employees working in communities

- In fall 2021, the Yukon government introduced a new remote work policy to support employees to continue working remotely in the long term.
- Implementing the new remote work policy is an action in the Our Clean Future strategy, 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.
- The Public Service Commission will strive to support more long-term remote work arrangements throughout the Yukon government where it makes sense, and will track data on long-term arrangements going forward.

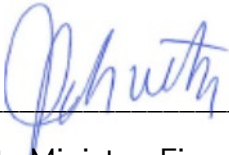
Session Briefing Note

FIN TAB #26
ECO TAB #73
Spring 2023

Joint Corporate Note Inflation and affordability

Finance
Executive Council Office

Approved by:



a/Deputy Minister, Finance

April 24, 2023

Approved

2023 04 21



Deputy Minister, Executive Council Office

Approved

**Truth and Reconciliation Commission
– Update on Calls to Action**

Executive Council
Office

Recommended response:

- Reconciliation is an ongoing process, and the Government of Yukon is continuing our work to respond to the Truth and Reconciliation Commission's Calls to Action.
- We are working collaboratively with First Nations to advance progress in key areas including health and social services, education, justice and heritage, through the Yukon Forum Joint Priority Action Plan.
- We are also working with Yukon First Nations to implement Yukon's *Missing and Murdered Indigenous Women, Girls and 2-Spirit+ People Strategy*, which will further advance reconciliation and address the Calls to Action.

Additional response:

- The Government of Yukon and Yukon First Nations governments are leaders in demonstrating a collaborative approach to reconciliation.
- At the Yukon Forum in November 2022, we discussed the approach to implementing and reporting on the Calls to Action with Yukon First Nations.
- We will continue our collaborative work to implement and report on the Calls to Action, including implementing the *Putting People First* recommendations for health and social services.

Context—this may be an issue because:

- The Yukon government (YG) previously made public its intention to fulfill its commitments to the Truth and Reconciliation Commission's (TRC) Calls to Action.
- The Calls to Action were a topic at the November 29, 2022 Yukon Forum.

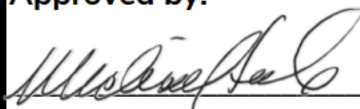
Background:

- The TRC report, *Honouring the Truth, Reconciling for the Future*, was released in June 2015. It contains 94 Calls to Action focused on redressing the harms resulting

**Truth and Reconciliation Commission
– Update on Calls to Action**Executive Council
Office

from Residential Schools and creating better relations between the federal, provincial and territorial governments and Indigenous Peoples. Thirty-two of the Calls to Action relate directly to YG.

- YG and Yukon First Nations (YFNs) collaborate on addressing the Calls to Action through the Yukon Forum Joint Priority Action Plan.
- YG has taken steps to address the Calls to Action, including:
 - establishing the position of Assistant Deputy Minister of First Nations Initiatives at the Department of Education, signing an agreement to establish a YFN School Board, and entering into education agreements with all YFNs (speaks to Calls 7 and 10 directed to the Federal government);
 - supporting Indigenous athletes and the North American Indigenous Games (Call 88);
 - implementing the YFN Procurement Policy (relates to Call 92) and the Representative Public Service Plan: *Breaking Trail Together* (relates to Call 7);
 - working with YFNs and Yukon Indigenous women's groups to implement Yukon's *Missing and Murdered Indigenous Women, Girls and 2-Spirit+ People Strategy* (MMIWG2S+ Strategy) (relates to Call 41);
 - participating at the Trilateral Table on the Wellbeing of YFN Children and Families to address gaps for culturally appropriate parenting programs (Call 5); and
 - receiving input from YFNs on Health and Social Services programming through the Mental Health Advisory Committee (relates to Call 19).

Approved by:

Deputy Minister, Executive Council Office

February 6, 2023

Date

Session Briefing Note**Spring 2023****Corporate Note – Budget Highlights**

Finance

Embargoed until day of budget tabling

Recommended response:

- In 2023-24, the Yukon continues to demonstrate its robust position nationally with population and economic growth among the strongest in the country.
- Budget 2023-24 delivers spending initiatives aimed at making life more affordable for Yukoners while also including several inflation relief measures to help combat the rising cost of goods.
- This budget continues to invest in the Yukon's health and social system and includes investments in new and expanded health services through the implementation of *Putting People First*. This includes addressing the substance-use health emergency and supporting the mental health of Yukoners.
- It delivers on our commitment to support a green economy with investments outlined in *Our Clean Future*.
- There are also strategic investments in infrastructure, particularly in housing for the most vulnerable. Other investments in housing include funds for land development, investments in housing projects in Dawson City, Watson Lake and Teslin, subsidies and supports for renters and funding for various affordable and community housing projects.
- Like in previous budgets, Budget 2023-24 continues to build relationships and further reconciliation with Yukon First Nations.

Session Briefing Note**Spring 2023****Corporate Note – Budget Highlights**

Finance

Embargoed until day of budget tabling

Additional response:

- The Yukon government is delivering on its commitment to grow a strong and resilient economy while ensuring robust, sustainable fiscal management.
- A surplus of 2.49 per cent of expenditures serves as a prudent fiscal management tool and demonstrates the ability of the government to address unforeseen events without going into a deficit.
- The fiscal summary includes a \$50 million contingency for presently undefined expected expenditures in 2023-24. This will not affect the Yukon's forecast fiscal position and allows the government to remain transparent about potential pressures.

Context—this may be an issue because:

- The 2023-24 Main Estimates will be debated during the March 2023 legislative session.
-

Background:

- The 2023-24 Main Estimates include a surplus of \$48.2 million and year-end debt of \$374.8 million.
- Total revenue is expected to be \$1.58 billion in 2023-24. This is an increase of \$115.2 million or 7.3 per cent from the 2022-23 Main Estimates.
- Forecast O&M expenditures total \$1.45 billion, with O&M recoveries offsetting this amount by \$130.9 million. This is an increase of 2.6 per cent in net O&M expenditures from the 2022-23 Main Estimates.

