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## **Yukon Association of Education Professionals Collective Bargaining**

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Public Service  
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### **Recommended response:**

- The Yukon government values the work and vital contributions made by education professionals in fostering the intellectual, social and personal development of Yukon students.
  - With the current collective agreement set to expire on June 30, 2024, the Yukon government is committed to collaborating with the Yukon Association of Educational Professionals (YAEP) to achieve an agreement that is fair, balanced, fiscally responsible, and conducive to recruitment and retention efforts.
  - On March 5, 2024, the YAEP issued a notice of intent to commence collective bargaining aimed at revising the terms of the current Collective Agreement.
  - Collective bargaining with YAEP is scheduled to begin mid-May 2024.
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### **Context—this may be an issue because:**

- There could be interest due to the upcoming expiration of the current collective agreement on June 30, 2024.
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### **Background:**

- The *Education Labour Relations Act* mandates up to three (3) months' notice for collective bargaining renewal, as specified in the current collective agreement by either the Yukon government or Yukon Association of Educational Professionals (YAEP). A Letter of Understanding "G" allows notice four months before expiry of the collective agreement.
  - The *Education Labour Relations Act* governs collective bargaining and grievance adjudication processes for the Yukon's education professions.
  - Negotiations are led by the Public Service Commission (PSC).
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# Session Briefing Note

**TAB #1**  
**Spring 2024**

## **Yukon Association of Education Professionals Collective Bargaining**

Public Service  
Commission

- The previous collective agreement expired on June 30, 2021.
- Bargaining occurred from May to November 2021, with a pause during the YAEP summer break.
- The Yukon government and YAEP reached a tentative agreement on December 2, 2021.
- The current collective agreement is effective from July 1, 2021, to June 30, 2024.
- Highlights from the previous negotiations:
  - Yearly salary increases totaling 5.35% over three (3) years, including general wage increases of 1.75% in the first year and 1.80% in the following two years.
  - A 7.5% pay increase for teachers-on-call upon ratification, in addition to the general wage increases.
  - Change of title from 'Aboriginal Language Teacher' to 'Yukon First Nations Language Teacher'.
  - Additional pay levels based on qualifications for Yukon First Nations Language Teachers and educational assistants.
  - Increase in days in lieu for principals, vice-principals, and team leaders from two (2) to four (4) days per school year, recognizing leadership and management duties performed outside of the regular school calendar.
  - Inclusion of summer programming remuneration into the agreement for school staff providing summer programs.

**Approved by:**

\_\_\_\_\_

Public Service Commissioner

\_\_\_\_April 5, 2024\_\_\_\_\_

Date Approved



# Session Briefing Note

## Nursing Retention and Recruitment Bonuses

TAB #2

Spring 2024

Public Service  
Commission

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### Recommended response:

- We are pleased to announce that a new Letter of Agreement was signed on April 16, 2024, between the Yukon Employees' Union and the Yukon government, ensuring the continuation of recruitment bonuses for nurses until March 31, 2025.
- Specifically, nurse employees (Registered Nurses, Nurse Practitioners and Licensed Practical Nurses) working in positions requiring a nursing designation will remain eligible for a signing bonus and reimbursement for exam fees.
- This bonus package aims to address wage gaps with other Canadian jurisdictions and tackle ongoing recruitment and retention challenges, providing crucial incentives to attract and retain staff to serve our communities.
- While this bonus initiative is specific to nursing positions, we want to continue to express our sincere appreciation to all frontline care workers contributing tirelessly to the health, safety and wellbeing of Yukoners.
- Your dedication and hard work are truly commendable.

### Additional response:

- The administration of these bonuses aligns with existing, similar compensable allowances established in the collective agreement.
- Like other compensable allowances for nurses, the recruitment and retention bonuses are based on work performed in a position requiring a nursing designation. Employees on leave without pay who returned during the specified period received a prorated amount for active service.

### Updates:

- The new Letter of Agreement, effective April 1, 2024, until March 31, 2025, continues the signing bonus and reimbursement for exam fees for RNs, NPs and LPNs, as outlined in the original Letter of Agreement (November 30, 2022).
- The temporary Letter of Agreement expired March 31, 2024.

**Session Briefing Note****Spring 2024****Nursing Retention and Recruitment Bonuses**Public Service  
Commission

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- A new collective agreement ratified on June 6, 2023, between the Yukon government and the Public Service Alliance of Canada (PSAC) / Yukon Employees' Union (YEU) is effective until December 31, 2024.
  - The new collective agreement includes new, separate Nurse Group pay grids and a new retention allowance, effective April 1, 2024, with Primary Health Care Nurses receiving \$8,000 and Primary Health Care Nurse in Charge receiving \$18,000.
  - The Retention bonuses and the Expanded Scope bonus amounts have been rolled into a new salary grid for nursing positions in the new Collective Agreement.
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**Context—this may be an issue because:**

- Media interest and concerns raised by the Yukon Employees' Union regarding the administration of nursing retention and recruitment bonuses.
  - The bonus payments are scheduled to end March 31, 2024, as the amounts have been rolled into a new salary grid for nursing positions in the new 2022 – 2024 collective agreement.
  - On March 26, 2024, the Opposition identified concerns with the significant wage and bonus gap between allied health professionals and nurses.
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**Background:**

- To address nursing turnover, high vacancy rates, rising overtime costs, reliance on agency nurses and to incentivize the hiring of new Registered Nurses, a Letter of Agreement was reached on April 16, 2024, between the Yukon Employees' Union and the Yukon government providing recruitment and retention bonuses for nurses.
  - The Letter of Understanding continues to honour the reimbursement for exam fees and the signing bonus of \$7,5000 for newly hired NPs and RNs, and \$4,500 for newly hired LPNs, with a required 12-month service agreement. Where a nurse does not fulfill the 12-month service requirement, the bonus will be recovered on a prorated basis for each month worked within the service agreement. It also
  - **Immediate retention bonuses:**
    - As of December 1, 2022, immediate retention bonuses were provided to eligible nursing positions - Registered Nurses (including Primary Health Care
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**Session Briefing Note****Nursing Retention and  
Recruitment Bonuses**

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Nurses / Primary Health Care Nurses-in-Charge) or Nurse Practitioners where a nursing designation is required received a one-time lump sum Immediate Retention bonus of up-to \$15,000.

- As of December 1, 2022, Licensed Practical Nurses where a nursing designation is required received a one-time lump sum Immediate retention bonus of up-to \$8,000.
- **Annual retention bonuses:**
  - As of April 1, 2023, Registered Nurses (including Primary Health Care Nurses / Primary Health Care Nurses-in-Charge) or Nurse Practitioners where a nursing designation is required receive biweekly payments as a bonus up-to \$15,000 per annum.
  - As of April 1, 2023, Licensed Practical Nurses where a nursing designation is required receive biweekly payments as a bonus up-to \$8,000 per annum.
- **Expanded scope bonuses:**
  - Primary Health Care Nurses performing work outside of Whitehorse received up to an additional \$10,000 under the expanded scope bonus, in 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 were 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:**
  - Newly hired Registered Nurses and Nurse Practitioners who accepted a permanent or term position with a 12-month return of service agreement received a \$7,500 signing bonus.
  - Newly hired Licensed Practical Nurses who accepted a permanent or term position with a 12-month return of service agreement received a \$4,500 signing bonus.
  - Where a nurse does not fulfill the 12-month service requirement, the bonus will be recovered on a prorated basis for each month worked within the service agreement.

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### Nursing Retention and Recruitment Bonuses

**TAB #2**

**Spring 2024**

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- **Exam fees:**
  - For new nursing graduates hired after December 1, 2022, the Yukon government provided reimbursement for exam fees, within the past 24 months (about 2 years) of date of offer.

**Approved by:**

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Public Service Commissioner

\_\_\_\_April 17, 2024\_\_\_\_\_  
Date Approved

**Session Briefing Note****2024****Auxiliary On-Call Employees**Public Service  
Commission

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**Recommended response:**

- Auxiliary on-call employees play a vital role in the Yukon government workforce, contributing to the delivery of public services by filling in for absent employees due to illness or leave. They also provide coverage during 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 outlined in the collective agreement.
- While some of these terms and conditions align with those for regular employees, others are tailored to accommodate the unique role auxiliary-on-call employees play within the organization.
- Despite not being entitled to paid sick leave, auxiliary-on-call employees receive additional compensation in lieu of health and welfare benefits and leave entitlements. They also have access to the Employee and Family Assistance Program.

**Additional response:**

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

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**Context—this may be an issue because:**

- Questions have arisen regarding the utilization of AOCs by departments and the benefits these employees are entitled to under collective agreements.

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**Background:**

- The collective agreement with the Public Service Alliance of Canada / YEU governs the terms and conditions of employment for AOCs. They receive the same pay rate as regular employees in the same classification and work flexible hours based on organizational needs.

# Session Briefing Note

**2024**

## Auxiliary On-Call Employees

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- AOCs lack a guaranteed set of working hours, differing in terms and conditions from regular employees. They generally have no set hours of work and are called in as needed.
- Other notable distinctions include:
  - AOCs receive pay in lieu of leave entitlements.
  - AOC positions are ineligible for pension.
  - Severance pay is calculated based on regular hours worked rather than continuous service.
  - A premium paid in lieu of extended health care coverage.
- Letter of Understanding “S” in the collective agreement establishes a joint committee to monitor the use of AOCs. The LOU outlines the process for dispute resolution if parties disagree on the intended use of an AOC.
- The Public Service Commission provides quarterly AOC reports to the YEU detailing the persons employed, categorized by department, and number of hours worked. This process allows YEU to monitor AOC utilization effectively.
- As of February 29, 2024, there are approximately 824 AOC positions.
- The annual AOC count over the last five years:
  - Feb 2020 886 - (1 per cent increase)
  - Feb 2021 894 - (1 per cent increase)
  - Feb 2022 907 - (4 per cent decrease)
  - Feb 2023 873 - (3 per cent decrease)
  - Feb 2024 824
- Active in the system does not necessarily mean that individuals worked hours. AOCs are released after one year of inactivity.

**Approved by:**

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Public Service Commissioner

April 5, 2024\_\_\_\_\_  
Date Approved

**Session Briefing Note****Spring 2024****Health and Safety Committees –  
WSCB Inspections**Public Service  
Commission

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**Recommended response:**

- We prioritize the health and safety of our employees.
- We are committed to taking a proactive and strategic approach to health and safety. This includes improving our practices and fostering a positive safety culture.
- Health and safety is a core business function that is integrated into operational, policy, strategy, and human resource decisions across the Yukon government.
- In 2023, the Public Service Commission updated and modernized General Administration Manual 3.48 Workplace Health and Safety to:
  - ensure a consistent approach to health and safety throughout the public service;
  - communicate our commitment to physical and psychological safety;
  - align with Yukon's new *Workers' Safety and Compensation Act* (WSCA);
  - commit to reviewing our safety system every 3 years; and
  - clarify responsibilities and governance.

**Workers' Safety and Compensation Board response:**

- The Workers' Safety and Compensation Board (WSCB) conducted inspections starting in the summer of 2022 of safety committee structures and operations in various Yukon government departments.
- The following key points outline the collaborative efforts and actions taken in response:
  - Departments cooperated with inspections, provided requested information, complied with orders by WSCB to improve and monitor safety committees, including ongoing reporting

**Session Briefing Note****Spring 2024****Health and Safety Committees –  
WSCB Inspections**Public Service  
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requirements until December 2023, when they complied with WSCB.

- The Public Service Commission has updated templates for committee minutes and agendas; provided Rules of Procedure to enhance committee effectiveness; and revised the General Manual policy 3.48 for Workplace Health and Safety.

**Additional response:**

- In addition, the Public Service Commission has developed a draft performance standard for safety committee operations to help guide structures, processes and reporting for safety committees to ensure consistency across government.
  - The Public Service Commission also established a safety committee co-chair forum for information sharing among departmental committees to encourage consistent policy application.
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**Context—this may be an issue because:**

- Concerns from the Yukon Employees' Union prompted WSCB inspections.
  - Media attention, particularly regarding the Department of Education, followed inspection findings.
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**Background:**

- WSCB occupational health and safety officers have authority to inspect and investigate employer health and safety management systems, committees, and practices. If deficiencies are found, WSCB issues orders to the employer to improve safety systems and workplace safety.
  - WSCB inspected several departments over the course of four to five months:
    - Energy Mines & Resources received no orders.
    - Education, Justice, Health & Social Services received orders with documentation requirements of the functions and operations of the committees as well as ongoing requirements to submit inspection reports and meeting minutes from the committees.
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**Session Briefing Note****Spring 2024****Health and Safety Committees –  
WSCB Inspections**Public Service  
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- The Departments of Education, Environment and Justice have complied with orders for one-time reporting requirements.
- The Departments of Education and Justice have complied with orders for ongoing reporting and are no longer submitting documents to WSCB.
- The Department of Environment is compliant with ongoing orders that concluded in December 2023.
- Health and Social Services now complies with all orders, although it received a \$250.00 fine for non-compliance in January 2023 for failing to provide written notification of compliance. It provided written notice shortly after the fine was issued and completed compliance in May 2023.
- WSCB may issue follow-up requirements to any of the departments upon reviewing the documentation submitted in response to orders, but no additional orders have been issued to date.
- The Health, Safety and Wellbeing branch of the Public Service Commission provides support, resources and training for departmental leaders to comply with orders and meet deadlines. The branch also collects meeting minutes and data from committees to monitor functions and identify areas of improvement.
- Quarterly reports on committee operations are provided to the Deputy Ministers and the Health and Safety Leadership Committee (includes union presidents).
- Yukon's *Workers' Safety and Compensation Act* (WSCA) mandates safety committees for employers with over twenty workers.
- General Administration Manual Policy 3.48 – Workplace Health and Safety outlines health and safety committee inclusion in departmental management systems. Under GAM 3.48, the Public Service Commission is responsible for establishing performance standards for departments regarding safety committee structure and operations.
- Approximately 59 Health and Safety Committees are across Yukon government with at least one committee for every department with over twenty (20) workers.
- Some departments organize a central committee with representatives from various workplaces, whereas other departments organize committees by location or program area.

## **Session Briefing Note**

**Spring 2024**

### **Health and Safety Committees – WSCB Inspections**

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- In some cases, there are additional interdepartmental committees established for shared buildings, such as the Jim Smith Building, to promote consistency and address common hazards.
- YEU (Yukon Employees Union) and YAEP collective agreements contain provisions for employer-union health and safety discussions and safety committee establishment.

**Approved by:**

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Public Service Commissioner

April 11, 2024\_\_\_\_\_

Date Approved

## **Recommended response:**

- The Employee and Family Assistance Program (EFAP) offers employees and their families free counselling, coaching and advisory services to proactively address work and life challenges.
- The program includes diverse services and workplace support to help individuals navigate both professional and personal issues.
- As of winter 2023, employees can choose from a network of 28 local counsellors for in-person services or access a broad network of professionals through online and phone-based services. If an employee is already working with a counsellor or has a preferred one with TELUS Health, they can request to see or continue with that counsellor.
- The EFAP includes workplace support for processing traumatic incidents and a cumulative stress management program for workers regularly exposed to psychological hazards.

## **Additional response:**

- Usage reports and client satisfaction surveys indicate a high rate of program utilization, with over 50 per cent of counselling sessions taking place in person.
- Recent changes ensure that all Yukon government employees, including approximately 282 casual employees who were previously excluded, now have equal access to support.
- The current program provider is TELUS Health, and the contract is valid until May 2024 with an option to extend it for two (2) years.

## Employee and Family Assistance Program

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### Context—this may be an issue because:

- During the Committee of the Whole Vote 10 Public Service Commission on April 19, 2023, an opposition member highlighted the Employee and Family Assistance Program.

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### Background:

- The Employee and Family Assistance Program includes the following services:
  - One-on-one short-term solution focused counselling for employees and their spouses/dependents, including 24/7 crisis counselling.
  - TELUS Health services for proactive financial, health, legal and family support.
  - Manager Consultations for leadership support assisting with difficult conversations with an employee, being a supportive leader and managing work life balance.
  - Critical incident response debriefing sessions.
  - TELUS Health One App for mobile access to services such as booking appointments, participating in self-directed care programs, taking health assessments, and reading about wellbeing topics.
  - Cumulative Stress Management Program is a three (3)-tiered program to support employees exposed to trauma and stress. The program is geared to process work-related stress and trauma and build healthy individual and team coping skills to mitigate the risk of injury.
- A publicly tendered contract was awarded to Morneau Shepell for three (3) years, ending in May 2024. Morneau Shepell changed its name to LifeWorks and was later acquired by TELUS Health, in early 2023, with no changes to the contract or terms of services.
- Services are delivered locally through Yukon-based counsellors and a broad network of professionals from Alberta, British Columbia, and other parts of

## Employee and Family Assistance Program

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Canada. The contract is administered and managed by a regional account manager in Alberta.

- A clinical program manager based out of British Columbia coordinates and consults on critical incident response and cumulative stress management services. Some local Yukon counsellors provide these specialized services, and others travel to Yukon as needed to provide in-person support.

### Usage data for 23/24 (annualized based on Q4):

- Usage data indicates a consistent number of Yukon-based counselors, with 23-24 in 2023.
- Annual utilization rates are higher in public service employers compared to other industries, reflecting increased awareness and use of the program.
  - 23/24 YG 18.86% (annualized based on Q4), Industry 13.77%, National 9.44%.
  - 22/23 YG 21.80%, Industry 15.99%, National 12.04%.
- **Total Accesses to Services 23/24** was **1062**. This is not the number of unique individuals accessing the services.
  - Counselling services 90%.
  - Critical Incident Response 7%.
  - TELUS Health Services 3%.
  - Manager Consultations 0.7%.
- **Counselling Method Breakdown 23/24:**
  - In person 53.2%.
  - Tele-counselling 23.7%.
  - Video Counselling 7.6%.
  - Other methods: App chat, online tools, coach chat, consultation, care now counsellor assisted program.
- **Satisfaction Rates 23/24** (based on 67 completed surveys):
  - 94% attained goals.
  - 67% satisfied with the services.