Session Briefing Note**Spring 2023****Corporate Note – Budget Highlights**

Finance

Embargoed until day of budget tabling

- Forecast capital expenditures total \$483.8 million with recoveries of \$164.5 million. This is a 9.9 per cent decrease in net capital expenditures from the 2022-23 Main Estimates. This represents a reduction of \$63 million from last year's capital budget. This reduction reflects a sustainable approach to budgeting in the territory following elevated capital spending over the last two years, which helped stimulate Yukon's economy during the pandemic.
- There are 5,332.0 FTEs in the 2023-24 budget, which is a decrease of 89.1 FTEs from 2022-23.

Approved by:_____
a/Deputy Minister, Department

February 23, 2023

Approved

Session Briefing Note

Corporate Note – Fin/HPW 2022-23

Supplementary Overview

Embargoed until day of budget tabling

TAB#6

Spring 2023

Recommended response:

- Overall, the changes outlined in the Supplementary Estimates #2 show a government that continues to make sure Yukoners and our economy remain healthy as we emerge from the pandemic while also responding to new and emerging challenges.
- Inflation continues to have an impact on Yukoners, as well as an impact on government projects. Several changes included as part of this Supplementary Estimates are in response to higher costs or work progressing faster than planned.
- The capital budget has no overall gross change in this Supplementary Estimates, but this is not because no adjustments were made. Major projects are still getting the resources they need to reach completion, but other projects were decreased to reflect timelines and funds were reallocated accordingly.
- The increase of \$37.5 million for the Department of Highways and Public Works is being offset by deferrals and offsets in other projects.

Session Briefing Note

Corporate Note – Fin/HPW 2022-23

Supplementary Overview

Embargoed until day of budget tabling

TAB#6
Spring 2023

Additional response:

- The largest expenditures are on three important capital projects, accounting for \$53.8 million altogether.
- The first is the replacement of the Nisutlin Bay Bridge. This increase covers higher costs and an accelerated schedule. The additional work on this project results in an increase of \$35.8 million as part of this Supplementary Estimate.
- We also provided additional funding for building the Carmacks Bypass, which is part of the Yukon Resource Gateway Program. Work in this area makes up \$11.8 million of the Capital increase.
- The third project is the construction of the Dempster Fibre Line, which will open a second fibre optic link instead of relying just on one, and so give Yukoners more reliable access to the internet as well as necessary redundancy. This project includes a proposed increase of \$5.7 million.

Session Briefing Note

Corporate Note – Fin/HPW 2022-23

Supplementary Overview

Embargoed until day of budget tabling

TAB#6
Spring 2023

- These increases are offset by decreases in capital. The most significant reductions can be seen in the Yukon Housing Corporation. This is largely the result of revised timelines for various projects and initiatives as well as lower uptake in application-based programs, but also accounts for the housing and building cycle as Normandy Living, Cornerstone and the 47-unit 4th and Jeckell facility are all ready and taking in clients and we are now shifting towards building new relationships for potential future projects.

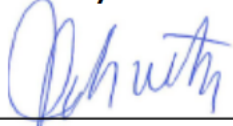
Context—this may be an issue because:

- The 2022-23 Supplementary Estimates #2 is tabled in the spring session and will be the subject of debate.

Background:

- Opposition may request an explanation for the changes included as part of the Supplementary Estimates #2.


Approved by:



a/Deputy Minister, Finance

March 02, 2023

Approved



Deputy Minister, HPW

March 02, 2023

Approved

Session Briefing Note**Nursing Retention and
Recruitment Bonuses**Public Service
Commission

Recommended response:

- Over the next two years, retention and recruitment bonuses will be provided to Registered Nurses, Nurse Practitioners, and Licensed Practical Nurses in a position where a nursing designation is a requirement for the position being performed for the Government of Yukon as of December 1, 2022.
- This new bonus package serves to address the wage gap we face with other Canadian jurisdictions, and helps us with the ongoing recruitment and retention challenges we are facing by creating tools to effectively attract and retain staff to serve our communities.
- This is not a reflection of the appreciation for the hundreds of other frontline care workers who work tirelessly to contribute to the health, safety, wellbeing, and care of Yukoners.
 - These staff can never be replaced, and we thank each and every one of them.
- We understand that some of our nursing staff have raised questions about the administration of these bonuses. This has been brought to the attention of the Department of Health and Social Services, who is working closely with the Public Service Commission to respond to these concerns as quickly as possible.

Additional response:

- The administration of these bonuses is consistent with our delivery of other compensable allowances outlined in the Collective Agreement.
- Like the other compensable allowances for nurses, the recruitment and retention bonuses are based on work performed. Employees who are on leave without pay but return during the specified period of time to qualify

Session Briefing Note**Nursing Retention and
Recruitment Bonuses**Public Service
Commission

for any bonuses will receive a prorated amount for the time they are actively performing a position that requires a nursing designation.

- We have received four grievances associated with these bonuses and they will be managed through normal grievance processes.
-

Context—this may be an issue because:

- There has been interest from media and concern from the Yukon Employees' Union on the administration of nursing retention and recruitment bonuses.
-

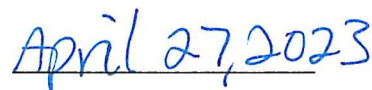
Background:

- To address the issue of nursing turnover, high vacancy rates, rising overtime costs, reliance on agency nurses and to incentivize the hiring of new Registered Nurses, Nurse Practitioners and Licensed Practical Nurses during a health human resources crisis, the Yukon Employees' Union and the Yukon government reached an agreement on November 30, 2022 to provide recruitment and retention bonuses for nurses.
 - The package of bonuses includes the following:
 - **Immediate retention bonuses:**
 - Registered Nurses (including Primary Health Care Nurses / Primary Health Care Nurses-in-Charge) or Nurse Practitioners in a position where a nursing designation is a requirement for the position being performed as of December 1, 2022, are receiving a one-time lump sum Immediate Retention bonus of up-to \$15,000.
 - Licensed Practical Nurses in a position where a nursing designation is a requirement for the position being performed as of December 1, 2022, are receiving a one-time lump sum Immediate Retention bonus of up-to \$8,000.
 - **Expanded scope bonuses:**
 - Primary Health Care Nurses performing work outside of Whitehorse will receive up to an additional \$10,000 under the Expanded Scope Bonus, in
-

Session Briefing Note**Nursing Retention and
Recruitment Bonuses**

addition to the immediate one-time Retention bonus and Annual Retention bonus.

- In addition to this Expanded Scope Bonus, Primary Health Care Nurses-in-Charge are eligible for an additional \$10,000 Bonus.
- This is also in addition to the immediate one-time Retention bonus and Annual Retention bonus.
- **Signing bonuses:**
 - New Registered Nurses and Nurse Practitioners who accept a permanent or term position with a 12-month return of service agreement will receive a \$7,500 signing bonus.
 - New Licensed Practical Nurses who accept a permanent or term position with a 12-month return of service agreement will receive a \$4,500 signing bonus.
- **Exam Fees:**
 - Reimbursement of exam fees, within the past 24 months of date of offer, for new nursing graduates hired after December 1, 2022, by the Government of Yukon.

Approved by:
Public Service Commissioner
Date Approved

Session Briefing Note**Spring 2023****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, inclusion and belonging in the public service include:
 - extending the Indigenous hiring preference, an action under the representative public service plan, *Breaking Trail Together*, to 2029;
 - leading a corporate research project to understand the barriers Indigenous employees and members of other marginalized groups experience throughout the recruitment process;
 - ensuring the public service is a welcoming place to work for LGBTQ2S+ employees, as part of the LGBTQ2S+ Inclusion Action Plan, by creating and supporting a new employee forum;
 - launching "Conversations with Diversity" speaker series, which features speakers from a variety of diverse groups, locally and outside of the Yukon, and are available virtually to all Yukon government employees;
 - supporting the Indigenous Employees' Forum (IEF) which provides members opportunities to network, access a cultural support system and build relationships with Indigenous role models;
 - organizing the annual Indigenous Employees Award of Honour;
 - establishing positions in the Organizational Development branch and Respectful Workplace Office that are dedicated to cultural safety, inclusion and Indigenous priorities;
 - reserving seats in our Leadership Pathways program for Indigenous employees; and,

Session Briefing Note**Diversity and Inclusion in the YG
Public Service**Public Service
Commission

- 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 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.
-

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.
-

Session Briefing Note

Spring 2023

Diversity and Inclusion in the YG Public Service

Public Service
Commission

- 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; and,
 - further integrating Gender Inclusive Diversity Analysis (GIDA) by incorporating a diversity and inclusion lens in all People Plan projects.

Approved by:


Public Service Commissioner

Feb. 2, 2023
Date Approved

Session Briefing Note**Representative Public Service Plan
– Indigenous Hiring Preference
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

- 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 employment through training opportunities including apprenticeships.
- Work is underway to develop the next three-year operational plan for *Breaking Trail Together*, in collaboration with Yukon First Nation

Session Briefing Note

Representative Public Service Plan – Indigenous Hiring Preference Project

Public Service
Commission

governments. A meeting between Yukon government representatives and Yukon First Nation government representatives will be held in May to discuss potential actions for the next operational plan.

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*.

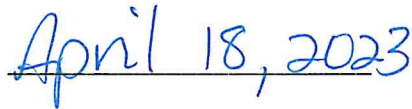
Background:

- 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 February 2023

Session Briefing Note**Spring 2023****Representative Public Service Plan
– Indigenous Hiring Preference
Project**Public Service
Commission

statistics from the YG workforce census, which relies on voluntary participation and self-identification). The representation level fluctuates throughout the year.

- 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:
Public Service Commissioner
Date Approved

Session Briefing Note**Spring 2023****Gender pay gaps in YG**Public Service
Commission

Recommended response:

- The Yukon government is committed to equal pay for equal value, as it is defined under the Human Rights Act, and does not engage in discriminatory practices regarding salary decisions.
- Salaries for Yukon government positions are determined by established pay grids, and salaries are increased according to collective agreements and Section M, which sets out terms and conditions for managers.
- In some cases, employees may negotiate their starting salary when they join the Yukon government. Recent data shows that starting salaries between men and women are comparable, and on average, women who start in management positions have a higher starting salary than men.

Context—this may be an issue because:

- There has been recent media attention on gender pay gaps in large organizations in Canada.

Background:

- An initial analysis of salary upranges in 2018 found potential systemic differences in starting pay between men and women in the Yukon government.
- PSC has tracked salary uprange data – that is, the amount above the minimum salary that a new employee negotiates when they join the Yukon government – in recent years as a key metric for diversity and inclusion.
- The most recent salary uprange data available, from January 2023, shows that this gap in salary upranges between men and women has closed.

Session Briefing Note

Spring 2023

Gender pay gaps in YG

Public Service
Commission

- Salary differences between men and women in the Yukon government in general may stem in part from gender representation in different types of jobs (for example, higher representation of women in health care fields, and higher representation of men in trades roles).
- As of January 31, 2023, approximately 63% of all Yukon government employees are women.