# Session Briefing Note

**TAB #5**  
**Spring 2024**  
Public Service  
Commission

## Employee and Family Assistance Program

- 73% would recommend it to others.
- 79% would use the services again.
- 52% would have missed work had they not received assistance.
- **Top Five Counselling Issues 23/24:**
  - Personal Stress: 28%.
  - Anxiety: 13%.
  - Workplace Stress: 9% .
  - Post Trauma: 5%.
  - Depression: 6%.

**Approved by:**

\_\_\_\_\_  
Public Service Commissioner

\_\_\_\_April 18, 2024\_\_\_\_\_  
Date Approved

### Recommended response:

- In fostering workplaces that are respectful, healthy, and well-functioning, we prioritize key aspects such as employee morale, mental health, productivity, and ultimately, the delivery of high-quality public services to Yukoners.
  - The foundation of our commitment lies in the Yukon government's *Respectful Workplace Policy*, a comprehensive framework addressing conflict and disrespectful conduct in the workplace. Deputy Ministers and departments are responsible and accountable for upholding a respectful workplace, with the Respectful Workplace Office tasked with policy implementation.
  - To proactively prevent and address conflict, and disrespectful conduct, the Respectful Workplace Office, in collaboration with the Organizational Development Branch and various government departments, employs a multifaced approach. This includes coaching, group processes and mediation type services to help deal with conflict. Training initiatives are also provided to support developing a healthy and respectful workplace culture.
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### Context—this may be an issue because:

- Conflict support is an ongoing high-profile subject of interest for labour organizations.
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### Background:

- The *Respectful Workplace Policy* (GAM 3.47) was drafted in consultation with both Yukon Employees' Union and Yukon Association of Educational Professionals. This policy, replacing the former *Workplace Harassment Prevention and Resolution Policy*, came into effect in 2013, introducing Appropriate Dispute Resolution (ADR) to address disrespectful conduct in the workplace.
  - Since 2013, the Respectful Workplace Office (RWO) has received approximately **3152 service requests**. While initial complaints often frame issues as harassment or bullying, assessments by RWO reveal that most are rooted in interpersonal conflict.
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- RWO fulfills two (2) primary service functions for conflict support. Firstly, it promotes awareness and enhances conflict competency through educational efforts. Secondly, it implements workplace interventions in response to complaints or requests.
- Educational and support initiatives by RWO involve conducting training courses, presentations, and workshops for employees and managers.
- RWO effectively manages conflict or disrespectful behaviour through:
  - **Alternative Dispute Resolution Consultation:** An initial, informal and confidential exploration of an employee's situation and options.
  - **Conflict Coaching:** A structured process comprising of private and confidential sessions, enabling employees to proactively develop their own conflict competency.
  - **Facilitation:** A neutral third party facilitates dialogues between employees or within work teams, akin to mediation but less structured, allowing for conversations without necessarily formal agreements.
  - **Mediation:** A process in which a neutral third party helps parties negotiate a mutually acceptable solution to their issues, aiding in framing issues, exploring interests, and reaching shared understanding.
  - **Group Processes:** Collaborative processes involving multiple parties, including group and tailored interventions, reveal underlying conflict issues through workplace engagement followed by appropriate dispute resolution processes.
- The Respectful Workplace Office launched new online sexual harassment training for employees in spring 2023. As of April 5, 2024, 532 employees have completed the training.

Approved by:

\_\_\_\_\_  
Public Service Commissioner

\_\_\_\_April 5, 2024\_\_\_\_\_  
Date Approved



## Session Briefing Note Spring 2024

### Establishment of Investigations Office

Public Service  
Commission

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#### Recommended response:

- The employer has a duty to investigate and respond to allegations of serious incidents related to discrimination, harassment, or violence in the workplace.
- In recognition of this duty, the Yukon government is taking proactive steps to bolster its capabilities by establishing an internal investigations office within the Public Service Commission.
- This strategic move is aimed at more effectively addressing serious incidents and ensuring a swift and comprehensive response.
- The Public Service Commission, through the Respectful Workplace Office, will continue to take a restorative approach to interpersonal conflict, tailoring responses to the unique dynamics of each situation.

#### Additional response:

- The Yukon government's commitment to addressing discrimination, harassment and workplace violence was discussed during the latest round of collective bargaining with the Yukon Employees' Union (YEU) in spring 2023. Consequently, changes to related articles of the collective agreement were agreed upon, and now are being implemented.
- PSC has a verbal agreement with PSAC / YEU to extend the LOU with YEU to April 30, 2024, that allows transition measures for the RWO, complaints and grievances on an interim basis until the *Respectful Workplace Policy* is updated and the Investigations Office is established. The amended LOU is currently with PSAC/YEU for signature.
- Collaborative efforts with our union partners underscore our ongoing dedication to fostering safe and respectful workplaces for all employees.
- The Yukon government is also updating the *Respectful Workplace Policy*, GAM 3.47, to reflect these changes.

# Session Briefing Note Spring 2024

## Establishment of Investigations Office

Public Service  
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- This policy, along with procedural documents for the Investigations Office, are the subject of ongoing consultations with YEU and YAEP (Yukon Association of Educational Professionals). We anticipate finalizing these documents in the coming weeks before the Investigations Office begins operations.

### Context—this may be an issue because:

- On April 16, 2024, the Opposition asked for an update regarding the establishment of the investigation's office.

### Background:

- Presently, the Respectful Workplace Office, as part of its multifaceted responsibilities, initiates and oversees investigations into disrespectful conduct, including discrimination and harassment, within the Yukon government. This encompasses a spectrum of behaviours, ranging from interpersonal conflict to more serious instances of disrespectful conduct and harassment.
- Recent investigations into serious allegations of disrespectful conduct and harassment, including cases of sexual harassment, have been conducted by external investigators.
- To streamline and enhance the investigative process, the Yukon government is taking a proactive step by establishing an internal investigations office within the Public Service Commission. This move aims to ensure investigations are timely, cost-effective, trauma-informed and integrated with other services provided to Yukon government employees.
- While investigations address severe incidents, the Respectful Workplace Office remains committed to offering conflict resolution services for issues that do not meet the threshold for a formal investigation. These services, including conflict coaching, facilitation, mediation, group processes, and training, play a vital role in supporting and nurturing respectful workplaces throughout the Yukon government.

### Approved by:

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Public Service Commissioner

\_\_\_April 17, 2024\_\_\_

Date Approved

**Session Briefing Note****Spring 2024****Federal Bill C-58 Anti-scab  
Legislation**Public Service  
Commission

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**Yukon public service response:**

- The Federal Government introduced a new piece of legislation, Bill C-58, which seeks to ban the use of replacement workers, also referred to as scabs, when a union employer in a federally regulated industry has locked out employees or when employees of a federally regulated industry have exercised their right to strike.
- The Yukon public service is not impacted by Bill C-58 as our territorial legislation the *Public Service Labour Relations Act* and the *Education Labour Relations Act* apply.

**Other workplaces response:**

- Bill C-58 will be applicable to federally regulated workplaces such as air and rail transportation, banking, telecommunications, broadcasting, postal and courier services.
- Some private sector and municipal employers in the Yukon and other northern territories may also be subject to Bill C-58, primarily due to its amendments to Part I: Industrial relations of the Canada Labour Code.
- The impact on private-sector employers and municipalities in the Yukon may be minimal, as certain organizations have clauses in their collective agreements preventing strikes or lockouts during the agreement's duration.
- The Public Service Commission is not aware of any engagement between the Government of Canada and entities in the Yukon that could be influenced by Bill C-58.

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**Context—this may be an issue because:**

- On November 9, 2023, the federal Minister of Labour and Seniors introduced Bill C-58 for first reading in the House of Commons of Canada. There could be interest in understanding its potential impacts on the Yukon.
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**Session Briefing Note****Spring 2024****Federal Bill C-58 Anti-scab  
Legislation**Public Service  
Commission**Background:**

- Labour relations codes in provinces and territories delineate the roles and rights for certification, bargaining and dispute resolution between employers and unions.
- Bill C-58 predominately amends Part I: Industrial relations of the Canada Labour Code which covers private-sector employers and municipalities in the Yukon and the other territories.
- Part I governs workplace relations, collective bargaining, dispute resolution, strikes and lockouts and outlines the rights and responsibilities of employers, trade unions and employees.
- Bill C-58 aims to amend the Canada Labour Code to:
  - modify the scope of the prohibition relating to replacement workers by making it illegal for employers in federally regulated industries to bring in replacement workers to continue operations previously executed by unionized employees during a legal strike or lockout;
  - prohibit employers from using certain services such as newly hired managers or excluded employee to perform bargaining unit work during legal strikes or lockouts;
  - introduce penalties for contravention - up to \$100,000 per day for employees, with legislative authority to establish additional administrative monetary penalties through regulation, and
  - streamline the maintenance of activities (essential services agreements) process to encourage faster decision making – when parties are unable to agree, the matter will be referred to the Canada Industrial Relations Board for a decision within 90 days.
- The legislation targets approximately one million employees working for approximately 22,350 employers.
- Bill C-58 does not apply to the federal public service.
- The legislation becomes effective 18 months after receiving royal assent.

**Approved by:**\_\_\_\_\_  
Public Service Commissioner

\_\_\_\_ January 29, 2024 \_\_\_\_\_

Date Approved

#### Recommended response:

- The wellbeing, safety and protection of students under our care are of paramount importance.
- While we are unable to comment on confidential human resource matters concerning our employees, we can say that this individual has not worked as a teacher on call since October 24, 2023, when the Department of Education became aware of allegations of a potential investigation.
- Allegations of serious misconduct by Department of Education staff trigger a thorough investigation, conducted by the human resources branch in consultation with the Public Service Commission's Labour Relations branch.
- This investigation adheres to the framework and processes established by the Safer Schools Action Plan.

#### Additional response:

- Specifically concerning investigations, the Public Service Commission has developed corporate guidance for departments regarding employer investigations into allegations of criminal conduct in or associated with the workplace.
- The Public Service Commission has also provided departments with information about the process in seeking out information from the RCMP, particularly in cases involving the investigation of alleged criminal conduct by an employee.
- Furthermore, we have developed corporate guidance to facilitate transparent communication with the public and stakeholders during serious incidents, especially when a criminal matter is under investigation or awaiting court proceedings.

# Session Briefing Note

**TAB #9**

**Spring 2024**

## Investigation of Teacher on Call

Public Service  
Commission

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- Our commitment to openness and accountability remains unwavering in these matters.
- 

### Context—this may be an issue because:

- A former teacher on call was arrested on December 24, 2023, facing charges of possessing child pornography and a prohibited weapon. Having worked in ten schools over five (5) years (2018-2023), there will likely be citizen concern about the handling and communication of this situation.
  - The issue of student safety in schools has been a prominent topic in the Legislative Assembly and the media since fall 2021, primarily driven by incidents at Hidden Valley Elementary School, Jack Hulland Elementary School, and recommendations from various agencies.
- 

### Background:

- In October 2023, unconfirmed allegations regarding inappropriate behaviour by a teacher on call (TOC) were brought to the attention of the Department of Education. Promptly responding to this information, the individual was blocked from accepting TOC assignments as of October 24, 2023. The Yukon Schools Post-Incident Communications Guidance remains inactive until a Yukon government employee is criminally charged by the RCMP, not during the stage of allegations.
- On December 29, 2023, the department officially suspended the individual from their position.
- Subsequently, on January 2, 2024, the RCMP confirmed to the Department of Justice that criminal charges had been laid against the individual. The Yukon Schools Post-Incident Communications Guidance was then activated.

### Approved by:

\_\_\_\_\_

Public Service Commissioner

\_\_\_\_April 6, 2024\_\_\_\_\_

Date Approved

Prepared for Minister Silver  
Public Service Commission

Date prepared: February 2, 2024  
Last Updated:

Page 2 of 2

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**Yukon Association of  
Educational Professionals  
2023/2024 Signing/Retention  
Bonus Proposal for Agreement**

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Public Service  
Commission

## **Recommended response:**

- The Yukon government recognizes and values the important role that education professionals play in nurturing the intellectual, social and personal development of Yukon students.
- In accordance with the 2023 Confidence and Supply Agreement between our caucus and the Yukon NDP Caucus, the Yukon government has committed to allocating an additional \$1 million to each budget of the Mains until 2025-26.
- This funding is intended to enhance the recruitment and retention of current and new rural education professionals across the Yukon.
- In an effort to meet this commitment, the Public Service Commission has been in discussions with the Yukon Association of Education Professionals to secure their agreement to implement a signing and retention bonus for rural school staff for the 2023/2024 school year.

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## **Context—this may be an issue because:**

- There may be interest from the Opposition regarding the status of the commitment to provide additional funds for enhancing the recruitment and retention efforts of new rural education professionals in Yukon.
- The Opposition may have an interest regarding what will happen to the allocation for 2023/2024 given that the YAEP has not agreed to the signing/retention bonus.

# Session Briefing Note

**TAB #10**  
**Spring 2024**

## **Yukon Association of Educational Professionals 2023/2024 Signing/Retention Bonus Proposal for Agreement**

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Public Service  
Commission

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### **Background:**

- The 2023 Confidence and Supply Agreement between the Yukon Liberal Caucus and the Yukon NDP Caucus is effective from January 31, 2023, until the passage of the Mains of the 2025-26 budget or until an election is called.
- This agreement reaffirms the Yukon government's commitment to improving the Yukon's education system, specifically, through the allocation of an additional \$1 million each year to enhance recruitment and retention efforts for new rural education professionals.
- The Public Service Commission recently sought YAEP's agreement for the Department of Education to implement a signing and retention bonus for current and new rural school staff for the 2023/24 school year.
- On March 5, 2024, the YAEP notified the PSC that they will not be signatory to the agreement.
- The current collective agreement expires on June 30, 2024.
- YAEP served notice to bargain on March 5, 2024.

### **Approved by:**

\_\_\_\_\_  
Public Service Commissioner

\_\_\_March 8, 2024\_\_\_  
Date Approved



## Allied Health Professionals

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### Recommended response:

- The Yukon government and the Public Service Alliance of Canada (PSAC) / Yukon Employees' Union (YEU) ratified a new collective agreement on June 6, 2023, that is effective until December 31, 2024.
- The agreement includes a bonus package aimed to address nursing position wage gaps with other Canadian jurisdictions and tackle recruitment and retention challenges.
- While this bonus initiative is specific to nursing positions, appreciation is extended to all frontline care workers contributing tirelessly to the health, safety, and wellbeing of Yukoners.

### Additional response:

- Some Allied Health Professionals receive a \$1,000 retention allowance annually as part of the current Yukon government collective agreement. These Allied Health Professionals are:
  - Educational Psychologist, Occupational Therapist, Physiotherapist, School Community Consultant, Positive Behaviour Intervention & Support Consultant, Speech Language Pathologist.
- The Yukon Hospital Corporation is actively negotiating with its two unions, the Professional Institute of the Public Service of Canada, and the Public Service Alliance of Canada, to provide competitive overall compensation through the collective bargaining process.

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### Context—this may be an issue because:

- On March 26, 2024, the Opposition identified concerns with the significant wage and bonus gap between allied health professionals and nurses.
- An email dated March 20, 2024, addressed to Minister McPhee from A Collective of Allied Health Professionals, Leaders, and Voters, cc'd to Kate White, Party Leader, NDP

## Allied Health Professionals

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and Currie Dixon, Leader of the Official Opposition, Yukon Party, identifies wage disparity concerns between allied health professionals and nursing professionals.

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### Background:

- In the 2022-23 and 2023-2024 fiscal years the government provided a \$6 million dollar package for nursing staff in the Yukon:
  - \$15,000 for Registered Nurses and nurse practitioners
  - \$8,000 for Licensed Practical Nurses
  - A signing bonus of \$7,500 for new Registered Nurses and nurse practitioners and \$4,500 for Licensed Practical Nurses.
  - \$10,000 bonus for primary care nurses working in Yukon communities.
  - Reimbursement of exam fees for new nursing graduates hired by the Yukon Government
- The new collective agreement continues to address nursing turnover, high vacancy rates, rising overtime costs, reliance on agency nurses and incentivizes the hiring of new Registered Nurses with recruitment and retention bonuses.
- The agreement includes new, separate Nurse Group pay grids and a retention allowance:
  - Effective April 1, 2024, a **primary health care nurse** whose substantive position is headquartered in a Yukon community outside of Whitehorse is eligible to receive a retention allowance of up to \$8,000 per annum in addition to the Registered Nurse retention allowance.
  - Effective April 1, 2024, a **primary health care nurse in charge** whose substantive position is headquartered in a Yukon community outside of Whitehorse is eligible to receive a retention allowance of up to \$18,000 per annum in addition to the Registered Nurse retention allowance.
- The signing bonus for newly hired employees and exam fee reimbursement were extended for an additional year – until March 31, 2025 - to assist with ongoing recruitment issues, through a Letter of Agreement between the Public Service Alliance of Canada / Yukon Employees' Union and the Yukon government.
- As of February 2024, Community Nursing has reduced its vacancy rate for Primary Health Care Nurses to about 15 percent. This marks a significant

# Session Briefing Note

## Allied Health Professionals

**TAB #11**  
**Spring 2024**  
Public Service  
Commission

improvement over the rates of 47 per cent in July 2022 and 32.7 per cent in July 2023.

- However, despite these staffing improvements, Community Nursing and the broader health system continue to rely on agency nursing for support, incurring an estimated cost of \$911 per day, per nurse.
- To address these costs, the Department of Health and Social Services has taken proactive measures, including wage increases and bonuses to hire and retain nurses.
- The Department of Health and Social Services is actioning a Health Human Resources Strategy to address the shortage of health care professionals across all disciplines.

### Approved by:

\_\_\_\_\_  
Public Service Commissioner

\_\_\_\_April 17, 2024\_\_\_\_\_  
Date Approved

## Session Briefing Note

**Spring 2024**

### **Administrative Tribunal Support Service of Canada**

Public Service  
Commission

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**Recommended response:**

- The Federal Public Sector Labour Relations and Employment Board administers the collective bargaining and grievance adjudication systems for Yukon under the *Yukon Education Staff Relations Act* and the *Yukon Public Service Staff Relations Act*.
- The Public Service Commission has extended its MOU with the Administrative Tribunal Support Service of Canada to September 30, 2024.
- This ensures continuity in administrative support services for the Yukon Public Sector Labour Relations Board and the Yukon Teachers' Labour Relations Board.

**Additional response:**

- The Public Service Commission is awaiting legal advice and will take appropriate action based on the advice received.
- 

**Context—this may be an issue because:**

- The Public Service Alliance of Canada and the Yukon Association of Employees may provide the opposition with notice.
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**Background:**

- The Chairperson of the Federal Public Sector Labour Relations and Employment Board has notified the Public Service Commission, Public Service Alliance of Canada and the Yukon Association of Employees that the Chief Administrator of the Administrative Tribunal Support Service of Canada is questioning the legal authority of the Administrative Tribunal Support Service of Canada to continue providing administrative support services related to the work of the Yukon Public Sector Labour Relations Board (YPSLRB) and the Yukon Teachers' Labour Relations Board.
  - Consequently, the Federal Public Sector Labour Relations and Employment Board Secretariat has been advised to refrain from opening new labour relations files from the Yukon.
  - The Yukon government, represented by the Public Service Commission (PSC), currently has a memorandum of understanding (MOU) with the Administrative Tribunal Support Service of Canada, which was set to expire on March 31, 2024.
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# Session Briefing Note

**Spring 2024**

## Administrative Tribunal Support Service of Canada

Public Service  
Commission

- The PSC has reached an agreement with the Executive Director of the Federal Public Sector Labour Relations and Employment Board Secretariat to extend the existing MOU to September 30, 2024, pending receipt of a fully executed copy of the MOU.
- The Federal Public Sector Labour Relations and Employment Board is an independent quasi-judicial tribunal that administers the collective bargaining and “grievance adjudication systems” in Canada’s federal public service and in Parliament.
- By agreement with the Yukon government, the Board also administers the collective bargaining and grievance adjudication systems under the *Yukon Education Staff Relations Act* and the *Yukon Public Service Staff Relations Act*.
- Labour Relations Branch will await legal advice from the Legal Services Branch regarding the legal authority of the Administrative Tribunal Support Service of Canada to provide services.
- Once advice is received, the Public Service Commission will proceed with the appropriate course of action to address the concerns raised by the Administrative Tribunal Support Service of Canada and the Federal Public Sector Labour Relations and Employment Board.

### Approved by:

_____	___April 29, 2024___
Public Service Commissioner	Date Approved

## Session Briefing Note

**Spring 2024**

### Employee Engagement Survey

Public Service  
Commission

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**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 (2) years.
- The survey planned for 2020 was postponed to the fall of 2021 to focus efforts on the pandemic response.
- The overall employee engagement score in 2021 remained stable at 72. This is a one-point decrease from the last survey in 2018.

**Additional response:**

- 2021 survey results at the corporate and department level are publicly available at Yukon.ca.
- Each department receives a report of their engagement levels and Deputy Ministers are primarily responsible for addressing the results within their departments.
- The Public Service Commission provides support 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 May 2024. Federal-provincial-territorial counterparts are working together to examine a national survey model that could inform potential changes to our survey.
- We expect the survey results will be available in the fall of 2024.

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**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 2024**

### Employee Engagement Survey

Public Service  
Commission

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**Background:**

- The Employee Engagement Survey is conducted every two (2) years. 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 due to focusing efforts on the pandemic response, 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 survey results report was published in September 2020.
- High-level results of the 2021 engagement survey:
  - The overall employee engagement score remained stable at 72, a one-point decrease from 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 increased by three (3) 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:**

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Public Service Commissioner

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April 3, 2024

Date Approved

## Session Briefing Note

Spring 2024

### Public Interest Disclosure of Wrongdoing Act Review

Public Service  
Commission

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#### Recommended response:

- The *Public Interest Disclosure of Wrongdoing Act* is pivotal whistleblowing legislation designed to establish a structured process for employees within public organizations to report serious wrongdoing in the workplace, safeguarding them from potential reprisals.
- Currently, a comprehensive review of the legislation is underway, as mandated by the Act.
- This review is focused on evaluating the effectiveness of the Act and its implementation in facilitating disclosures and protecting employees. Additionally, it seeks to identify any areas for improvement.
- The public engagement process, which concluded December 15, 2023, actively sought input from diverse stakeholders, including the public, not-for-profits, municipalities, First Nation governments, whistleblower experts and private organizations.
- The results of this engagement were made publicly available through a "What We Heard" on February 28, 2024.
- All stakeholders' thoughts, concerns and ideas that were expressed during the review process, including the public engagement, will help us ensure that the Act is up to date and if there could be any improvements.

#### Public Interest Disclosure Commissioner response:

- I extend my sincere gratitude to the Ombudsman for his invaluable recommendations outlined in the tabled report. Your commitment to the well-being of the members and employees of the Yukon government is commendable.
- Our team is diligently working through the review process. We are carefully considering all feedback and input received from stakeholders to ensure that the legislation is comprehensive and well-informed.



**Session Briefing Note****Spring 2024****Public Interest Disclosure  
of Wrongdoing Act Review**Public Service  
Commission

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- The review has taken longer than expected to allow for ample opportunity for us to collect input from all stakeholders including the Public Interest Disclosure Commissioner and the public.
  - While we recognize the anticipation surrounding this review we ask for your patience and understanding as we undertake this critical evaluation process. Rest assured, we are fully dedicated to making informed and responsible decisions that serve the best interests of our community.
  - This ongoing review is a clear demonstration of our government's commitment to accountability.
- 

**Context—this may be an issue because:**

- Questions regarding the progress of the Act review and associated timelines may arise.
  - Notably, on September 21, 2023, the Public Interest Disclosure Commissioner released recommendations to improve the Act that may draw interest.
  - On March 27, 2024, the Public Interest Disclosure Commissioner was on local radio asking publicly when the review is to be completed.
- 

**Background:**

- The Act came into force on June 15, 2015.
  - The Act serves to facilitate the disclosure and investigation of significant and serious matters related to public entities that employees believe may be unlawful, dangerous to the public, or injurious to the public interest.
  - Its objectives include protecting employees making such disclosures and fostering confidence in the administration of public entities.
  - A provision in the Act requires that a review must commence within five (5) years of its coming into force (June 15, 2020).
  - The review consisted of two (2) phases:
    - **Phase 1**, conducted in 2020-21, involved a comprehensive legislative review, assessing international trends, and collecting data on disclosures, investigations, and complaints of reprisals.
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## **Session Briefing Note**

**Spring 2024**

### **Public Interest Disclosure of Wrongdoing Act Review**

Public Service  
Commission

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- Phase 2 included a confidential on-line survey for employees of public entities, a policy discussion paper distributed to stakeholders, and an online public engagement for Yukoners from December 1 to December 15, 2023.
  - The Public Service Commission, in collaboration with the Public Interest Disclosure Commissioner, endorsed the two-phased approach, considering the challenges posed by the COVID-19 context and limited capacity in 2020-21.
  - Various stakeholders, including the Public Interest Disclosure Commissioner, unions, Yukon government departments, and public entities covered by the Act (Yukon University, Yukon Hospital Corporation, Yukon Energy Corporation, and select independent officers of the Legislative Assembly), actively participated in the review process.

**Approved by:**

\_\_\_\_\_  
Public Service Commissioner

\_\_\_March 27, 2024\_\_\_  
Date Approved

## Session Briefing Note

Spring 2024

### Psychological Health and Safety

Public Service  
Commission

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**Recommended response:**

- Psychological safety is an emerging area of workplace health and safety that impacts 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 using 13 factors that can impact the mental health of employees in the workplace from the National Standard of Canada for Psychological Health and Safety.

**Additional response:**

- Several recommendations were identified to improve the safety of our workplaces within all stages of the employment life cycle – from hiring/onboarding through to exit/termination.
- To date, the Public Service Commission is actioning the following initiatives in response to the assessment to address issues of cumulative stress, sexual harassment, burnout and other workplace factors:
  - Revising GAM 3.48 - Corporate Health and Safety - to include elements of psychological safety to ensure consistency and standards throughout Yukon government workplaces.
  - Redesigning its approach to harassment investigations by establishing an investigations office.
  - Providing and promoting a cumulative stress management program for employees exposed to trauma and stress as a routine element of their role in Community Services, Education and Health and Social Services.
- The Public Service Commission continues to make strides in other areas that have a positive impact on the psychological health and safety of our

## Session Briefing Note

Spring 2024

### Psychological Health and Safety

Public Service  
Commission

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employees such as cultural safety and conflict competency training, initiatives under the People Plan and the launch of the Values and Ethics Code.

- We also provide support and training to enable leaders to create healthy workplaces, including Leadership Pathways and ADM school.
  - Yukon government is a national leader in the government sector, being one of the first to take a comprehensive approach to assessing our workplaces using 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 assess YG's risk areas using the 13 factors of 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. It identifies 13 workplace factors that contribute to the mental health and safety of workers. For example: psychological and social support, workload management, organizational culture, civility and respect.
  - Dr. Samra's assessment offers priority actions and 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 three key factors of significant concern and three factors of 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.
-

**Session Briefing Note****Spring 2024****Psychological Health and Safety**Public Service  
Commission

- Though not pervasive across the public service, areas of Yukon government report experiencing discrimination, harassment, and exposure to traumatic events impacting psychological health and burnout.
- The assessment methodology included a 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 over the next few years.

**Approved by:**

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Public Service Commissioner

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January 29, 2024

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Date Approved

**Session Briefing Note****Spring 2024****Remote Work**Public Service  
Commission

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**Recommended response:**

- The experience of working from home during the pandemic showed us that remote work arrangements can effectively enable the Yukon government to consistently deliver high-quality programs and services to Yukoners, all while providing valuable flexibility to its employees.
- The recently introduced remote work policy, initiated in the fall of 2021, replaces the prior “Telework policy” established in 2009. This updated policy affords employees the flexibility to maintain long-term remote work arrangements.

**Additional response:**

- Embracing remote work translates into environmental benefits. By minimizing the necessity for commuting, the policy significantly reduces carbon emissions.
- The remote work policy also enables employees to work remotely from Yukon communities outside of Whitehorse, under specific circumstances.
- Effort is underway to identify potential barriers to working remotely, particularly in Yukon communities. Employee engagement sessions took place in fall 2023 where the results will be detailed in the upcoming “What We Heard” report as part of the People Plan, slated for publication in spring 2024.
- As part of the remote work arrangement, employees and supervisors are required to complete a comprehensive health and safety checklist to identify and address any potential hazards in the remote workplace.

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**Context—this may be an issue because:**

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

# Session Briefing Note

## Remote Work

TAB #17

Spring 2024

Public Service  
Commission

### 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 (effective October 2021) replaces a previous "Telework policy" from 2009.
- The remote work policy aligns with broader objectives, including enhancing employee satisfaction, fostering a more inclusive workforce and contributing to environmental sustainability. This initiative is a key action in the Our Clean Future climate strategy.
- The mandate letter for the Minister responsible for the Public Service Commission emphasizes the modernization of human resource policies to allow greater mobility for Yukoners. The new remote work policy fulfills this commitment by permitting employees to work remotely from communities outside of Whitehorse.
- As of January 31st, 2024, approximately 223 government employees, or 3.51 per cent of positions, have active remote work agreements.
- While the policy supports remote work, out-of-territory arrangements are limited to exceptional and time-limited circumstances, requiring approval from the Public Service Commissioner.
- The Public Service Commission collaborated with the Yukon Employees' Union and conducted a comprehensive survey of employees to shape the new remote work policy.

### Approved by:

\_\_\_\_\_

Public Service Commissioner

\_\_\_March 4, 2024\_\_\_\_\_

Date Approved

Staff Housing/ Housing for Employees

Yukon Housing Corporation  
Public Service Commission

Recommended response:

- Our government continues to provide employee housing in rural Yukon communities to facilitate staff recruitment and retention.
- The Yukon Housing Corporation (YHC) currently manages 75 direct leases with employees.
  - Employees typically stay in staff housing for an average of three years.
- As of the end of March 2024, seven employees have been on the waitlist for six less, distributed across various communities:

Waitlist by Community	
Community	Employee
Carmacks	0
Dawson City	1
Faro	1
Haines Junction	1
Mayo	1
Ross River	0
Teslin	1
Watson Lake	2
Total:	7

Additional response:

- The Public Service Commission revised the employee housing policy (GAM 3.30) in 2019 to:
  - Prioritize housing for essential positions, such as health professionals and teachers;
  - Limit tenancies to three (3) years to encourage alternative housing options and support private-market housing development; and
  - Align rental rates to be closer with the private market.
- A review of the policy’s effectiveness is currently underway.



Staff Housing/ Housing for  
Employees

Yukon Housing Corporation  
Public Service Commission

Context:

- The availability of housing for Yukon government employees is crucial for staff recruitment and retention in communities, making it a high-profile issue.

Background:

- In addition to the 79 direct leases, the corporation also leases 73 units under agreements for special use with departments.
  - Education: 3 units
  - Health and Social Services: 46
  - Yukon Hospital Corporation: 23
  - Highways and Public Works: 1
- While tenancies are now limited to three (3) years, the policy allows for extensions in some situations, for example, where alternative housing options do not exist in an employee's community.
  - In 2023, 23 employees whose leases were set to expire were granted a one-year extension upon request.
- Rural private developers and landlords note that the Corporation's rents for employee housing have historically been below market rates, discouraging private housing investment.
  - Rental rates for employees renting before May 2019 are being increased per collective agreements and are limited by the current rent cap.
- Starting January 2021, YHC and the Public Service Commission began reporting taxable housing benefits for employees paying below market rents, aligning with Canada Revenue Agency requirements.
- YHC will be reviewing its policies, including the pet policy, to ensure they meet the needs of Yukoners.

Approved by:

_____	April 6, 2024
President, Yukon Housing Corporation	Date Approved
_____	_____
Public Service Commissioner	Date Approved

**Session Briefing Note****Spring 2024****Senior Leadership Appointments  
and Compensation**Public Service  
Commission

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**Recommended response:**

- The Yukon government values the expertise contributed by individuals serving in senior leadership roles within the Yukon public service.
- We remain committed to fostering a public service that mirrors the diversity of Yukon's population at all organizational levels.
- At the end of January 2024, our reporting on gender distribution within senior leadership appointments reveals the following:
  - 50 per cent of deputy head appointments are held by women and 50 per cent are held by men.
  - 49 per cent of assistant deputy minister appointments are held by women and 51 per cent are held by men (24 women and 26 men).
- Note - Deputy head includes deputy ministers and presidents of corporations.

**Additional response:**

- Since 2016, 29 deputy heads have resigned, retired, or otherwise left the Yukon government. Except for the Public Service Commissioner, deputy heads serve at the pleasure of the Premier.
- Severance pay upon resignation or retirement is determined by the provisions outlined in Section M, which governs the terms and conditions of employment for managers, legal officers and deputy heads. This section, along with salary ranges for all Yukon government positions, is publicly available.

## Session Briefing Note

**Spring 2024**

### Senior Leadership Appointments and Compensation

Public Service  
Commission

- However, the release of individual income details, including total severance payments is restricted by the *Access to Information and Protection of Privacy Act* to ensure privacy and compliance.

#### Context—this may be an issue because:

- There has been interest from the media and opposition regarding senior leadership compensation and gender distribution.

#### Background:

- In December 2021, media coverage highlighted that women constituted only 17 per cent of deputy heads in the Yukon government.
- Subsequent improvements include the appointment of several deputy heads in July 2022, with two (2) being women.
- In 2023, five (5) additional women assumed deputy head positions.
- Reporting on gender distribution for senior leadership appointments encompasses active employees, temporary and acting assignments exceeding 30 days. All deputy heads are included in the report, except for the Clerk of the Legislative Assembly. Reporting is from January 2023 to the end of December 2023.
- While the specifics of an individual deputy head's income, including salary and severance provisions, are confidential, it is important to note that the release of such personal information is currently restricted under the *Access to Information and Protection of Privacy Act*.

#### Approved by:

	_March 4, 2024_
Public Service Commissioner	Date Approved

## Session Briefing Note

### Gender Pay Equity in YG

TAB #20

Spring 2024

Public Service  
Commission

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#### Recommended response:

- The Yukon government upholds the principle of equal pay for equal value as defined under the *Human Rights Act*.
  - Our commitment to non-discriminatory salary decisions is unwavering.
  - Salaries for Yukon government positions are structured based on established pay grids, with increments governed by collective agreements and Section M, setting out terms and conditions for managers.
  - In certain circumstances, employees may negotiate their starting salary upon joining the Yukon government. Recent data indicates that starting salaries between men and women are comparable.
- 

#### Context—this may be an issue because:

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

#### Background:

- An examination of salary upranges in 2018 found potential systemic differences in starting pay between men and women in the Yukon government. Since then, this systemic disparity has been minimized.
  - PSC (Public Service Commission) tracks salary uprange data – in other words, the amount above the minimum salary that a new employee negotiates when they join the Yukon government – a key metric for gauging diversity and inclusion.
  - The most recent data, from **March 2024**, demonstrates the closure of the salary uprange gap between men and women.
-

# Session Briefing Note

**Spring 2024**

## Gender Pay Equity in YG

Public Service  
Commission

- Moreover, it is essential to recognize that salary differences between genders may be influenced, in part, by the distribution of men and women across various job types. For example, a higher representation of women in health care fields and men in trades roles may contribute to these differences.
- As of **March 2024**, approximately 63% of all Yukon government employees are women.
- The following table illustrates the average hourly starting pay over the last five (5) years for men and women in non-management and management positions.