Approved by:


Public Service Commissioner

March 8/23
Date Approved

Session Briefing Note**Spring 2023****Gender pay gaps in YG**Public Service
Commission

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Session Briefing Note

Spring 2023

Gender pay gaps in YG

Public Service
Commission

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Approved by:


Public Service Commissioner


Date Approved

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 help 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.

Addressing Workplace Conflict, Disrespectful Conduct and Sexual Harassment

Public Service
Commission

- 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.
- The RWO anticipates updating the Respectful Workplace Policy and developing a new approach to investigating potential breaches of the policy and/or legislation at the conclusion of bargaining with the Yukon Employees' Union.
- Representatives from the Yukon Employees' Union and the Yukon Association of Education Professionals are members of the Respectful Workplace Steering

Addressing Workplace Conflict, Disrespectful Conduct and Sexual Harassment

Public Service
Commission

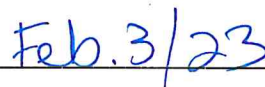
Committee and the Addressing Sexual Harassment Advisory Committee, which oversees work on improving Yukon government's approach to addressing sexual harassment.

- 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:



Public Service Commissioner



Date Approved

Session Briefing Note

Spring 2023

Health and Safety Committees – YWSCB Investigation

Public Service
Commission

Recommended response:

- 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 60 Health and Safety Committees across Yukon government, and at least one committee for every department.
- The Workers' Safety and Compensation Board recently conducted inspections of the safety committee structures and operations in several Yukon government departments.
- We are in the process of reviewing our health and safety system and policies. We will be making updates to help ensure the effectiveness of committees and promote a culture of safety throughout government.

Additional response:

- We have provided the information requested during the inspections and are complying with the resulting orders issued by the Board to improve and monitor the functioning of our safety committees.

Context—this may be an issue because:

- Recent inspections by Workers' Safety and Compensation Board (WSCB) were prompted by concerns brought forth by the Yukon Employees' Union.
 - The inspection findings received media attention, particularly in relation to the Department of Education.
-

Session Briefing Note**Spring 2023****Health and Safety Committees –
YWSCB Investigation**Public Service
Commission

Background:

- Occupational health and safety officers from WSCB 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 inspections in the Departments of Education, Justice, Health & Social Services, Energy Mines & Resources and Environment have concluded and most departments have received orders.
- Energy Mines & Resources received no further orders as a result of their submission in response to the WSCB inspections.
- The WSCB issued follow up orders to Justice, Environment, HSS and Education. Each department is at various stages of compliance, and there may be follow-up requirements yet to be issued by the WSCB.
- The focus of the investigations has been to ensure that committees are meeting, hazards and corrective actions are being reviewed and documentation exists to support the activities of the committee.
- 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.
- Yukon's *Workers' Safety and Compensation Act* (WSCA) requires employers with over 20 workers to establish a safety committee to receive, consider and make recommendations to the employer regarding the health and safety of the workers.
- 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 and YAEF collective agreements both speak to how the Employer and Union will approach health and safety discussions and establish safety committees.

Session Briefing Note

Spring 2023

**Health and Safety Committees –
YWSCB Investigation**

Public Service
Commission

- Some departments organize a central committee with representatives from various workplaces, whereas other departments organize committees by location or program area.
- In some cases, there are additional interdepartmental committees established for shared buildings, such as the Jim Smith Building, to ensure consistency of practices between departments and to jointly address common hazards.

Approved by:


Public Service Commissioner

Feb. 3, 2023
Date Approved

Session Briefing Note**Spring 2023****Psychological Health and Safety**Public Service
Commission

Recommended response:

- Psychological safety is an emerging area of workplace health and safety which is known to impact employee retention, rates of injury and operational costs for organizations.
- As an employer, we recognize that like physical safety, our responsibility for workplace psychological safety extends beyond critical events like the COVID-19 pandemic. It is an ongoing responsibility with no single 'fix'.
- In 2022, the Public Service Commission worked with a leading expert in psychological health and safety to assess Yukon government workplaces against the 13 factors of a psychologically safe work environment.

Additional response:

- The assessment provided information and recommendations for the employer to use to inform program development and delivery as we strive to continuously improve the safety of our workplaces.
 - Strengths to build upon include Recognition and Reward; Engagement; and Physical Safety. Areas to develop include Organizational Culture; Clear Leadership & Expectations; and Civility and Respect.
 - Yukon government is a national leader in the government sector, becoming one of the first to take a comprehensive approach to assessing our workplaces against best practices in psychological health and safety.
-

Context—this may be an issue because:

- The proportion of long-term disability claims related to psychological conditions has increased significantly over the past 10 years. The Yukon government's Workers' Safety and Compensation Board premiums have increased because of psychological injury claims.
-

Background:

- In 2022, the Public Service Commission contracted Dr. Joti Samra, one of Canada's leading workplace psychologists, to review YG's risk areas in the 13 factors of
-

Session Briefing Note


Spring 2023

Psychological Health and Safety

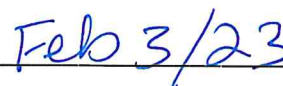
Public Service
Commission

psychological health and safety outlined in the National Standard of Canada for Psychological Health and Safety in the workplace.

- The National Standard is a voluntary safety standard developed for Canadian employers by the Mental Health Commission of Canada and the Canadian Standards Association which identifies 13 workplace factors that contribute to the mental health and safety of workers. For example: psychological support; workload management, organizational culture; and civility and respect.
- Dr. Samra's assessment offers priority actions as well as additional recommendations for the employer to consider regarding planning, program delivery, policy development and further assessment within each of the 13 factors.
- Dr. Samra noted 3 key factors of significant concern and 3 factors where there is minimal concern. Strengths to build upon include Recognition and Reward; Engagement; and Physical Safety. Concerns to address include Organizational Culture; Clear Leadership & Expectations; and Civility and Respect.
- Though not pervasive across the employer, areas of Yukon government report experiencing discrimination, harassment, exposure to traumatic events impacting psychological health and burnout.
- 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.
- The report was distributed to key stakeholders and senior leaders to guide planning and program decisions and further assessment work over the next few years.
- Supporting employee wellbeing, health and safety is a key strategy in the People Plan, Yukon government's corporate human resources strategy.