Year	Men	Women
<b>2023-24</b>	<b>\$45.49</b>	<b>\$43.24</b>
2022-23	\$42.68	\$41.35
2021-22	\$43.30	\$40.40
2020-21	\$41.42	\$41.14
2019-20	\$41.09	\$38.34

**Approved by:**

\_\_\_\_\_

Public Service Commissioner

\_\_\_April 16, 2024\_\_\_

Date Approved

## Session Briefing Note

Spring 2024

### Size of Government/ FTE Growth

Public Service Commission

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#### Recommended response:

- In the 2023 calendar year, the Yukon government workforce consisted of approximately 5,313 Full-Time Equivalents (FTEs), reflecting the actual hours worked.
- This marks an increase of nearly 64 FTEs, equivalent to a 1.2 per cent increase compared to the previous calendar year.
- The increase in FTEs is primarily attributed to improving healthcare and education services, reflecting the government's commitment to enhancing and expanding services for Yukoners.

#### Additional response:

- While the Yukon government has seen recent growth, this expansion aligns with longstanding trends over the past two decades, adapting to meet the evolving needs of society.
- According to a report titled "Restoring Balance: A Fiscal Sustainability Strategy for the 20<sup>th</sup> Legislative Assembly" published by the Government of the Northwest Territories, the Northwest Territories public service grew 27.3% or 1,391 since 2019-2020. In contrast, the Yukon government's public sector has grown by 5.20% or 269 FTE's during this period.
- It's important to note that the numbers mentioned are not directly comparable due to differing formulas applied. For instance, the Northwest Territories uses the fiscal year, while the Yukon government uses the calendar year.

# Session Briefing Note

**Spring 2024**

## Size of Government/ FTE Growth

Public Service Commission

### Context—this may be an issue because:

- The ‘size of government’ is a topic of continual interest in the media and among opposition groups.

### Background:

- The Yukon Financial Advisory Panel report (2017) delves into the “size of government” and spending trends as a share of gross domestic product (GDP); however, it does not provide details that may account for the growth trends such as the notable drop in Yukon’s GDP (between 1980 and 2015) after the 1982 Faro mine shutdown and the increase in YG jobs due to the devolution of the federal programs since 2003.
- The devolution process saw the transfer of 250 federal employees to YG from the Northern Affairs Program (246) and a component of Human Resources and Skills Development (4).
- YG’s response to expanding services and improving standards, particularly in health care and education, has contributed to overall growth.
- Monthly reports for the Yukon Bureau of Statistics (YBS) provide comprehensive employment data, differentiating between public and private sectors.
- YBS employment data is measured by the number of employed persons in each sector and includes full-time, part-time, permanent, and temporary employees.
- YBS data clarifies that public sector employment growth is not solely attributable to the Yukon government as it aggregates federal, municipal and First Nation governments, as well as employees of organizations that are publicly funded such as schools, post-secondary institutions, and hospitals.

### Measuring FTEs

- FTEs tracked and reported by the PSC are based on actual hours worked, considering part-time jobs and unconventional work hours, and accounting for vacant positions within the reporting period.
- These FTEs differ from projected FTEs in the Main and Supplementary budgets.

**Session Briefing Note**

**Spring 2024**

**Size of Government/  
FTE Growth**

Public Service Commission

- Ongoing collaboration between the PSC and the Department of Finance aims to enhance reporting approaches for future improvements.
- Appendix A – Number of FTEs by Hours Worked identifies the number of FTEs by department from 2013-2023.

**Approved by:**

\_\_\_\_\_

Public Service Commissioner

\_March 13, 2024\_\_\_\_\_

Date Approved



## Appendix A – Number of FTEs by Hours Worked

### Total FTEs by Department: 2013 – 2023

Department	2013	2014	2015	2016	2017	2018	2019	2020	2021*	2022*	2023 <sup>1</sup>
Community Services	282.2	280.3	283.2	281.7	292.3	298.5	296.4	319.6	337.8	329.3	273.2
Economic Development	52.4	55.3	54.2	52.8	44.2	48.1	50	49.9	55.4	56.5	57.8
Education	934.7	935.7	944.7	980.7	1,060.4	1,056.6	1,043.9	1,045.1	1,094.5	1,074.0	1,110.7
EMR, YDC	259.4	262.7	266.9	269.8	265	255	259.7	248.6	264.8	264.7	268.8
Environment	196.5	195.9	203.9	205.5	209.2	213.3	211.3	218.7	228.3	235.3	247.2
Executive Council Office	88.4	90.7	100.7	93.6	84.1	89	93.6	87.2	87.5	86.4	92.8
Finance	51.9	54.2	53.9	65	80.9	89.7	89.8	79.4	73.1	72	80.1
French Language Services Dir.	7.7	12.7	14	15.5	20.6	23	23.6	22.4	23.4	19.3	22.6
Highways & Public Works	776.6	782.5	792.4	788.5	765.7	785.8	813.7	841	863.5	870.7	872.1
Health & Social Services	944.3	965.7	958.6	1,021.1	1,114.8	1,183.6	1,408.5	1,479.2	1,489.0	1,441	1,473
Justice	255.3	277.9	275.9	276.2	285.7	275.1	279.2	281.7	296.1	302.5	305.2
Leg Assembly and Elec.	8.2	8.3	10.6	11.6	9.8	8.9	9.3	8.6	8.3	8.7	9
Public Service Commission	97.5	95.1	97.3	97.6	101.6	110.6	118.1	138.1	151.8	148.9	156.9
Tourism & Culture	101	102.9	100.4	105.2	105.2	106.9	105.9	100.7	106.1	105.8	105
WCHSB	76.4	75.4	75.9	79.4	79.2	81.2	84.2	86.2	85.2	78.9	76
Women & Gender Equity Dir.	7.6	7.1	6.3	7.1	7.9	8.2	8.5	9.1	8	7.4	10.4
Yukon Housing Corporation	71.1	71.8	72	65.2	63.9	65.8	64.3	64.1	68.1	65	70.9
Yukon Liquor, Lotteries Yukon	60.9	60.4	61.6	63.5	74	79.3	84.3	82.4	82.7	82.9	81.9
<b>YG Total</b>	<b>4,272.1</b>	<b>4,334.6</b>	<b>4,372.7</b>	<b>4,479.9</b>	<b>4,664.5</b>	<b>4,778.5</b>	<b>5,044.3</b>	<b>5,162.1</b>	<b>5,323.8</b>	<b>5,249.2</b>	<b>5,313.5</b>
<b>FTE count change over previous year</b>		62.5	38.1	107.2	184.6	114	265.8	117.8	161.7	-74.6	64.3
<b>Percent change over previous year</b>		1.46%	0.88%	2.45%	4.12%	2.44%	5.56%	2.34%	3.13%	-1.4%	1.2%

Full-time Equivalents (FTEs) are determined by staffed positions and include part-time jobs and unconventional work hours as well as 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.

\*Revised / <sup>1</sup> Preliminary

# Session Briefing Note

## Secondments

TAB #22

Spring 2024

Public Service  
Commission

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### Recommended response:

- Secondments are temporary assignments to, or from, the Yukon government involving another government, government agency or First Nation organization.
- Secondments benefit all parties involved by helping to address shortages of qualified personnel, increasing the effectiveness of inter-governmental relationships and supporting capacity development.
- Assignments can range in length from one (1) year to three (3) years, with the majority being two (2) years.
- As of April 1, 2024, there are 46 secondments in effect involving another government, government agency or First Nation organization.

### Additional response:

- Of the 46 secondments in effect:
  - Thirty-five (35) Yukon government staff are on secondment with various Yukon First Nation governments or First Nation organizations.
  - Three (3) Yukon government employees on secondment to the Federal government;
  - Four (4) Yukon government employees on secondment to the Yukon University;
  - One (1) Yukon government employee on secondment to an Advisory Council;
  - One (1) Yukon government employee on secondment with Whitehorse General Hospital; and
  - Two (2) outside employees seconded with the Yukon Government.
- The host organization is typically responsible for salary costs; however, this can be negotiated in some cases, such as when the employee is gaining valuable skills and knowledge that can be brought back to the home organization.

# Session Briefing Note

## Secondments

TAB #22

Spring 2024

Public Service  
Commission

### Context—this may be an issue because:

- Questions have been raised in previous sittings about the number and length of Yukon government secondments.

### Background:

- A 'Protocol to Govern Temporary Assignments Between First Nation Governments and the Yukon Government' outlines the considerations and arrangements associated with secondments with First Nation governments and organizations. The protocol was created in 1997 and was updated in 2022 as part of the implementation of Breaking Trail Together, YG's representative public service plan.
- The Public Service Commission maintains a webpage on the corporate intranet to post and promote secondment opportunities with other governments.
- Secondments are governed by a Temporary Assignment Staffing Directive, and can include assignments with the federal government, municipal governments, hospitals, other government agencies and First Nation organizations.
- The table below identifies the number of employees seconded to First Nation governments and other organizations over the last three (3) calendar years:

Year	# of YG Employees on Secondment to F/N governments / F/N organizations	# of YG Employees on Secondment with Non-F/N governments	Total
2024	35	11	46
2023	38	12	50
2022	24	14	38
2021	15	28	43

### Approved by:

Public Service Commissioner

\_\_\_\_ April 8, 2024 \_\_\_\_  
Date Approved

**Session Briefing Note****Spring 2024****Recruitment and Retention in  
the YG Public Service**Public Service  
Commission

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**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 supports departments with initiatives to address recruitment and retention challenges across all of government.
- Some of the initiatives that we are working on include:
  - streamlining hiring practices through process improvements;
  - conducting research to understand the barriers Indigenous employees and members of other marginalized groups experience throughout the recruitment process; and
  - 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.
- 

**Context—this may be an issue because:**

- Recruitment and retention, especially of health care professionals and teachers, was topical during past sessions.
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**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.
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# Session Briefing Note

**Spring 2024**

## Recruitment and Retention in the YG Public Service

Public Service  
Commission

- Actions through 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.
- 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’.
- A tightening labour market has made recruitment and retention increasingly challenging for employers in the Yukon and across Canada. Contributing factors:
  - aging workforce demographics;
  - 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 November 2023, the Yukon’s unemployment rate was 3.6 per cent while the labour force participation rate was 73.2 per cent. The national unemployment rate was 5.8 per cent. The Yukon’s unemployment rate is the lowest in Canada.
- Retirements are expected to contribute to labour market pressures. The following table shows total retirements from the Yukon government for each calendar year since 2019.

Calendar Year	Total Retirements
2023	163
2022	193
2021	202
2020	134
2019	196

**Approved by:**

\_\_\_\_\_  
Public Service Commissioner

January 23, 2024\_\_\_\_\_  
Date Approved

## **Session Briefing Note**

**Spring 2024**

### **Values and Ethics in the Public Service**

Public Service  
Commission

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#### **Recommended response:**

- Yukoners expect Yukon government public servants will deliver programs and services in a manner that meets the highest standards of integrity, ethics and professionalism.
- In summer 2023, the Yukon government launched a Values and Ethics Code for public servants to help ensure that employees understand common values to 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.
- Online training on the Values and Ethics Code is available for all Yukon government employees. Work is ongoing to embed the Code into onboarding and other human resources processes.

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#### **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.

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#### **Background:**

- Employees' obligations to act ethically already exist in Yukon government's corporate human resources policies, in the *Public Service Act* and other legislation, and in common law.

# Session Briefing Note

**Spring 2024**

## Values and Ethics in the Public Service

Public Service  
Commission

- However, until the launch of the Values and Ethic Code, there was no one document to clearly describe 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.
- The Values and Ethics Code provides clarity for all employees about the common values to 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 initiated the development of a comprehensive values and ethics code through in-depth research and collaboration with key stakeholders, including the Yukon Association of Education Professionals, the Yukon Employees' Union, and senior leaders across various Yukon government departments. The Code received formal approval in the summer of 2023 and was subsequently introduced as a course accessible to employees a few months later.
- Since July 2023, 959 employees have registered for the Values and Ethics Code course, while 826 have completed the course with ongoing efforts to have all employees complete it.
- Developing a Values and Ethics Code for public servants was a Public Service Commission led action identified in the Safer Schools Action Plan.

**Approved by:**

\_\_\_\_\_  
Public Service Commissioner

\_\_March 6, 2024\_\_\_\_\_  
Date Approved

**Session Briefing Note****Spring 2024****Diversity and Inclusion in the YG  
Public Service**Public Service  
Commission

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**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 experience throughout the recruitment process;
  - ensuring the public service is a welcoming place to work for two-spirit, lesbian, gay, bisexual, transgender, queer, questioning, intersex and asexual, plus employees, as part of the 2SLGBTQI+ Inclusion Action Plan, by creating and supporting a new employee forum. The YG Pride employee resource group meets regularly to support employees who are members of the community as well as allies;
  - launching the "Conversations with Diversity" speaker series, featuring speakers from a variety of diverse groups, locally and outside of the Yukon, and is available online to all Yukon government employees;
  - supporting the Indigenous Employees' Forum (IEF) which provides opportunities for members to network, access a culturally safe 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

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- supporting 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 helps address racism through training, capacity building and leadership programs.

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**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 2SLGBTQI+ Inclusion Action Plan recommendations, a new YG Pride employee resource group was established to provide a safe and welcoming space for 2SLGBTQI+ employees and allies to come together, share their experiences and support one another. The group was formed in 2022 and meets every two (2) months.
- Other initiatives to further diversity and inclusion in the public service include:
  - delivering the American Sign Language Interpreter program;

**Session Briefing Note**

**Diversity and Inclusion in the YG  
Public Service**

Public Service  
Commission

- 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 2SLGBTQI+ 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

\_\_\_\_January 31, 2024\_\_\_\_\_  
Date Approved

**Session Briefing Note****Spring 2024****Representative Public Service Plan  
– Indigenous Hiring Preference  
Project**Public Service  
Commission**Recommended response:**

- We continue to strengthen the representation and inclusion of Yukon First Nations employees in the Yukon public service by actively working with First Nation governments to implement Yukon government's representative public service plan - Breaking Trail Together.
- 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.
- This policy applies to employees who are members of the Yukon Employees Union/Public Service Alliance of Canada.
- The collective agreement for employees under the Yukon Association of Education Professionals also includes a provision prioritizing hiring for teachers of Yukon First Nation ancestry returning to their traditional territory.
- 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 initiative 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; 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 a new operational plan for the next three years that will consider summer 2023 engagement results identifying barriers faced by Indigenous Yukoners in hiring practices and the overall experience of Indigenous public servants employed by the government.

**Context—this may be an issue because:**

## Session Briefing Note

**Spring 2024**

### **Representative Public Service Plan – Indigenous Hiring Preference Project**

Public Service  
Commission

- The Premier's 2023 mandate letter directs the Minister responsible for the Public Service Commission to implement Breaking Trail Together and Chapter 22 of Yukon First Nation Final Agreements which obliges the Yukon government to increase representations of Indigenous people in its workforce.

#### **Background:**

- Chapter 22 of Yukon First Nation Final Agreements obliges the Yukon government 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 the Yukon government and six (6) Yukon First Nation governments at the September 2019 Yukon Forum.
- Breaking Trail Together is a ten-year strategic plan and is implemented through successive three-year operational plans.
- The plan is built on three (3) pillars: (1) responsive and barrier-free recruitment, (2) culturally safe and supportive work environments, and (3) training and development opportunities.
- According to the 2021 federal census, Indigenous people represent approximately 22% of the Yukon population. Current Indigenous representation in the Yukon government workforce is approximately 13% (January 31, 2024, based on voluntary, self-identification).
- Over the course of the Indigenous hiring preference initiative from October 2020 to December 2023, of 1911 hired individuals, 193 were of Indigenous ancestry. Of these 193 individuals, sixty-eight (68) were of Yukon First Nation ancestry and 125 were of other Canadian Indigenous ancestry.
- Note the data above only reflects hires through competitive requisitions.

#### **Approved by:**

\_\_\_\_\_  
Public Service Commissioner

\_\_\_\_April 17, 2024\_\_\_\_\_  
Date Approved

# Session Briefing Note

## People Plan

TAB #28

Spring 2024

Public Service  
Commission

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### Recommended response:

- We are committed to ensuring the Yukon government's public service is robust, engaged, and capable of efficiently delivering programs and services to Yukoners.
- The People Plan represents a collaborative effort to develop a human resources strategy aimed at nurturing an environment where individuals can excel in their work.
- Several key projects are underway to operationalize the People Plan, with a focus on enhancing recruitment practices and streamlining human resource processes.

### Additional response:

- The current People Plan is set to conclude at the end of March 2024.
- The next iteration of the People Plan is in development and will reflect feedback received through extensive internal engagement and targeted external stakeholder engagement. A "What We Heard" report will be published in spring 2024.
- The upcoming People Plan will encompass a 10-year Strategic Plan (2024-2034) and a 3-year Operational Plan.

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### Context—this may be an issue because:

- The Premier's 2023 mandate letter asks the Minister responsible for the Public Service Commission to continue implementing the People Plan.

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### Background:

- The People Plan is centered around five (5) overarching goals:
  1. Create an engaging and inclusive workplace experience.
  2. Identify and attract the best people.

**Session Briefing Note****Spring 2024****People Plan**Public Service  
Commission

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3. Develop the capacity of our people leaders.
  4. Develop and empower employees.
  5. Build a culture of continuous improvement.
- Built upon past initiatives, the People Plan incorporates feedback from across the Yukon government to strategically prioritize and address current needs and objectives.
  - Originally released in 2019, it covers the period from 2019-2023. Projects under the People Plan are routinely tracked and monitored with a progress report slated for release in the spring of 2024.
  - The next People Plan will include a 10-year Strategic Plan (2024-2034) and a 3-year Operational Plan.
  - The People Plan was developed, in part, as a response to the 2018 Government Internal Audit Services report on Talent Acquisition and Retention, incorporating a clear and practical framework to support the acquisition of talent.
  - In early 2022, PSC identified key corporate human resource priority projects that align with the People Plan goals:
    - Identify barriers to Indigenous recruitment and retention, shifting to a principles-based approach in the recruitment process.
    - Streamline human resource processes across the Yukon government.
    - Conduct a review of psychological health and safety in the workplace.
  - Apart from these corporately sponsored priority projects, additional initiatives are underway, either led by the Public Service Commission or led by departments in close collaboration with PSC.
  - PSC canvassed a diverse array of external stakeholder organizations through the engagement process such as: Yukon University, Multicultural Centre of the Yukon, BYTE – Empowering Youth Society, Youth Achievement Centre, Employment Central, Yukon Teachers' Association, Yukon Employee's Union, Association of Social Workers in Northern Canada, Yukon First Nation Chamber of Commerce and Yukon Housing Corporation.