Approved by:

Public Service Commissioner



Date Approved

Session Briefing Note

Spring 2023

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.
- The March 11, 2019, evaluation report on the Respectful Workplace Office found that the 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 Respectful Workplace Office (RWO) processes.

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Spring 2023

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. RWO has continued to explore these matters with the YAEP.
- Membership of the Respectful Workplace Steering Committee 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:


Public Service Commissioner


Date Approved

Session Briefing Note

Spring 2023

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 (YEU), 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.

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

Session Briefing Note

Spring 2023

Auxiliary On-Call Employees

Public Service
Commission

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 with YEU 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.
- From April 1, 2022, to December 31, 2022, a total of 838 people worked as AOCs across the Yukon government.

Approved by:


Public Service Commissioner

Feb. 3/23
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**Spring 2023****Senior Leadership Appointments
and Compensation**Public Service
Commission

Recommended response:

- The Yukon government values the expertise and contribution of all people who serve in senior leadership positions in the Yukon public service.
- Gender balance continues to improve in senior leadership positions:
 - Currently, six deputy minister appointments are held by women and eight appointments are held by men. This balance will improve again with a new female deputy minister joining the Yukon government in May.
 - There is also gender balance among assistant deputy minister positions, with an equal number of men and women appointed to ADM positions as of January 31, 2023.
- We are committed to developing a public service that is representative of the Yukon's population, at all levels of the organization.

Additional response:

- Since 2016, 26 deputy ministers have resigned, retired, or otherwise left the employment from the Yukon government. With the exception of the Public Service Commissioner, deputy heads serve at the pleasure of the Premier.
- 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.
- The Access to Information and Protection of Privacy Act prohibits the release of an individual's income. To ensure privacy of individuals and

Session Briefing Note**Spring 2023****Senior Leadership Appointments
and Compensation**Public Service
Commission

compliance with the ATIPP Act, we are unable to disclose total severance payments.

Context—this may be an issue because:

- There has been interest from the media and opposition of senior leadership compensation and gender balance.
-

Background:

- 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 with several new appointments:
 - In July 2022, several deputy ministers were newly appointed or appointed to new portfolios. Two of these new deputy ministers appointed in July 2022 are women.
 - Three more women assumed deputy minister or acting deputy minister positions in early 2023.
 - Another woman will assume a deputy minister position as of May 1, 2023.
- As of January 2023, there are an equal number of men and women among assistant deputy minister appointments. Gender balance among assistant deputy ministers has improved over time since 2013.
- 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:

Public Service Commissioner

Date Approved

Session Briefing Note

Spring 2023

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*.

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:
 - standard travel and accommodation expenses;
 - handling, transport and storage of household items; and
 - real estate and legal fees.

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Spring 2023

**Interview and Relocation
Expense Directive**

Public Service
Commission

- 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 |
| 2022 till February 22, 2023 | \$659,536.93 |

Approved by:


Public Service Commissioner

Feb. 27, 2023
Date Approved

Session Briefing Note**Spring 2023****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 adopted a project management framework to operationalize the People Plan by helping us to identify, resource, plan and implement projects under the People Plan.
- Based on engagement with other Yukon government departments, multiple projects were identified and are currently being implemented under the People Plan.
- The current People Plan expires at the end of 2023 and plans are underway to report on the current plan and design the new plan for launch in 2024.

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:

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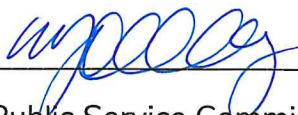
Spring 2023

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; and
 - 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.
 - In early 2022, PSC identified the following corporate human resource priority projects to meet the goals of the People Plan:
 - Decolonize and modernize recruitment practices and shift to a principles-based approach in the recruitment process.
 - Streamline human resource processes across the Government of Yukon.
 - Conduct a review of psychological health and safety in the workplace.
 - 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:



Public Service Commissioner

Feb. 2, 2023

Date Approved

Session Briefing Note**Spring 2023****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;
 - developing employer branding materials and a new recruitment marketing site; and,
 - focusing on psychological health and safety initiatives to help ensure our workplaces are welcoming for everyone.

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.

Session Briefing Note**Spring 2023****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 past sessions. Labour market pressures and the effects of the pandemic continue to pose challenges in recruitment and retention for Yukon government 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 January 2023, the Yukon's unemployment rate was 3.7% while the labour force participation rate was 72%. The national unemployment rate was 5.0%. The Yukon's unemployment rate is the second lowest in Canada.

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**Recruitment and Retention in
the YG Public Service**Public Service
Commission

- 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 | 193 |

Approved by:


Public Service CommissionerFeb. 20, 2023
Date Approved

Session Briefing Note

Remote Work

TAB #23

Spring 2023

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.
- As part of a remote work arrangement, employees and supervisors are required to complete the remote work health and safety checklist to identify and address any potential hazards in the remote workplace.

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.

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Remote Work

Public Service
Commission

- 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.
- 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 January 31, 2023, about 339 employees across government, or 5.48% 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:



Public Service Commissioner

2023-03-13

Date Approved

Session Briefing Note**Spring 2023****Size of Government/
FTE Growth**Public Service Commission

Recommended response:

- Based on actual hours worked, there were about 5,250 FTEs across the Yukon government workforce over the 2022 calendar year.
- This is a decrease of nearly 74 FTEs, or a 1.3% decrease, over the previous calendar year.
- The decrease in FTEs is mainly due to the government's changed response to COVID-19.

Additional response:

- While the size of the Yukon government has increased in recent years, it's grown at a rate consistent with trends over the last two decades as government has adapted to serve a changing society.
- Growth in the departments of Education and Health and Social Services accounts for most of the overall growth in FTEs in the past decade, as the Yukon government has expanded and improved services for Yukoners.

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:

Session Briefing Note**Spring 2023****Size of Government/
FTE Growth**Public Service Commission

- 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.
- 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.

Session Briefing Note

Spring 2023

**Size of Government/
FTE Growth**

Public Service Commission

- These FTEs are not equivalent to the projected FTEs reported in the Main and Supplementary budgets.
- 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 2012-2022.

Approved by:



Public Service Commissioner

2023-02-15

Date Approved

Appendix – Number of FTEs by Hours Worked

Total FTEs by Department: 2012 - 2022

| Department | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|--|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Community Services | 288.9 | 282.2 | 280.3 | 283.2 | 281.7 | 292.3 | 298.5 | 296.4 | 319.6 | 337.8 | 329.3 |
| Economic Development | 50.8 | 52.4 | 55.3 | 54.2 | 52.8 | 44.2 | 48.1 | 50.0 | 49.9 | 55.4 | 56.5 |
| 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 | 1,074 |
| EMR, YDC | 253.0 | 259.4 | 262.7 | 266.9 | 269.8 | 265.0 | 255.0 | 259.7 | 248.6 | 264.9 | 264.7 |
| Environment | 191.6 | 196.5 | 195.9 | 203.9 | 205.5 | 209.2 | 213.3 | 211.3 | 218.7 | 228.3 | 235.3 |
| Executive Council Office | 87.3 | 88.4 | 90.7 | 100.7 | 93.6 | 84.1 | 89.0 | 93.6 | 87.2 | 87.5 | 86.4 |
| Finance | 52.8 | 51.9 | 54.2 | 53.9 | 65.0 | 80.9 | 89.7 | 89.8 | 79.4 | 73.1 | 72 |
| French Language Services Dir. | - | 7.7 | 12.7 | 14.0 | 15.5 | 20.6 | 23.0 | 23.6 | 22.4 | 23.4 | 19.3 |
| Highways & Public Works | 768.1 | 776.6 | 782.5 | 792.4 | 788.5 | 765.7 | 785.8 | 813.7 | 841.0 | 863.4 | 870.7 |
| 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 | 1,441 |
| Justice | 247.8 | 255.3 | 277.9 | 275.9 | 276.2 | 285.7 | 275.1 | 279.2 | 281.7 | 296.0 | 302.5 |
| Leg Assembly and Elec. | 11.1 | 8.2 | 8.3 | 10.6 | 11.6 | 9.8 | 8.9 | 9.3 | 8.6 | 8.3 | 8.7 |
| Public Service Commission | 94.4 | 97.5 | 95.1 | 97.3 | 97.6 | 101.6 | 110.6 | 118.1 | 138.1 | 151.8 | 148.9 |
| Tourism & Culture | 97.7 | 101.0 | 102.9 | 100.4 | 105.2 | 105.2 | 106.9 | 105.9 | 100.7 | 106.1 | 105.8 |
| WCHSB | 76.9 | 76.4 | 75.4 | 75.9 | 79.4 | 79.2 | 81.2 | 84.2 | 86.2 | 85.2 | 78.9 |
| Women & Gender Equity Dir. | 8.0 | 7.6 | 7.1 | 6.3 | 7.1 | 7.9 | 8.2 | 8.5 | 9.1 | 8.0 | 7.5 |
| Yukon Housing Corporation | 69.5 | 71.1 | 71.8 | 72.0 | 65.2 | 63.9 | 65.8 | 64.3 | 64.1 | 68.1 | 65.1 |
| Yukon Liquor, Lotteries Yukon | 63.2 | 60.9 | 60.4 | 61.6 | 63.5 | 74.0 | 79.3 | 84.3 | 82.4 | 82.7 | 83 |
| 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 | 5,249.8 |
| FTE count change over previous year | | 107.5 | 62.5 | 38.1 | 107.2 | 184.6 | 114.0 | 265.8 | 117.8 | 161.5 | -73.8 |
| Percent change over previous year | | 2.6% | 1.5% | 0.9% | 2.5% | 4.1% | 2.4% | 5.6% | 2.3% | 3.1% | -1.3% |

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.

Session Briefing Note**Spring 2023****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 (YAEP) bargaining unit employees are properly compensated 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.
- On December 28, 2022, the Yukon Teachers Labour Relations Board issued a decision allowing the grievance and declaring that the Yukon Government had breached the Collective Agreement.
- The Yukon government and YAEP have since discussed and have successfully come to agreement on a remedy to the satisfaction of both parties.

Additional response:

- The government expects that as part of that remedy, payments to affected school employees will be made by the end of March.

Context—this may be an issue because:

- YG and the YAEP have disagreed about whether permanent school-based employees were properly compensated in the Fall of 2019 as a result of amended Collective Agreement language. The adjudication decision resolves that disagreement in favour of the YAEP. There may be questions about how YG is managing relations with the YAEP regarding implementation of the decision and remedy for affected permanent school-based employees.