## Session Briefing Note

### People Plan

**TAB #28**

**Spring 2024**

Public Service  
Commission

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Approved by:

\_\_\_\_\_

Public Service Commissioner

\_\_January 24, 2024\_\_

Date Approved

**Session Briefing Note****Spring 2024****American Sign Language  
Services**Public Service  
Commission

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**Recommended response:**

- As both an employer and service provider, the Yukon government is committed to fulfilling its obligation to provide reasonable accommodation to our employees and clients.
- The Diversity and Inclusion branch of the Public Service Commission plays a pivotal role by offering American Sign Language (ASL)/English interpreting services to employees and members of the public.
- ASL services are available at no cost when booked through the Diversity and Inclusion branch.
- Importantly, ASL services extend beyond regular government hours to ensure accessibility for all.
- In the event the Yukon government's ASL interpreter is unavailable, alternative arrangements will be made.
- To book an ASL interpreter, individuals can contact the Diversity and Inclusion branch by phone or text at 867-332-4275 or email at [interpreter.asl@yukon.ca](mailto:interpreter.asl@yukon.ca).

**Additional response:**

- Established as a permanent offering in 2018, the ASL services initiative facilitates accessible communication for members of the Deaf community seeking essential government services, as well as for other activities like medical appointments and banking.
- The ASL Interpreting Program has a Program Advisory Committee (PAC) in place comprised of Deaf service users. The PAC meets regularly to discuss any service-related issues and works to continually improve this important service.

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**Context—this may be an issue because:**

- This information addresses a specific inquiry raised during the budget debate on Vote 10 for the Public Service Commission on October 17, 2023, regarding the



## Session Briefing Note

Spring 2024

### American Sign Language Services

Public Service  
Commission

availability of American Sign Language (ASL) services outside of government hours.

#### Background:

- American Sign Language (ASL) is a natural language used by Deaf communities in the United States of America and most Anglophone regions in Canada.
- The Yukon government piloted the ASL services initiative in 2012, followed by a program evaluation completed in September 2017. The program was officially established as a permanent service in March 2018.
- Assignments that are more complex or longer than two (2) hours require a second ASL Interpreter. The Diversity and Inclusion Branch will provide the first ASL Interpreter at no cost, and the client must secure a second interpreter, with the branch providing a list of qualified agencies and individuals for consideration.
- In 2023 an anonymous survey, available in both ASL and English, assessed the quality of the ASL interpreting services, identified challenges, and gathered suggestions for improvement. All respondents expressed satisfaction or very satisfaction.
- From 2019 to January 2024, Yukon government's ASL interpreting services responded to over 3,100 assignments – totaling approximately 4,000 hours of ASL.
- Of those 4,000 hours, the Interpreter provided 511 hours of ASL services on evenings and weekends.

#### Approved by:

Public Service Commissioner

\_February 1, 2024\_

Date Approved

# Session Briefing Note

United Way of Yukon

TAB #30

Spring 2024

Public Service  
Commission

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## Recommended response:

- United Way Yukon has played a pivotal role in supporting numerous charitable initiatives and social programs, benefiting Yukoners for over 25 years.
- Unfortunately, due to increasing program demands, the United Way in our territory is facing challenges that have led to the decision to cease its operations.
- Despite this regrettable situation, we extend our sincere appreciation to the dedicated board for their unwavering service that has positively impacted the lives of countless individuals.

## Additional response:

- Considering these circumstances, we are reaching out to encourage Yukon government employee payroll donors to continue with automatic payroll deductions until the formal closure of the program.
- By doing so, the organization will have the opportunity to allocate funds to agencies that depend on United Way Yukon's support, allowing them to transition and secure alternative funding.
- Should employees have any questions or concerns about continuing payroll deductions, we encourage them to contact the Director of Compensation and Classification with the Public Service Commission who will address inquiries.

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## Context—this may be an issue because:

- Given United Way Yukon's significant role in our community, there may be interest from the media and opposition about the closure.

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## Background:

- United Way Yukon, while part of the national organization, operates autonomously as a community-based, registered charitable organization governed by a local volunteer board of directors and has been operating since 1995.
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# Session Briefing Note

United Way of Yukon

TAB #30

Spring 2024

Public Service  
Commission

- Approximately 75 Yukon government employees currently support the organization through automatic payroll deductions.
- The organization plans to administer final allocations before closing its doors, allocating accumulated funds from payroll donations and any additional contributions during the interim period.
- Over the past 25 years, United Way Yukon has raised over \$2.5 million for local charities with a focus on supporting programs for Yukon children, youth, and families, addressing disabilities; combating substance abuse, and alleviating the adverse effects of poverty.
- Annually, the organization raises between \$150,000 – \$170,000, with nearly all funds directed to charities through its Community Investment Fund.
- United Way Centraide Canada is developing a northern strategy, the Department of Health and Social Services is the point of contact for future engagement with the national organization.

Approved by:

\_\_\_\_\_  
Public Service Commissioner

\_\_\_\_\_  
January 25, 2024

\_\_\_\_\_  
Date Approved

## **Session Briefing Note Spring 2024**

### **Interview and Relocation Expense Directive**

Public Service  
Commission

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#### **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:**

- Our aim is to provide more flexible options that strike a balance between fiscal responsibility and the imperative to attract individuals who align with our operational and strategic goals.
- During 2023-24 fiscal year, interview and relocation expenses totaled approximately \$820,761.
- Over the past five fiscal years, the Yukon government has seen an average annual expenditure of approximately \$836,113 on interview and relocation costs, with fluctuations occurring from year to year.

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#### **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 associated expenses.
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#### **Background:**

- The relocation benefits outlined in the current directive encompass a range of provisions, including standard travel and accommodation expenses; handling, transport and storage of household items; and real estate and legal fees.
- The existing directive does not apply equally to all new hires – it is dependent on the type of hire, for example an indeterminate hire versus a term or casual hire.

# Session Briefing Note Spring 2024

## Interview and Relocation Expense Directive

Public Service  
Commission

- Currently, departments must choose either to offer new hires (indeterminate part-time or full-time employees) relocation assistance to cover the entirety of their move or offer no relocation assistance at all.
- This decision is pivotal, as relocations can incur substantial costs, varying based on the candidate's origin.
- The overall expense of a relocation remains uncertain until well after a job is offered, leading to budgetary uncertainties for departments.
- The directive was last revised in 2009.
- To provide a comprehensive view, the table below details total interview and relocation expenses for the past five (5) fiscal years.

Fiscal Year	Total Expenses
2023/24	\$820,761.00
2022/23	\$916,840.00
2021/22	\$554,039.00
2020/21	\$827,196.00
2019/20	\$1,061,728.00

**Approved by:**

\_\_\_\_\_  
Public Service Commissioner

April 5, 2024\_\_\_\_\_  
Date Approved

**Session Briefing Note****Spring 2024****Temporary Assignment  
Interest List**Public Service  
Commission

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**Recommended response:**

- The Public Service Commission launched the Temporary Assignment Interest List in November 2023. It is a one-year pilot project aimed at enhancing communication between hiring managers and employees interested in temporary assignments.
- The Temporary Assignment Interest List is designed to inform hiring managers about employees interested in temporary assignments.
- Temporary assignments serve as a strategic staffing option, addressing operational needs, promoting succession management, and providing valuable career development opportunities for employees.

**Additional response:**

- The Temporary Assignment interest list is a response to Action Item number 23 under the Action Plan for the Hidden Valley Elementary School.
- As of April 2, 2024, 296 employees have expressed interest in being a part of the Temporary Assignment Interest List.
- As of February 29, 2024, 818 employees are engaged in temporary assignments within the Yukon government.

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**Context—this may be an issue because:**

- The Temporary Assignment Interest List is a new program that may generate opposition interest.
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**Background:**

- The Action Plan for the Hidden Valley Elementary School is a result of recommendations from the January 31, 2022, independent review report, focusing on enhancing opportunities for public servants to work in different departments to foster employee development and break down silos.

# Session Briefing Note

**Spring 2024**

## Temporary Assignment Interest List

Public Service Commission

- The Public Service Commission's Staffing and Management Solutions branch is responsible for the Temporary Assignment Interest List.
- Monthly, the branch generates a Yukon government-wide interest list, sharing it with human resource departments.
- Departments are not obligated to use the list, and it does not replace existing staffing practices.
- Employees interested in a temporary assignment are encouraged to complete a brief survey available on Yukonnect. The form will be active for one (1) year.
- Employees are encouraged to actively explore job opportunities by discussing interests with supervisors or following up on posted temporary assignments.
- Temporary assignments involve acting duties outside an employee's regular position, including covering temporarily vacant positions or completing time-limited projects.
- Typically, assignments range from 31 days (about one month) up to two (2) years, with the possibility of extension under exceptional circumstances.
- Indeterminate, term and seasonal employees who completed their probationary periods are eligible. Auxiliary on-call employees can take assignments within their department for up to 12 months, while casual employees are ineligible.
- During a temporary assignment, employees retain their rights to their substantive positions.
- Some assignments are processed as direct hires, while others are posted and open to all interested and eligible employees, with the decision made by the hiring department.
- Employees can access posted temporary assignment opportunities through the e-recruitment job board.
- Currently, PSC is not able to identify if a hire has been made from the interest list. However, this data will be gathered in future starting April 2024.

**Approved by:**

Public Service Commissioner

April 3, 2024

Date Approved

## Session Briefing Note

**Spring 2024**

### **Job Sharing and Types of Leave**

Public Service  
Commission

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**Recommended response:**

- As one of Canada's Top 100 Employers, we recognize the significance of maintaining a fulfilling life outside of work for employee happiness. To support this, we provide various flexible work/life balance opportunities, allowing our employees to fully embrace the active Yukon lifestyle.
- Our commitment to work/life balance extends to various options such as averaging hours, compressed work week, flex time and a range of leave options for vacation, education and unexpected life events.

**Job sharing response:**

- Emphasizing our dedication to work/life balance, we proudly offer job-sharing as an additional opportunity for our employees.
- Job-sharing arrangements are for those who wish to share a job.
- Job-sharing arrangements are facilitated within individual departments, requiring supervisory approval while ensuring operational requirements are met.
- Successful job-sharing arrangements rely on effective communication to ensure job responsibilities are fulfilled without inconvenience to the public and other clients.

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**Context—this may be an issue because:**

- An inquiry during the October 17, 2023, budget debate on Vote 10, Public Service Commission related to job-sharing for two nurses.

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**Background:**

- Employee leave is governed by established policies and agreements, including:



## **Session Briefing Note**

**Spring 2024**

### **Job Sharing and Types of Leave**

Public Service  
Commission

- Collective Agreement between Government of Yukon and the Public Service Alliance of Canada.
- Collective Agreement between Government of Yukon and the Yukon Association of Education Professionals.
- Section M – Conditions of Employment for managers, legal officers and deputy ministers.
- General Administration Manual 3.13 Leave with Pay.
- General Administration Manual 3.27 Discretionary Leave Without Pay.
- As dated January 23, 2024, there are 426 positions on leave without pay.
- This number fluctuates throughout the year, with lower positions on leave during the summer and higher numbers during the fall and winter, mainly attributed to seasonal positions.

**Approved by:**

\_\_\_\_\_  
Public Service Commissioner

\_\_\_\_ January 31, 2024 \_\_\_\_  
Date Approved

## Session Briefing Note

### Yukon Nominee Program

**TAB #38**

**Spring 2024**

Public Service  
Commission

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#### Recommended response:

- The Yukon government, in collaboration with key healthcare partners, released a Health Human Resource Strategy in December 2023 to address the territory's healthcare worker shortage.
- Recruitment is a key pillar of this strategy, with international recruitment emerging as a significant opportunity for expanding our healthcare workforce.

#### Additional response:

- The Yukon government currently does not use the Yukon Nominee Program for recruiting Yukon government positions, as it has historically been fully subscribed by Yukon businesses.
- However, due to on-going recruitment challenges in healthcare, we are considering using a small number of spots in the program to attract internationally educated healthcare professionals this spring.
- The Yukon government remains committed to assisting businesses across the territory in meeting their labour needs. Immigration stands as a crucial tool for attracting workers when local Yukon workers are unavailable and for supporting a labour force that supports investment, economic growth, and the needs of Yukon businesses.

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#### Context—this may be an issue because:

- The opposition has expressed interest in the utilization of the Yukon Nominee Program and has raised concerns about the territory's health care system.
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#### Background:

- The Yukon Nominee Program is available for municipal, First Nations and territorial government use though traditionally these employers have not used it.
  - All jurisdictions in Canada are facing a Health Human Resource crisis, necessitating the attraction of internationally educated health professionals.
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## Session Briefing Note

### Yukon Nominee Program

**TAB #38**

**Spring 2024**

Public Service  
Commission

- Recruiting internationally educated healthcare professionals (IEHPs) is part of the Yukon Government's Health Human Resource strategy, with the Yukon Nominee Program identified as a highly effective immigration pathway for attracting IEHPs to the Yukon.
- The Department of Economic Development administers the Yukon Nominee Program and the Yukon Business Nominee Program in partnership with Immigration, Refugees and Citizenship Canada (IRCC).
- The Yukon government receives allocations from IRCC under the Provincial Nominee Program (PNP), determining the number of applications it can approve annually.
- Historically, the Yukon Nominee Program has been used by the private sector to address labour market needs in a low unemployment climate. However, in 2022, the Yukon Nominee Program reached its full annual allocation for the second time since its inception in 2007.
- In 2023, the program was oversubscribed by local businesses by over 150 applications, prompting an increase in Canada's 2023 allocations to 580.
- Efforts are also underway to transition internationally educated health professionals already residing in the Yukon but lack Canadian licensing into more advanced healthcare positions through the Foreign Credential Recognition program.
- Each province and territory in Canada (except Quebec) have its own PNP, tailored to its economic and demographic needs targeting skilled workers, entrepreneurs, and investors who can contribute to the local economy.

**Approved by:**

\_\_\_\_\_  
Public Service Commissioner

\_\_\_\_2024-04-03\_\_\_\_\_  
Date Approved

**CONFIDENTIAL**

**Session Briefing Note**

**COVID-19 Leave**

**Tab #39**

**Spring 2024**

Public Service  
Commission

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**Recommended response**

- Throughout the pandemic, the Public Service Commission prioritized safeguarding the health of public servants while ensuring the continued delivery of essential services to Yukoners.
- The Yukon government's decision to mandate COVID-19 vaccination was based on recommendations from the territory's chief medical officer of health.
- Employees were required to provide proof of vaccination or go on COVID-19 leave.
- Human Resources data shows that out of 89 employees on COVID-19 leave, 69 have returned to work.

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**Context—this may be an issue because:**

- Questions may arise regarding the status of Yukon government employees returning to work from COVID-19 leave because the Yukon government announced that it is seeking a consultant to review the Civil Emergency Measures Act and the Public Health and Safety Act. Tender documents identify that the government wants the consultants to reflect on how the Yukon handled the COVID 19 pandemic.

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**Background:**

- On October 15, 2021, the Yukon government announced that all public servants and frontline healthcare workers, except those with medical or religious exemptions, must be fully vaccinated against COVID-19.
- The Yukon government's decision was based on recommendations from the territory's chief medical officer of health.

- On November 2, 2021, a petition signed by more than 2,300 people and tabled in the legislative assembly by Watson Lake MLA Patti McLeod, urging the Yukon government to “immediately rescind any and all requirements for mandatory COVID-19 vaccination.”
- On October 17, 2023, Kate White, Member for Takhini-Kopper King inquired about the number of employees on COVID-19 leave.

**Approved by:**

\_\_\_\_\_

Public Service Commissioner

\_\_\_April 5, 2024\_\_\_

Date approved

**Session Briefing Note****Spring 2024****Employee Benefit Changes**Public Service  
Commission

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**Recommended response:**

- Benefits are an essential part of the Yukon government employee's compensation package and help provide peace of mind and quality of life for our employees, retirees, and their families.
- Insurance coverage helps support our employees and retirees when they need assistance to cover medical expenses and provides financial protection in times of illness, injury, or unexpected events.
- Effective April 1, 2024, the monthly benefit premium rates were adjusted.
- Depending on the employee group, the average monthly increase ranges from \$15 to \$50, the average retiree increase is \$47.
- Rates at the renewal cannot be spread over multiple years because rates are based on current year claims and expenses and rates are adjusted to cover costs for the upcoming year. Rates are adjusted yearly.
- The increase in contributions to insurance benefits is due to an increase in overall benefits usage, benefit coverage, cost per claim, specific costs associated with high-cost specialty drugs, vision claims, paramedical services, out-of-country expenses and insurer administration fees.
- Over the last three years, benefit plan design changes for employees and retirees include:
  - On April 1, 2023, vision coverage increased from \$300 to \$600 every two benefit years and hearing aids increased from \$600 to \$1,500 for every five benefit years.

**Session Briefing Note****Spring 2024****Employee Benefit Changes**Public Service  
Commission

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- On April 1, 2022, psychological services increased from \$1,000 to \$1,200 per benefit year.
- On April 1, 2020, orthodontics coverage to adults for \$3,000 per person per lifetime.
- Benefit premium rates have fluctuated over the years.
- The employer is responsible for around 85% of the premium for most employees, but the cost-sharing does vary by employee group; for retirees, the employer cost varies depending on years of service at retirement. The remaining 15% that is paid for by employees is also determined by the employee group.

**Jurisdictional comparison response:**

- The Yukon government's situation is not unique. Plan sponsors and insurers are experiencing increases in claims and expenses due to increased usage and costs.
- Our benefits plan compares favourably with other benefit plans and forms an important part of the compensation provided to employees and retirees.
- For example, the New Brunswick, Ontario and Prince Edward Island Public Service Benefit Plans require retirees to pay 100% of premiums. Yukon government benefit plan members do not pay 100% of premiums as their share of cost is based on years of service in the Yukon government. The average retiree pays 55% of the total premium rate.

**Session Briefing Note****Spring 2024****Employee Benefit Changes**Public Service  
Commission

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**Notification response:**

- The Joint Management Committee (JMC) recommends rate increases.
- The JMC met on February 29, 2024, and recommendations were presented to the Minister for approval. Once approved, retirees and employees were notified of the increase. As in prior years, mid-March is when plan members are notified of premium increases.
- The JMC has employee representatives including one from the Yukon Association of Education Professionals, one from confidential exclusion, one from Yukon Employees' Union and one from management. The employer (Yukon government) has three representatives - two from the Public Service Commission and one from the Department of Finance.
- Members of this representative Committee make recommendations that prioritize the best interests of the members they serve grounded in thorough cost-benefit analyses.
- Once rates are approved, plan members are notified by email or a mailed letter. Active employees are notified by a global note.
- Employees and retirees are always notified of any benefit changes.
- Retirees have the choice to opt out of the benefits plan at any time as it is voluntary. However, if retirees want to opt out of the benefit plan before new rates come into effect, they have a minimum of ten days to decide whether to participate or opt out before payments are automatically deducted.
- Concerns and questions have been expressed from retirees and a few employees.



**Session Briefing Note****Spring 2024****Employee Benefit Changes**Public Service  
Commission

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- We are now in communication with our provider and benefits consultant, exploring extending the period for receiving the information necessary for notifications. We are doing this by working with our benefits consultant for an earlier renewal. Currently, we receive this information in late February.
  - We aim to optimize our notification process to ensure that employees and retirees have ample time to make well-informed personal decisions.
- 

**Context:**

- The Opposition and media have raised concerns with the rate increase to employee benefits for 2024, specifically the 52.8% benefit premium increase for extended health care.
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**Background:**

- The employee benefits premium rates are reviewed annually. The last increase took place April 1, 2023.
  - The cost increase for employee benefits to the Yukon government as an employer will be \$7.6 million.
  - There are no changes to the Yukon government's group insurance benefits plan. Canada Life continues to be a benefits provider.
  - Under the *Public Service Group Insurance Benefit Plan Act (PSGIBPA)*, the administration of the benefit group insurance plans is the responsibility of the Joint Management Committee (JMC). The JMC committee has both employee and employer representatives. The JMC is responsible for determining the benefit plan design and setting premium rates and operates on a consensus basis.
  - The chair or co-chair on behalf of the Joint Management Committee (JMC) provides the Minister of Finance with recommendations regarding the benefit plan and rate increases. The JMC is supported by Mercer, a national benefits consulting firm which provides expertise and advice on administering benefit plans. Any
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## Session Briefing Note

### Employee Benefit Changes

**TAB #40**

**Spring 2024**

Public Service  
Commission

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decisions regarding benefits have the support of a majority of employee representatives for a quorum. JMC meets regularly to review the group insurance benefit plans and review rates.

**Approved by:**

\_\_\_\_\_

Public Service Commissioner

\_\_\_April 27, 2024\_\_\_

Date Approved

## Session Briefing Note

**Spring 2024**

### Support for New Health Authority

Public Service  
Commission

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**Recommended response:**

- The Public Service Commission is supporting the Department of Health and Social Services in strategically planning the overall human resources management function for the new, independent health authority, Health and Wellness Yukon.
- Our support encompasses various critical labour impacts and strategies, including pensions, benefits, union engagement, classification, personnel transfer, legislation, and human resources management systems.

**Additional response:**

- We understand our staff may have questions about the upcoming changes, and we want to assure you that we are prioritizing the well-being and support of our workforce as we navigate this transformation.
- Preserving similar levels of pay, benefits, and pensions are essential to our transformation goals. We are committed to consulting with unions and keeping you informed as we move forward on these details.
- The Health Authority will operate independently from the public service, meaning the *Public Service Act* will not apply to it. Similar, to the current Hospital Corporation, the Health Authority will be regulated by the Yukon *Employment Standards Act*, *Worker's Safety and Compensation Act* and its labour relations, including collective bargaining, will be governed by section 1 of the *Canada Labour Code*.
- It is important to note that under the *Canada Labour Code*, successorship rights are in place for all bargaining unit employees (Health and Social Services and Yukon Hospital Corporation), giving protection to terms and conditions of employment through a transfer of operations.
- Unless agreed otherwise, this means that employees who are represented by a union will continue to be represented by a union and will port their existing negotiated collective agreements, as well as their right to a pension and a comprehensive benefits package.

## Session Briefing Note

**Spring 2024**

### Support for New Health Authority

Public Service  
Commission

- If this results in inequities such as different pay for similar work, then those inequities will be addressed at bargaining with the unions representing the employees.
- We are also committed to protecting the rights of management and confidential excluded staff. Every member of our team, whether frontline, support, or management, plays a critical role in ensuring we can continue to provide high-quality person-centered health care to Yukoners.

#### Pension:

- We are dedicated to preserving a similar level of pension benefits of all employees affected by this transition.
- The Yukon Hospital Corporation has a different pension plan than the Government of Yukon employees working for the Department of Health and Social Services.
- The Hospital pension plan is sponsored by the Hospital and its Pension Committee of the Board of Trustees, whereas the Public Service Superannuation Plan that Government of Yukon employees participate in is sponsored by the federal government.
- The Government of Yukon is exploring potential pension solutions for Shāw Kwā'ą / Health and Wellness Yukon.
- We are working with a business law firm and an accounting firm to explore pension options, ensuring they are fiscally sustainable, attractive to workers, supported by unions, and equitable for staff who transition to the health authority. This includes the plans that employees currently participate in.
- Once our analysis is finished, we will share relevant details with key stakeholders to facilitate discussions.
- We are committed to consulting with the unions once we have identified feasible pension options.
- The intention of a pension plan for Shāw Kwā'ą / Health and Wellness Yukon employees is to have a similar level of pension benefits and stability.

## Session Briefing Note

**Spring 2024**

### Support for New Health Authority

Public Service  
Commission

- We will consult with the Yukon Employees' Union and communicate with employees when we know more.

#### Union engagement:

- We started communication with the Yukon Employees' Union regarding Putting People First and the transition to an independent health authority in February 2022. As we have progressed towards the transition, we have increased frequency of engagement and have maintained regular communication with the Yukon Employees' Union since fall 2023.
- In accordance with our Collective Agreement, we are committed to consulting with the Yukon Employees' Union and will provide them with formal notice of consultation regarding the transfer of any programs involving bargaining unit employees when appropriate, focusing on matters such as pay, benefits, and pensions.
- Between March and April 15<sup>th</sup> of this year, seven staff engagement sessions or open house nights have been held, welcoming both Yukon Hospital Corporation and the Department of Health and Social Services staff. There are seven additional staff open houses scheduled between April 16 and April 30. For some of these, the Department of Health and Social Services will be visiting communities, prioritizing visits to the community hospitals in Watson Lake and Dawson City. Additional visits to communities will take place between now and July.
- These sessions aim to provide reassurances regarding the protection of bargained rights for any employee belonging to a program transferring to the Health Authority and a platform for information sharing, Q&As and feedback on the creation of the Health Authority.

#### Impacts on other Yukon government departments:

- We are currently assessing the potential implications of establishing a health authority on other government departments. This effort is aimed at ensuring a comprehensive understanding of its impact.

## Session Briefing Note

## Support for New Health Authority

Public Service Commission

## Context—this may be an issue because:

- On March 12, 2024, the Opposition identified it wants assurances that pensions of current YG employee positions being transitioned to the Health Authority will be protected and not reduced as the *Public Service Act* will no longer apply.

## Background:

- A key recommendation from the Putting People First report is the establishment of an arm's length government organization for the delivery of specific health and social services – Health and Wellness Yukon.
- Health and Wellness Yukon will be established as a corporate entity, not an agent of the Government of Yukon. The new entity will oversee the existing three hospitals under the Yukon Hospital Corporation and primary care, long-term care and treatment facilities under the Department of Health and Social Services.
- The creation of this integrated health authority aims to enhance coordinated care across hospital facilities, long-term care homes and social services.
- Key areas of support by the Public Service Commission that include labour impacts and strategies:
  - Pension:** Reviewing pension options and providing a labour relations analysis for options provided.
  - Benefits:** Reviewing benefit options and providing a labour relations analysis for the transition to the new entity.
  - Classification:** Reviewing the current classification plan and identifying options that may be adopted by one or both entities.
  - Personnel Transfer:** Conducting a labour relations analysis of the legal requirements to transfer employees to a new entity.
  - Legislative Implications:** Determining potential legislative impacts on the Health Authority such as the *Canada Labour Code*, *Public Service Act*, *Public Service Labour Relations Act*, *Public Service Superannuation Act*, *Public Service Group Insurance Benefit Act* and *Public Interest Disclosure of Wrongdoing Act*.
  - Human Resource Management Systems:** Conduct an analysis of the current state of YG HRM systems to support and inform Health and Wellness Yukon's HRM systems planning and implementation.
- The transition to the new Health Authority will impact two employers: the Yukon government and the Yukon Hospital Corporation.



## Session Briefing Note

**Spring 2024**

### Support for New Health Authority

Public Service  
Commission

- The Government of Yukon employees are represented by the Public Service Alliance of Canada (PSAC) / Yukon Employees' Union (YEU). Some Yukon Hospital Corporation employees are represented by PSAC / YEU while others are represented by the Professional Institute of the Public Service of Canada.
- The Public Service Commission is collaborating closely with the Department of Health and Social Services to ensure that our employees are treated fairly during the transition to a Health Authority.
- To date, the Public Service Commission has not been involved in discussions with the Yukon Hospital Corporation regarding the transition to an independent health authority.
- If an individual is employed by the Department of Health and Social Services and the Yukon Hospital Corporation, both jobs could come under the new Health Authority, a single employer.
- The new Health Authority will assume responsibility for administering its own Human Resources policies to promote healthy work and safety practices, in compliance with its collective agreements.

**Approved by:**

_____	___April 17, 2024___
Public Service Commissioner	Date Approved

## Appendix A – Engagement on Health Authority Act

### EMPLOYEE INFORMATION SESSIONS (Department of Health and Social Services and Yukon Hospital Corporation)

The health care providers and staff currently working in the system are our greatest asset. Ensuring an effective transition of staff, including working closely with unions, will be one of the key activities during the transition period. The department and HTAC, which includes the Yukon Hospital Corporation, will continue hosting information sessions with internal and external stakeholders on the progress of health system transformation and steps to establishing a health authority.

Employee Group / Union	Approach / Considerations	Engagement Lead and Timing
HSS Employees	A dedicated email account was created for employees to send inquiries and questions regarding health system transformation. Also – an anonymous survey was created to capture employee questions, concerns and comments of health system transformation.	<b>Lead - HSS</b> <ul style="list-style-type: none"> <li>• Winter 2022</li> </ul>



## Appendix A – Engagement on Health Authority Act

<p>HSS Transformation Networks</p>	<p>Since January 2023, Transformation Networks have been formed to provide an avenue for the workforce to participate in the health system transformation by providing input, voicing the thoughts of their teams, and acting as peer-to-peer change champions.</p> <p>The networks are structured based on divisions within Health and Social Services, with some of the smaller divisions doing corporate-related functions grouped together as follows:</p> <ul style="list-style-type: none"> <li>• Community and Primary Care</li> <li>• Continuing Care</li> <li>• Social Services</li> <li>• Innovation, Quality and Performance, Deputy Minister's Office, Corporate Services and Human Resources.</li> <li>• Yukon Hospital Corporation</li> </ul>	<p><b>Lead - HSS</b></p> <p>Winter 2022</p> <ul style="list-style-type: none"> <li>• Email account and anonymous survey created to gather employee feedback on health system transformation.</li> </ul> <p>January 2023 (ongoing)</p> <ul style="list-style-type: none"> <li>• Transformation networks within HSS have provided input, represented the perspectives of their teams, and acted as peer-to-peer change champions.</li> </ul> <p>March 2023</p> <ul style="list-style-type: none"> <li>• Management met with EMS staff ahead of transition from Community Services to HSS</li> </ul> <p>October/November, 2023</p> <ul style="list-style-type: none"> <li>• Presentation on legislation development to all HSS transformation networks.</li> </ul>
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## Appendix A – Engagement on Health Authority Act

HSS Employees	<p><b>Deputy Ministers' Road Show Summer / Fall 2023</b></p> <ul style="list-style-type: none"> <li>• Referred Care Clinic</li> <li>• CYFFT Outreach and Counselling</li> <li>• Strategic Policy and Planning</li> <li>• Mental Wellness and Substance Use Services</li> <li>• Home Care</li> <li>• CSCHC</li> <li>• Disability Services</li> <li>• Withdrawal Management, Intensive Treatment, Kitchen, Domestic Aides</li> <li>• Income Support Unit (ISU)</li> <li>• Community Outreach Services, Adult Protection Unit, People Development and Service Enhancement (PDSE)</li> <li>• Insured Health</li> <li>• Population and Public Health Evidence and Evaluation</li> <li>• Psychiatric Outreach and Early Psychosis (POPEPI)</li> <li>• Division Support Services</li> <li>• Health Promotion Unit</li> <li>• Safety and Clinical Excellence - Continuing Care</li> <li>• Midwifery</li> <li>• Chronic Conditions Support Program (CCSP)</li> <li>• Privacy Team</li> <li>• Emergency Social Services</li> <li>• Copper Ridge Place – Continuing Care</li> </ul>	<p><b>Lead - HSS DMs</b></p> <p>June to September 2023</p> <ul style="list-style-type: none"> <li>• Deputy Minister' road show visited 26 work units across HSS, and 8 rural communities.</li> </ul>
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## Appendix A – Engagement on Health Authority Act

	<ul style="list-style-type: none"> <li>• Forensics</li> <li>• Family and Children's Services</li> <li>• Whistle Bend Place – Continuing Care</li> <li>• Thompson Centre – Continuing Care</li> <li>• Environmental Health</li> </ul> <p><b>HSS Workplace Community Visits</b></p> <ul style="list-style-type: none"> <li>• Watson Lake</li> <li>• Dawson</li> <li>• Destruction Bay</li> <li>• Faro</li> <li>• Ross River</li> <li>• Old Crow</li> <li>• Beaver Creek</li> <li>• Haines Junction</li> </ul>	
<b>HSS Employees</b>	<p><b>Deputy Ministers' Virtual Road Show</b></p> <p>The online session was similar to the in-person roadshow meetings but held online for those who could not join the in-person sessions.</p>	<p><b>Lead - HSS DMs</b> August 30, 2023</p>

## Appendix A – Engagement on Health Authority Act

<b>HSS and YHC Transformation Networks (employees)</b>	<p>Staff gathered for two days of training to learn about change from experts, from People with Lived Experience in change from each other.</p> <p>The focus was on how we can work together in preparation of system-wide changes that are part of the creation of the health authority, the development of the new Department of Health and Social Services and long-term clinical services integration.</p>	<b>Lead - HSS</b> November 1 and 2, 2023
<b>HSS Employees</b>	HSS DMs and ADMs hosted a series of four all-staff meetings to discuss health system transformation.	<b>Lead - HSS DMs</b> January 1 to February 3, 2023 <ul style="list-style-type: none"> <li>Four all-staff virtual meetings</li> </ul>
<b>HSS Employees</b>	HSS launched a SharePoint site to house key information for employees to access. YHC was provided with the same information for their staff.	<b>Lead - HSS DMs</b> October 2023
<b>YHC Employees</b>	YHC released a CEO message to all staff and launched a SharePoint site to house FAQ and HA project overview documents	<b>Lead - YHC</b> November 2023
<b>HSS &amp; YHC Employees</b>	Two days of training for Transformation Network members (HSS & YHC) on change management and system-wide preparations for the new health authority and HSS,	<b>Lead - HSS Lead</b> November 2023

# Appendix A – Engagement on Health Authority Act

<b>HSS Employees</b>	HSS released the 2 <sup>nd</sup> annual report for Putting People First	<b>Lead - HSS DMs</b> December 2023
<b>HSS and Yukon Hospital Corporation Staff</b>	Virtual All-Staff - Yukon government and the Yukon Hospital Corporation	<b>Lead - HSS DMs and YHC CEO</b> March 8, 2024 <ul style="list-style-type: none"> <li>Online meeting held at 2 – 3:30 PM</li> </ul> <b>Lead - YHC</b> March 20, 2024 <ul style="list-style-type: none"> <li>Online Town Hall held at 1-2:30pm</li> </ul>
<b>YHC Employees</b>	CEO message to all staff on the tabling of the <i>Health Authority Act</i>	<b>Lead – YHC</b> March 2023

Appendix A – Engagement on Health Authority Act

HSS & YHC Employees	Hosting up to three open houses per week over 4-6 weeks.	<b>Co-Lead – HSS, YHC, CYFN</b> First meetings scheduled for: <ul style="list-style-type: none"> <li>• March 27 @ 7:30pm (Virtual)</li> <li>• March 28<sup>th</sup> at 3am. (Virtual)</li> <li>• April 4 @ 9:15am (Whitehorse, Yukon Hospital Cafeteria)</li> <li>• April 5 @ 10am (Virtual)</li> <li>• April 9 @10am (Virtual)</li> <li>• April 10 @ 7:30pm (Virtual)</li> <li>• April 11 @10am (Virtual)</li> <li>• April 16 @10am (Virtual)</li> <li>• April 17 @ 7:30pm (Virtual)</li> <li>• April 19 @ 10am (Dawson, Hospital Meeting Room)</li> <li>• April 23 @10am (Virtual)</li> <li>• April 24 @ 7:30pm (Virtual)</li> <li>• April25 @2pm (Watson Lake, Hospital Meeting Room)</li> <li>• April 30 @ 10am (Virtual)</li> </ul>
HSS & YHC Employees	Community visits to community hospitals and community health centres.	<b>Co-Lead – HSS, YHC, CYFN</b> Priority will be given to the communities with hospitals – projected timing is mid-April.
<b>General Public</b>		
Public	Open Houses held in person for the general public.	<b>Co-Lead – HSS, YHC, CYFN</b> April 18 @ 7:30pm (Dawson City, TBD) April 22 @ 6pm (Whitehorse, KDCC) April 25 @ 7pm (Watson Lake, TBD)