Session Briefing Note**Spring 2023****Compensation of School-Based
Employees – YAEP Policy Grievance**Public Service
Commission

Background:

- The previous collective agreement between the Yukon government and YAEP (in force July 1, 2018 to June 30, 2021) 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 negotiated 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.
- YAEP has also submitted individual grievances on behalf of YAEP members and these have been consolidated with the policy grievance.
- On December 28, 2022, a decision allowing the grievance was issued by the Board. The decision declares that the employer breached articles of the collective agreement.
- The Yukon Government and YAEP then entered discussions and were able to successfully come to agreement on a remedy to the satisfaction of both parties.
- The 2021-2024 Collective Agreement includes new pay administration language that provides payments over 26 pays for permanent employees and over 22 pays

Session Briefing Note**Spring 2023****Compensation of School-Based
Employees – YAEP Policy Grievance**Public Service
Commission

for temporary employees. It also puts all schools across the Yukon on the same pay administration schedule.

- Under this new language, no concerns have been raised about ongoing pay discrepancies.

Approved by:
Public Service Commissioner
Date Approved

Session Briefing Note**Spring 2023****Employee Engagement Survey**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.
- The next employee engagement survey will take place in the spring of 2024. Federal-Provincial-Territorial counterparts are working together to examine a survey model nationally, which could inform potential changes to our survey. In the interim, targeted surveys can be conducted.

Context—this may be an issue because:

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

Session Briefing Note**Spring 2023****Employee Engagement Survey**Public Service
Commission**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.
- 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:

Public Service Commissioner



Date Approved

Session Briefing Note

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:

- The results of Phase One of the review were tabled in the 2022 spring sitting. Phase two of the review is currently underway and involves consultation with key stakeholders.

Context—this may be an issue because:

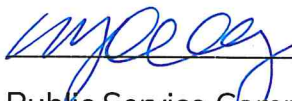
- There may be questions around the Act review progress and timelines.

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);
 - protect employees who make those disclosures; and
 - promote confidence in the administration of public entities.

Session Briefing Note**Public Interest Disclosure
of Wrongdoing Act Review**Public Service
Commission

- 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.
- Phase two of the Act review is underway. A confidential online survey of employees of public entities was conducted in November 2022. Stakeholders will also be invited to provide their feedback on the Act.
- 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:

Public Service Commissioner

Feb. 2, 2023

Date Approved

Session Briefing Note**Spring 2023****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 staff recruitment and retention.
- The employee housing policy was revised in 2019 to:
 - Prioritize housing for essential positions, such as health professionals and teachers;
 - Limit tenancies to three years to encourage alternative housing options, and develop private-market housing supply; and
 - Realign each community's rental rates to be closer to private market.
- These policy changes are intended to incentivize private sector investment in rural housing and prioritize housing for employees considered critical for community well-being.
- An evaluation of the revised policy and program is planned for 2023.

Additional response:

- While tenancies are now limited to three 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.
- Yukon Housing Corporation's loans and grants programs support the development of new rental and home ownership housing in all communities.

Session Briefing Note**Spring 2023****Staff Housing / Housing
for Employees**Yukon Housing Corporation
and Public Service
Commission

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:

- Yukon Housing Corporation employee housing portfolio is currently comprised of more than 170 units that are used to house Yukon government employees.
- As of January 19, 2023, there were eight staff housing requests on the waitlist.
- Private developers and landlords in communities note that because Yukon Housing Corporation'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 limited by the current rent cap.
- In January 2021, the Government of Yukon 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 Yukon Housing Corporation housing. As Yukon Housing Corporation has moved towards a Community 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 three-year tenancy limit was developed by the Public Service Commission and Yukon Housing Corporation. The Yukon Association of Educational Professionals and the Yukon Employees' Union had the opportunity to provide input on the process as it was developed.

Session Briefing Note

Spring 2023

Staff Housing / Housing for Employees

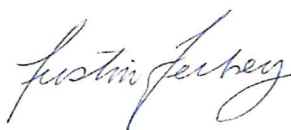
Yukon Housing Corporation
and Public Service
Commission

- Employee housing tenants who were existing tenants when the new policy came into effect reached the three-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.

Approved by:



Justin Ferbey
President, Yukon Housing Corporation

January 31, 2023

Date approved



Sherri Young, Public Service Commissioner
Public Service Commission

Feb. 3, 2023

Date approved

Session Briefing Note**Spring 2023****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 implement a Values and Ethics Code this spring for the Yukon government public service, to help ensure that employees understand common values which guide public service work and expected behaviours in the workplace.
- The Values and Ethics Code integrates 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*, into a single easy-to-read document.

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 Yukon government 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 Yukon government public service.
- The code is a new corporate human resources policy in the General Administration Manual (GAM) Volume 3.

Session Briefing Note

Spring 2023**Values and Ethics in the Public Service**Public Service
Commission

- The Values and Ethics Code provides 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 also provides increased clarity for the employer to resolve human resources issues.
- In 2018, the Public Service Commission 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.
- In February 2023, both the Yukon Association of Education Professionals and the Yukon Employees' Union were again asked for their feedback on a revised version of the code.
- As of March 2023, the Code has been approved and activities to integrate the Code into onboarding and other human resources processes for employees will be ongoing throughout the spring.
- Developing a Values and Ethics Code for public servants is a Public Service Commission led action identified in the Safer Schools (Hidden Valley) Action Plan.

Approved by:
Public Service Commissioner
Date Approved

Session Briefing Note

YEU/PSAC Collective Bargaining

TAB #32

Spring 2023

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.
- The parties will now work with the three-member Conciliation Board to address outstanding bargaining issues. Meetings with the Conciliation Board are scheduled for late April, and we look forward to continuing discussions in hopes of reaching an agreement.
- The Yukon government values the hard work and dedication of all our employees who serve Yukoners.
- We strongly believe that we can reach an agreement that is fair and competitive for employees while still meeting our fiscal responsibilities to the public.