## Appendix A – Engagement on Health Authority Act

Unions		
<ul style="list-style-type: none"> <li>Professional Institute of the Public Service of Canada (PIPSC)</li> <li>Public service Alliance of Canada</li> <li>Yukon Employees' Union</li> </ul>	<p>Joint information sessions involving representatives from:</p> <ul style="list-style-type: none"> <li>the Health and Social services transformation team</li> <li>Yukon Hospital Corporation</li> <li>Public Service Commission, representing Yukon Government as employer</li> </ul>	<ul style="list-style-type: none"> <li>April 9, 2024 @ 8:00am</li> <li>April 11, 2024 @ 11:30am</li> <li>Regular monthly meetings to be scheduled going forward</li> </ul>

# Appendix A – Engagement on Health Authority Act

Yukon First Nation government or committee	Approach / Considerations/ Details	Engagement Lead and Dates
<p>Invited:</p> <p>Carcross/Tagish First Nation</p> <p>Champagne and Aishihik First Nations</p> <p>Kluane First Nation</p> <p>Kwanlin Dün First Nation</p> <p>Liard First Nation</p> <p>Little Salmon/Carmacks First Nation</p> <p>First Nation of Na-Cho Nyäk Dun</p> <p>Ross River Dena Council</p> <p>Selkirk First Nation</p> <p>Ta'an Kwäch'än Council</p> <p>Teslin Tlingit Council</p> <p>Tr'ondëk Hwëch'in</p> <p>Vuntut Gwitchin First Nation</p> <p>White River First Nation</p>	<p>The department held meetings with CYFN and eight Yukon First Nations between April and August 2023. Some nations were unable to meet due to flooding, wildfires, summer scheduling conflicts, etc.</p> <p>The department presented an overview of the creation of a health authority as a key recommendation of PPF.</p> <p>The presentation also included a brief rationale for a health authority and sought feedback from Yukon First Nations about how to work together to build Shāw Kwä'q.</p>	<p><b>Lead – HSS</b></p> <p>April 11, 2022</p> <ul style="list-style-type: none"> <li>• Little Salmon Carmacks First Nation</li> </ul> <p>April 25, 2022</p> <ul style="list-style-type: none"> <li>• Selkirk First Nation</li> </ul> <p>June 13, 2022</p> <ul style="list-style-type: none"> <li>• Ta'an Kwächän Council</li> </ul> <p>June 22, 2022</p> <ul style="list-style-type: none"> <li>• Tr'ondëk Hwëch'in</li> </ul> <p>June 23, 2022</p> <ul style="list-style-type: none"> <li>• Carcross/Tagish First Nation</li> </ul> <p>July 14, 2022</p> <ul style="list-style-type: none"> <li>• Vuntut Gwitchin First Nation</li> </ul> <p>July 19, 2022</p> <ul style="list-style-type: none"> <li>• Council of Yukon First Nations</li> </ul> <p>August 8, 2022</p> <ul style="list-style-type: none"> <li>• Champagne and Aishihik First Nations (CAFN)</li> </ul>



## Appendix A – Engagement on Health Authority Act

<b>Joint Senior Executive Committee (JSEC)</b>	<p><b>JSEC</b> is a committee comprised of YFN Executive Directors and YG Deputy Ministers.</p> <p>HTAC Co-Chairs presented on work to-date on health authority legislation, partnerships, committees and territorial health plan, advancing community wellness and strategic vision for the health authority.</p>	<p><b>Lead – HTAC Co-Chairs</b></p> <p>November 24, 2023</p> <ul style="list-style-type: none"> <li>• Health and Wellness Yukon Presentation delivered by HTAC co-chairs</li> </ul>
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## Appendix A – Engagement on Health Authority Act

<p>Health Transformation Advisory Committee</p>	<p>Engagement is ongoing.</p> <p>HTAC actively supports implementation of health system transformation, including the development of health authority legislation.</p> <p>This committee advises on the development of Yukon’s health authority and the ongoing implementation of Putting People First. They provide policy and operational–related recommendations and implement the priorities and direction from the Minister and the Chiefs Committee on Health to work towards creating the proposed health authority. They are guided by a jointly developed Terms of Reference and a workplan that is updated regularly.</p> <p>HTAC facilitated First Nations, employee and external stakeholder information sessions through January and February 2024.</p>	<p><b>Lead – HTAC Co-Chairs</b></p> <p>July 2023 - ongoing</p> <ul style="list-style-type: none"> <li>• The first HTAC meeting was July 26, 2023.</li> <li>• This committee has met 14 times since formation.</li> <li>• First meeting included the Minister and Chiefs Committee on Health.</li> <li>• Co-Chairs are made up of one YG member and one FN member.</li> <li>• HTAC Co-Chairs hold bi-weekly meetings.</li> </ul> <p>September 2023</p> <ul style="list-style-type: none"> <li>• Members of CCOH and HTAC as well as support staff (CYFN and HSS) travelled together to attend information sessions on the BC First Nation Health Authority</li> </ul> <p>November 2023</p> <ul style="list-style-type: none"> <li>• Members of CCOH and HTAC as well as support staff (CYFN and HSS) travelled together to Anchorage, Alaska to learn about the Southcentral Foundation and witnessed the Nuka System of Care in practice.</li> </ul>
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## Appendix A – Engagement on Health Authority Act

Health and Social Development Commission	Updates have been provided to First Nation Health and Social Services/Wellness directors by CYFN at the commission meetings.	<b>Lead - YFN</b> <ul style="list-style-type: none"> <li>• September 13, 2022</li> <li>• December 7, 2022</li> <li>• May 31, 2023</li> </ul>
Leadership (Yukon Forum)	Presented on the importance of partnership and proposed the oversight and partnership committees. Committees were established in summer of 2023.	<b>Lead - YFN</b> <ul style="list-style-type: none"> <li>• YFN-HTAC and CCOH has provided updates on work advancing through HTAC to YFN Leadership on an ongoing basis.</li> </ul>

## Appendix A – Engagement on Health Authority Act

Yukon First Nation governments	<p>Letter sent to YFN governments inviting Yukon First Nations Leadership, executive directors and technical staff to engage on the co-development of the Bill through an in-person session at the Kwanlin Dun Cultural Centre.</p> <p>Bilateral discussions (pre and post workshop) invitations for partners who were unable to attend the in-person session and for those who wanted to provide additional input or had further questions. Bilateral meetings supported in-person and virtually.</p> <p>In-person engagement session on review of the Bill with Yukon First Nations Leadership, executive directors and technical staff, was facilitated by the Health Transformation Advisory Committee co-chairs.</p>	<p><b>Joint Leads - HTAC with HSS &amp; CYFN</b></p> <p>December 2023 and January 2024</p> <ul style="list-style-type: none"> <li>• Invitations to the in-person session sent.</li> </ul> <p>January to March 2024</p> <ul style="list-style-type: none"> <li>• Invitations for bilateral discussions sent.</li> </ul> <p>January 18 and January 19, 2024</p> <ul style="list-style-type: none"> <li>• In person session with Yukon First Nations was held at the Kwanlin Dun Cultural Centre.</li> <li>• Yukon First Nations representatives in attendance were: Little Salmon Carmacks First Nations, Carcross/Tagish First Nation, First Nation of Na-Cho Nyäk Dun, Teslin Tlingit Council, Kwanlin Dun First Nation, Champagne and Aishihik First Nations, Selkirk First Nation, Ta'an Kwäch'än Council and Council of Yukon First Nations.</li> </ul>
<b>One-on-One Engagement Sessions with Yukon First Nations</b>		
Little Salmon Carmacks First Nation	Presentation on the health authority legislation to Chief and Council.	<p><b>Lead - HTAC</b></p> <p>Date TBD</p> <ul style="list-style-type: none"> <li>• In person session</li> </ul>

## Appendix A – Engagement on Health Authority Act

White River First Nation	Presentation on the health authority legislation to Chief and Council.	<b>Lead - HTAC</b> March 27, 2024 <ul style="list-style-type: none"> <li>Virtual session</li> </ul>
Ross River Dena Council	Presentation on the health authority legislation to Chief and Council.	<b>Lead - HTAC</b> Date TBD <ul style="list-style-type: none"> <li>We are working with RRDC to confirm a date and time.</li> </ul>
Liard First Nation	Presentation on the health authority legislation to Chief and Council.	<b>HTAC</b> Date TBD <ul style="list-style-type: none"> <li>We are working with LFN to confirm a date and time.</li> </ul>
<b>General Public</b>		
	Presentation on the health authority legislation to health system users at the KDCC.	<b>Lead – HSS, YHC and CYFN</b> Date April 13 <sup>th</sup> from 1-3

## Appendix A – Engagement on Health Authority Act

<b><u>YG Engagement with YEU, the bargaining agent representing YG employees</u></b>				
<b><u>DATE</u></b>	<b><u>FROM</u></b>	<b><u>TO</u></b>	<b><u>TYPE</u></b>	<b><u>CONTENT</u></b>
2022 02 03	Director, LRB	YEU Negotiator	Power Point Presentation	Power Point Presentation providing an overview of implementation and the related aspects of Health and Wellness Yukon.
2022 03 02	DM Health	YEU Negotiation Team	Meeting	HSS DM Health and Director, Transformation, Innovation and Putting People First - provided update on Putting People First to YEU Bargaining Team. Used presentation provided to YEU February 2022.
2022 11 22	DM Health	President, YEU	email	DM Health – Advance copy of Putting People First Annual Report
2022 11 29	Director, LRB	President, YEU	meeting	Meeting with HSS DM Health – Bargaining Teams EMS Transfer- first stage of Health Authority
2022 12 01	Manager, LRB	Negotiator, PSAC	email	Staff message re: EMS transfer to HSS, in preparation for eventual transfer to H&WY
2023 03 23	Director, LRB	President, YEU	email	Confirms intention of ongoing consultation
2023 07 19	Director, LRB	President, YEU	email	Advising of joint press release
2023 09 25	Director, LRB	President, YEU	email	Project update
2023 10 04	DM Health	President & VP, YEU	meeting	HSS DM Health, ADM Corporate Services and LR meet with YEU Vice President to discuss high-level plans.
2023 10 23	Director, LRB	President & VP, YEU	email	Advising of all-staff message
2023 11 01	Director, LRB	President, YEU	email	Sharing Health Transformation overview document
2023 11 02	Director, LRB	President, YEU	email	Clarifying documents from 11/01
2023 11 07	Director, LRB	President, YEU	email	Official notice of development of the Health Authority Act
2023 12 12	Director, LRB	President, YEU	email	Advising of all-staff message
2024 01 18	n/a	n/a	meeting	HSS Corporate and Social Services ADMs present H&WY update to YEU at Joint Consultation Committee; agree to make H&WY updates a standing item on JCC.

## Appendix A – Engagement on Health Authority Act

2024 01 18	Director, LRB	President, YEU	email	Follow-up to JCC clarifying that formal notice of consultation has not yet been issued
2024 01 31	Director, LRB	President, YEU	email	Provides slide deck for stakeholder sessions
2024 02 01	DM, HSS	President & VP, YEU	email	DM Health emails to invite discussion on YEU's news release re: staffing shortages
2024 02 16	Director, LRB	President, YEU	email	Advising of upcoming all-staff meeting
2024 02 28	Director, LRB	President & VP YEU	email	Invitation to attend all-staff meeting
2024 03 08	Director, LRB	President, YEU	email	YEU attend all-staff meeting
2024 03 26	Director, LRB	President, YEU	Email	Advising of all-staff letter (including YHC staff) following up on 03/08 meeting & inviting to upcoming open-houses
2024 03 26	DM, HSS	President, YEU	Email	Invites ideas on how to improve staff engagement
2024 03 27	DM, HSS	VP, YEU	Email	Shares schedule of Open Houses
2024 03 27	Director, HHRS	President & VP, YEU	Meeting	Focused on Health Human Resource Strategy, with some overlapping issues related to the Health Authority
2024 04 05	n/a	n/a	Meeting	Joint Consultation Committee meeting – update from DM & ADM, Health
2024 04 05	DM, Health, ED, YHC	President & VP, YEU, President, PIPSC	Email	Invitation to joint meeting with YEU & PIPSC to discuss staff engagement strategy
2024 04 05	ADM, Employee Relations	President & VP, YEU	Email	Advanced notification of all-staff email regarding open houses
2024 04 09	n/a	n/a	Meeting	DM, Health and CEO, YHC meet with President, YEU and President, PIPSC to discuss staff engagement strategy
2024 04 11	n/a	n/a	Meeting	Officials from HSS Transformation Team, PSC/LRB, and YHC meet with Presidents from YEU/PSAC and PIPSC to ensure all parties have the same baseline information

## Appendix A – Engagement on Health Authority Act

### STAKEHOLDER INFORMATION SESSIONS

The following table lists the stakeholder information sessions that were hosted by the department with Health Transformation Advisory Committee members through the months of January and February 2024. In the case that the proposed date was unavailable, groups were offered a contact to arrange an alternate date.

External Stakeholders	Organization or Health and Social Services Sector	Information Session Date
Yukon Hospital Corporation Board	Yukon Hospital Corporation	January 31, 2024 at 12:00 pm
Association of Social Workers in Northern Canada	Allied Health Professionals	February 1, 2024 at 9:00 am
Canadian Association of Occupational Therapists	Allied Health Professionals	February 1, 2024 at 9:00 am
Physiotherapy Association of Yukon	Allied Health Professionals	February 1, 2024 at 9:00 am
Psychological Society of Yukon	Allied Health Professionals	February 1, 2024 at 9:00 am
Yukon Dental Association	Allied Health Professionals	February 1, 2024 at 9:00 am
Yukon Denturists Society	Allied Health Professionals	February 1, 2024 at 9:00 am
Yukon Licensed Practical Nurses	Allied Health Professionals	February 1, 2024 at 9:00 am
Yukon Pharmacists Association	Allied Health Professionals	February 1, 2024 at 9:00 am
Yukon Speech-Language Pathology and Audiology Association	Allied Health Professionals	February 1, 2024 at 9:00 am
Autism Yukon	Health NGOs	February 8, 2024 at 10:00 am
Blood Ties Four Directions	Health NGOs	February 8, 2024 at 10:00 am
Canadian Mental Health Association, Yukon Division	Health NGOs	February 8, 2024 at 10:00 am
Hospice Yukon Society	Health NGOs	February 8, 2024 at 10:00 am
KDFN Health Centre/Land Based Healing Camp	Health NGOs	February 8, 2024 at 10:00 am
Line of Life	Health NGOs	February 8, 2024 at 10:00 am
Opportunities Yukon	Health NGOs	February 8, 2024 at 10:00 am
Queer Yukon	Health NGOs	February 8, 2024 at 10:00 am
Sign Post Seniors - Watson Lake	Health NGOs	February 8, 2024 at 10:00 am
St Elias Seniors Society	Health NGOs	February 8, 2024 at 10:00 am



# Appendix A – Engagement on Health Authority Act

Yukon Strategy for Patient Oriented Research - YSPOR	Health NGOs	February 8, 2024 at 10:00 am
Yukon T1D Support Network	Health NGOs	February 8, 2024 at 10:00 am
Association of Yukon Communities	Municipalities	February 8, 2024 at 10:00 am
City of Dawson	Municipalities	February 2, 2024 at 1:00 pm
City of Whitehorse	Municipalities	February 2, 2024 at 1:00 pm
Town of Faro	Municipalities	February 2, 2024 at 1:00 pm
Town of Watson Lake	Municipalities	February 2, 2024 at 1:00 pm
Village of Carmacks	Municipalities	February 2, 2024 at 1:00 pm
Village of Haines Junction	Municipalities	February 2, 2024 at 1:00 pm
Village of Mayo	Municipalities	February 2, 2024 at 1:00 pm
Village of Teslin	Municipalities	February 2, 2024 at 1:00 pm
Association franco-yukonnaise	one-on-one	February 12, 2024 at 11:00 am
Yukon Ombudsman/ Yukon Information and Privacy Commissioner (IPC)	Arms Length Government Organization	February 13, 2024 at 11:00 am
Yukon Association for Birth Choices (Yukon Midwifery Association)	Health NGOs	March 6, 2024 at 11:30 am
Yukon Medical Association	Health NGOs	February 26, 2024 at 3:00 pm
Yukon Registered Nursing Association	Health NGOs	February 21, 2024 at 1:00 pm
Aspen Residence	Social Services NGOs	February 16, 2024 at 1:00 pm
Big Brothers and Big Sisters of Yukon	Social Services NGOs	February 16, 2024 at 1:00 pm
Boys and Girls Club	Social Services NGOs	February 16, 2024 at 1:00 pm
Child and Youth Advocate	Social Services NGOs	February 16, 2024 at 1:00 pm
Child Development Centre	Social Services NGOs	February 16, 2024 at 1:00 pm
Connective - Whitehorse Emergency Shelter	Social Services NGOs	February 16, 2024 at 1:00 pm
Council of Yukon First Nations - program delivery areas	Social Services NGOs	February 16, 2024 at 1:00 pm
Dawson Women's Shelter Society	Social Services NGOs	February 16, 2024 at 1:00 pm
Elder Active Yukon	Social Services NGOs	February 16, 2024 at 1:00 pm