Additional response:

- A 2% increase to management pay grids was approved for 2023. This is retroactive to January 1, 2023.
 - Management employees' salaries are increased according to Section M, which sets out the terms and conditions of employment for managers.
-

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.
-

Session Briefing Note**Spring 2023****YEU/PSAC Collective
Bargaining**Public Service
Commission

-
- 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.
 - 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.
 - Bargaining began in November 2021 and continued until April 2022.
 - 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, November, December, 2022 and January 12, 2023.
 - On January 13, 2023, the federally appointed mediator concluded that the parties have reached a point where further mediation would not be productive.
 - On January 25, 2023, PSAC advised the Yukon Public Service Labour Relations Board that an impasse exists in negotiations and requested the Board declare a deadlock. This step will trigger further restorative processes or possible job action.
 - YEU decides on the resolution process and has selected the establishment of a Conciliation Board.
 - On March 15, 2023, a three-member Conciliation Board was established. The Conciliation Board is comprised of a PSAC/YEU representative, an employer representative, and a chairperson. The parties will present submissions to the Conciliation Board at hearings scheduled for April 29 and 30.

Session Briefing Note

YEU/PSAC Collective Bargaining

TAB #32

Spring 2023

Public Service
Commission

Approved by:


Public Service Commissioner

April. 20, 2023
Date Approved

Session Briefing Note**Spring 2023****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, 2022, 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:

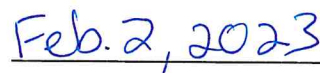
- The Yukon government incurred approximately \$486,000 in overtime costs and designated holiday pay for September 19, though some of these costs may have been incurred regardless of whether September 19 was a holiday. Overtime costs are incurred in government each day; the amounts are variable from 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 and the cost of the holiday.
-

Session Briefing Note**Spring 2023****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:
Public Service Commissioner
Date Approved

Session Briefing Note**Federal Government
Employee Strike**Public Service
Commission

Recommended response:

- While some Yukon government services and employees are located in federal buildings in Whitehorse, the vast majority of Yukon government employees and services are not affected by the current strike of Government of Canada employees.
- We are working with representatives from the Government of Canada to limit the impact on Yukon government employees and services.
- This strike action by Government of Canada employees is unrelated to ongoing collective bargaining between the Yukon government and the Yukon Employees' Union. However, we look forward to continuing collective bargaining discussions with YEU through a Conciliation Board that will meet in late April.

Additional response – PSAC demonstrators at Legislative Assembly building

- Some federal government employees represented by PSAC have been demonstrating around the main entrances of the Jim Smith Building today. As this building is not a federal government worksite, this is a demonstration rather than a legal picket line.
- We respect the right of members of the public to demonstrate, and access to the Jim Smith Building remains available for employees and the public at this time.
- Any employees with questions or concerns about entering or leaving the Jim Smith Building are encouraged to contact their supervisor.

Additional response – YG employees and the public crossing picket lines:

- The main entrance to the Elijah Smith Building remains available and Yukon government employees and members of the public continue to have access to the building.

Session Briefing Note**Federal Government
Employee Strike**Public Service
Commission

- Yukon government designated escorts are also on site at the federal government picket line to help Yukon government employees and their clients to cross the picket line and access their place of work or access government services, if needed.
- If a Yukon government employee chooses not to cross a lawful picket line of another bargaining agent that is located at their regular place of work, the provisions in the Yukon Employees' Union collective agreement that speak to this issue would apply.
- Non-essential bargaining unit employees who choose not to cross a lawful picket line of another bargaining agent that is located at their regular place of work will be placed on leave without pay, according to the provisions in the collective agreement.
- Any Yukon government employees with concerns about how the federal government picket line may impact them should speak with their supervisor.

Additional response – Impacts on Government of Canada services

- Discussions are ongoing with the federal government about how services to the public in the Yukon will be impacted. Critical services that the Government of Canada provides to the public will continue.
 - Members of the public in Whitehorse are encouraged to contact federal government offices before visiting in person during this labour disruption.
 - The Government of Canada has detailed information on their website at Canada.ca under the heading "Labour disruption" where members of the public can see what services of the Government of Canada are being maintained or disrupted, by federal department or agency.
-

Context—this may be an issue because:

- There is currently a strike action by federal government employees in Whitehorse represented by the Public Service Alliance of Canada.
-

Session Briefing Note

Spring 2023

Federal Government Employee Strike

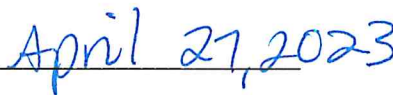
Public Service
Commission

Background:

- There are approximately 100 employees of the Government of Canada who are involved in strike action in Whitehorse. The current strike location is the Elijah Smith Building (ESB) on Main Street, where most federal government employees in Whitehorse are located.
- A small number of picketers were outside the Whitehorse RCMP detachment on Tuesday, April 25. If a formal picket line were established at this location, Yukon government services would not be impacted as this is not a shared location between the Government of Canada and the Yukon government.
- In addition to these locations, the Yukon government shares a workplace with Government of Canada employees at 419 Range Road. The Public Service Commission has been working with ECO and the Department of Environment to prepare for any potential strike action at 419 Range Road. The Department of Energy, Mines and Resources has Yukon government employees with offices in the Elijah Smith Building.
- Senior leaders within the Department of Energy, Mines and Resources and representatives from the Government of Canada in Whitehorse are working together to minimize impacts to the public and Yukon government staff as a result of the strike action by federal government employees.
- Article 52 of the Yukon Employees' Union collective agreement notes that:
 - an employee may refuse to cross a legal picket line;
 - any employee who refuses to cross a legal picket line shall be considered to be absent without pay; and
 - employees who refuse to cross a legal picket line and who are not designated essential will not be subject to disciplinary action for such refusal.

Approved by:


Public Service Commissioner


Date Approved