## Appendix A – Engagement on Health Authority Act

Fetal Alcohol Syndrome Society Yukon (FASSY)	Social Services NGOs	February 16, 2024 at 1:00 pm
Food Bank Society of the Yukon	Social Services NGOs	February 16, 2024 at 1:00 pm
Golden Age Society	Social Services NGOs	February 16, 2024 at 1:00 pm
Habitat for Humanity Yukon Society	Social Services NGOs	February 16, 2024 at 1:00 pm
Help and Hope for Families Society	Social Services NGOs	February 16, 2024 at 1:00 pm
Inclusion Yukon	Social Services NGOs	February 16, 2024 at 1:00 pm
Learning Disabilities Association of Yukon (LDAY)	Social Services NGOs	February 16, 2024 at 1:00 pm
Options for Independence	Social Services NGOs	February 16, 2024 at 1:00 pm
RCMP	Social Services NGOs	February 16, 2024 at 1:00 pm
Safe at Home Society	Social Services NGOs	February 16, 2024 at 1:00 pm
Senior Action Yukon	Social Services NGOs	February 16, 2024 at 1:00 pm
Skookum Jim Friendship Centre	Social Services NGOs	February 16, 2024 at 1:00 pm
Teegatha'Oh Zheh	Social Services NGOs	February 16, 2024 at 1:00 pm
Trondek Hwech'in Men's Shelter (Dawson Helping Tree)	Social Services NGOs	February 16, 2024 at 1:00 pm
Victoria Faulkner Women's Centre	Social Services NGOs	February 16, 2024 at 1:00 pm
Yukon Aboriginal Women's Council	Social Services NGOs	February 16, 2024 at 1:00 pm
Yukon Anti-Poverty Coalition	Social Services NGOs	February 16, 2024 at 1:00 pm
Yukon Cares	Social Services NGOs	February 16, 2024 at 1:00 pm
Yukon Council on Aging	Social Services NGOs	February 16, 2024 at 1:00 pm
Yukon Status of Women Council	Social Services NGOs	February 16, 2024 at 1:00 pm
Yukon Women's Transition Home Society	Social Services NGOs	February 16, 2024 at 1:00 pm

**Session Briefing Note****Spring 2024****List of Departmental  
Accomplishments**Public Service  
Commission

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**Accomplishments:**

- January 12, 2024, to February 9, 2024: Led and organized the 2023 Long Service Awards that recognizes and celebrates employees long service with the Yukon government.
- January 11, 2024: Led and organized the 2023 Indigenous Employees' Award of Honour and the Naats Tl'áa Award that recognizes the accomplishments of Indigenous Yukon government employees who provide excellent service to the public and colleagues.
- November 17, 2023: Yukon government recognized as one of Canada's Top 100 Employers for 2024 for its exceptional health and family-friendly benefits, retirement assistance planning, and employee retention.
- November 1, 2023, to December 15, 2023: Launched and completed the Public Interest Disclosure of Wrongdoing Act public engagement.
- August 1, 2023: Developed a project team to update GAM 3.47 – Respectful Workplace and establish the Investigations Office – a new branch in the Employee Relations Division – a recommendation identified from the leading expert in psychological health and safety.
- July 17, 2023: Launched a new Values and Ethics Code that integrates existing laws and policies that guide the conduct of public servants and developed and provided online training on the Code – a recommendation identified from the leading expert in psychological health and safety.
- July 11, 2023: Amended GAM 3.48 Workplace Health and Safety to improve the Yukon government's health and safety governance in response to recommendations from the leading expert in psychological health and safety.
- June 26, 2023: Launched a public engagement to learn more about barriers faced by Indigenous Yukoners in territorial government hiring practices and to gather feedback on the overall experience of Indigenous public servants employed by the Yukon government (Breaking Trail Together project).
- June 20, 2023: Supported the implementation of the Safer Schools Action Plan by being the lead department on actions three, eight, nineteen, twenty, twenty-one and twenty-three.

**Session Briefing Note****Spring 2024****List of Departmental  
Accomplishments**Public Service  
Commission

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- June 16, 2023: Led and organized the 2023 Premier's Award for Excellence and Innovation that recognizes the Yukon government's employees' exceptional accomplishments and celebrates their talent and teamwork.
- June 13, 2023: Led and organized Public Service Week activities to recognize and honour the efforts, commitment, and dedication of public servants across the Yukon government.
- June 6, 2023: Successfully negotiated, ratified and implemented a new collective agreement with the Yukon Employees Union that is fair, balanced, fiscally responsible and supports recruitment and retention efforts.
- April 26, 2023: Launched online training for all employees on Preventing Sexual Harassment in the Workplace.
- March 9, 2023: Amended the Coroners Act and the Public Service Act to remove the Oath of Allegiance to the Crown and support the Yukon government's efforts to be an inclusive employer and remove barriers from the hiring process.
- January 12, 2023: Led and organized the 2022 Indigenous Employees' Award of Honour and the Naats Tl'áa Award that recognizes the accomplishments of Indigenous Yukon government employees who provide excellent service to the public and colleagues.
- December 16, 2022, to January 27, 2023: Led and organized the 2022 Long Service Awards that recognizes and celebrates employees long service with the Yukon government.
- December 7, 2022: Yukon government recognized as one of Canada's Top 100 Employers for 2023 for its exceptional health and family-friendly benefits, retirement assistance planning, and employee retention as well as supporting ongoing employee development through tuition subsidies and training opportunities.
- December 2022: Launched the Yukon Career Paths website that showcases a range of opportunities and career paths in the Yukon government.



# Session Briefing Note

**Spring 2024**

## List of Departmental Accomplishments

Public Service Commission

- October 19, 2022: Worked with a leading expert in psychological health and safety to assess Yukon government workplaces against the thirteen factors of psychological safe work environment (People Plan project).
- October 1, 2022: Amended the Conflict-of-Interest Companion Guide to guide the conduct of public servants by clarifying the issue of power imbalance in intimate partner relationships and the requirement to disclose.
- September 6, 2022: Conducted community outreach tour to provide respectful workplace services and established a temporary Indigenous Connections position.
- June 16, 2022: Led and organized the 2022 Premier's Award of Excellence and Innovation that recognizes Yukon government employees' exceptional accomplishments and celebrates their talent and teamwork.
- April 25, 2022: Completed phase one of the Public Interest Disclosure of Wrongdoing Act review through the tabling of the Review of the Public Interest Disclosure of Wrongdoing Act Interim Progress Report in the Legislative Assembly.
- April 4, 2022: Extended the Indigenous hiring preference to 2029 to continue efforts to increase representation of Indigenous employees in the Yukon government public service (Breaking Trail project).
- February 2, 2022: Led and organized the 2021 Indigenous Employees' Award of Honour and the Naats Tl'áa Award that recognizes the accomplishments of Indigenous Yukon government employees who provide excellent service to the public and colleagues.
- January 31, 2022: Successfully negotiated, ratified and implemented a new collective agreement with the Yukon Association of Education Professionals that is fair, balanced, fiscally responsible and supports recruitment and retention efforts.

**Approved by:**

Feb. 2, 2024  
Date Approved

**Session Briefing Note****Spring 2024****Carbon Footprint**Public Service  
Commission

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**Recommended response:**

- The Public Service Commission proudly supports the “Our Clean Future: A Yukon Strategy for Climate Change, Energy and a Green Economy.”
- One of our key initiatives in reducing our carbon footprint is our remote work policy.
- By enabling employees to work from home, we minimize the need for commuting, significantly reducing carbon emissions.
- This aligns with the Yukon government’s greenhouse gas reduction target identified in Our Clean Future.
- Additionally, our policy enables employees to work remotely from Yukon communities outside of Whitehorse, under specific circumstances.

**Additional response:**

- In further support of our commitment, the Public Service Commission has invested in an electric bike for staff to use for meetings.
- We do not have dedicated fleet vehicles for work use, eliminating traceable emissions from this transportation mode.
- When face-to-face community meetings are necessary, staff are encouraged to carpool for safety and environmental reasons, further reducing our carbon footprint.

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**Context—this may be an issue because:**

- During session on April 10, 2024, the opposition requested each department to identify its carbon footprint.
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# Session Briefing Note

**Spring 2024**

## Carbon Footprint

Public Service  
Commission

### Background:

- In 2020, the Yukon government released “Our Clean Future: A Yukon Strategy for Climate Change, Energy and a Green Economy.”
- This comprehensive strategy aims to tackle the climate emergency by reducing greenhouse gas emissions, enhancing energy security, and promoting a green economy.
- It is a collaborative effort involving Yukon First Nations, transboundary Indigenous groups, and Yukon municipalities.
- The remote work policy aligns with broader objectives, including enhancing employee satisfaction, fostering a more inclusive workforce, and contributing to environmental sustainability. This initiative is a key action in the Our Clean Future climate strategy.
- The Department of Highways and Public Works accounts for the largest share of emissions, due to the significant role they play in maintaining Yukon’s infrastructure including buildings, roads, airports, and the government’s main pool of vehicles.
- The Department of Highways and Public Works is leading a one-government approach to reduce emissions from Government of Yukon buildings. This initiative focuses on improving energy efficiency and installing renewable energy systems.
- Building improvements are prioritized based on where they will make the most impact in reducing emissions across government and are not tied to any one department.
- Every year, the Department of Environment publishes a report on the Government of Yukon’s greenhouse gas emissions alongside the Our Clean Future annual report and the Greenhouse Gas Emissions in the Yukon report.
- Emissions from the Yukon government have increased since 2010 as the Yukon’s population grows.

### Approved by:

_____	_____April 15, 2024_____
Public Service Commissioner	Date Approved

# Session Briefing Note

## Corporate Note – Budget Highlights

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### Recommended response:

- The Government of Yukon is committed to supporting Yukoners and communities while delivering strong, sustainable fiscal management.
- The Yukon's economy is returning to normal with inflation falling, tourism rebounding, and growth in wages leading to higher consumer spending.
- This budget will benefit all Yukoners by providing significant investments in health care, education, and housing, and will ensure that Yukoners have opportunities to thrive in a vibrant and sustainable economy:
  - An additional \$15.3 million in funding is included to support the operations of the Yukon Hospital Corporation and another \$30 million is directed towards our Insured Health services system.
  - \$4.4 million will help increase the number of educational support staff and wellness professionals in our schools and create a learning environment that is inclusive and responsive to the diverse needs of our students.
  - \$101 million in capital is dedicated for land development, housing, education and health care.
  - This year's budget also delivers on our commitment to environmental stewardship, demonstrated through more than \$55 million allocated to support existing and new actions identified in *Our Clean Future*.



## Session Briefing Note

### Corporate Note – Budget Highlights

**TAB#47**

**Spring 2024**

Finance

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- Through Budget 2024-25, the government will continue to lay the foundation for the territory's new health authority. We will also provide funding to implement the *Substance Use Health Emergency Strategy* in coordination with our partners.
- This budget includes strategic investments in infrastructure, particularly in housing for the most vulnerable. Investments in housing include projects in Watson Lake, Mayo, Faro and Dawson City and funding support for various affordable and community housing projects.
- Like in previous budgets, Budget 2024-25 continues to build relationships and further reconciliation with Yukon First Nations.
- Revenue growth continues to accelerate alongside record levels of recoveries. The Yukon's strong financial position continues to improve as we look towards the future.

#### **Additional response:**

- The Yukon government is delivering on its commitment to grow a strong and resilient economy while ensuring robust, sustainable fiscal management.
- A strong surplus will serve as a prudent fiscal management tool and demonstrates the ability of the government to address unforeseen events without going into a deficit.

# Session Briefing Note

## Corporate Note – Budget Highlights

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- The fiscal summary includes a \$50 million contingency for unforeseen pressures and emergencies. Including a contingency has been a proven method to offset the cost of expected but undefined expenditures that arise throughout the fiscal year while limiting their impact on the territory's fiscal position.

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### **Context—this may be an issue because:**

- The 2024-25 Main Estimates will be debated during the March 2024 legislative session.
- 

### **Background:**

- The 2024-25 Main Estimates include a projected surplus of \$119 million and net debt of \$488.8 million.
- Total revenue is expected to be \$1.69 billion in 2024-25. This is an increase of \$115.8 million, or 7.4 per cent, from the 2023-24 Main Estimates.
- Gross O&M spending is forecast at \$1.6 billion, reflecting a \$141.4 million or 9.7 per cent increase over 2023–24 Main Estimates. Approximately 12 per cent is recoverable from Canada and other partners, making the net impact \$88.6 million, or a 6.7 per cent net increase over 2023–24 Mains.
- Forecast capital expenditures total \$484.0 million with recoveries of \$171.3 million. Although gross capital expenditures are consistent with the previous year (\$483.8 million in 2023-24) increased recoveries result in a 2.1 per cent decrease in net capital expenditures from the 2023-24 Main Estimates.

# Session Briefing Note

## Corporate Note – Budget Highlights

**TAB#47**  
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- There are 5,484.5 FTEs in the 2024-25 budget, which is an increase of 152.8 FTEs from 2023-24. Growth primarily for CASA Education commitments (61.0) and Health Human Resources commitments (11.5) as well as Putting People First (28.5).

Approved by:

February 28, 2024

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Deputy Minister, Finance

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Date Approved

## Session Briefing Note

TAB#48

## Corporate Note – Fin/HPW 2023-24 Supplementary Overview

Spring 2024

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### Recommended response:

- The changes outlined in the Supplementary Estimates No. 2 highlight the government's commitment to supporting the health and wellbeing of Yukoners and communities. The government will continue to make important investments to support our healthcare system, enhance public safety, and provide needed infrastructure across the territory.
- The 2023-24 Supplementary Estimates No. 2 forecasts an overall net increase of \$32.1 million in spending. This includes:
  - A \$61.0 million increase in gross O&M spending, with an offsetting increase of \$29.4 million in recoveries, and
  - Other than a small transfer of \$143,000 in the Yukon Legislative Assembly, there is no change in overall gross capital spending, and a small decrease of \$397,000 in recoveries.
- Changes in the Supplementary Estimates result in a revised forecast surplus of \$1.7 million and year-end net debt of \$444.5 million.
- The ability to remain in a surplus position despite an increase in spending is largely owed to significant infrastructure investments:
  - Infrastructure investments, which are mostly tangible capital assets, impact net debt when they are realized. However, as they are anticipated to provide benefits over many years, their

## Session Briefing Note

**TAB#48**

## Corporate Note – Fin/HPW 2023-24 Supplementary Overview

**Spring 2024**

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impact on the surplus/deficit position is recognized over their expected life.

### O&M

- In O&M, the most significant increases are for programs and initiatives in the Department of Health and Social Services:
  - \$25.6 million is required for Insured Health Services for physician claims, hospital claims, pharmacare and medical travel.
  - More than \$12 million in O&M spending will increase funding for the Yukon Hospital Corporation for unanticipated costs, which are partially a result of a global shortage of health care providers and work done to retain our valuable nurses.
- Some other significant items in the supplementary estimates include:
  - \$6.7 million to sustain initiatives aimed at strengthening justice and community safety within our territory.
  - \$4.1 million to cover costs for new teachers, educational assistants, learning assistant teachers and mental health and wellness counsellors, as well as Yukon University and Governance increases.
- The 29.4 million increases in O&M recoveries are mostly comprised of a \$25 million recovery expected to be received for work completed and underway at the Minto Mine, this year.

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## Corporate Note – Fin/HPW 2023-24 Supplementary Overview

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### Capital

- In Capital, there is no significant change in overall expenditures, but there are increases in several projects which are offset by decreases in other areas:
  - Most of the increases are for the Dempster Fibre project, which will receive an additional \$18.4 million to support faster than anticipated progress during the year. This project will provide Yukoners with more reliable access to the internet as well as necessary redundancy.
  - There is also a \$14.6 million increase for the Nisutlin Bay Bridge Replacement project and a \$7.9 million increase for the Erik Nielsen Whitehorse International Airport taxiway improvements and main runway replacement.
  - Finally, a \$5.8 million increase is required for the Old Crow Health and Wellness Centre replacement and the Old Crow 10-unit mixed-use housing project.
- These increases are offset by a number of decreases in other capital projects to reflect revised timelines:
  - The most notable decrease is a \$21.3 million reduction for the Skagway Marine Service Platform project, which has been moved to 2025-26.

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### Corporate Note – Fin/HPW 2023-24 Supplementary Overview

Spring 2024

- There is also an \$8 million decrease in Northern Carve Out funding, which is being deferred to 2024-25.
- Delays in some of the community projects under the infrastructure development funding will also see an additional \$7.7 million decrease in capital.

#### Additional Response:

- Revenues for 2023-24 are expected to decrease by \$14.9 million, mainly to reflect lower forecasts for tobacco and corporate income tax revenues and quartz mining royalties.

#### Context—this may be an issue because:

- The 2023-24 Supplementary Estimates #2 is tabled in the spring session and will be the subject of debate.

Approved by:

Feb 29/24

Feb. 28, 2024

Deputy Minister, HPW

Approved



## **Session Briefing Note**

**Spring 2024**

### **Carbon Pricing (Corporate Note)**

Environment & Finance

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#### **Recommended response:**

- Since its introduction in 2019, the Government of Yukon has been supportive of carbon pricing as a policy to help us reduce emissions and move toward our ambitious climate targets.
- The Department of Environment and the Department of Finance work closely to ensure that we take a balanced approach to carbon pricing in the territory, one which considers the need to reduce emissions as well as the fair return of carbon pricing revenues to Yukoners.
- Our two departments work together to coordinate with our federal counterparts to assess the implications of carbon pricing in the territory and to ensure the needs of the territory are recognized in national policy.
- This includes retaining control over how revenues are distributed back to Yukon individuals, municipal governments, Yukon First Nations and businesses.
- It also includes excluding carbon price from electricity generation or aviation, in recognition of the unique constraints of our northern jurisdiction.



**Session Briefing Note****Spring 2024****Carbon Pricing  
(Corporate Note)**Environment & Finance

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**Additional response:**

- Carbon pricing is just one tool in our toolkit to address the climate emergency.
- We continue to implement Our Clean Future to reduce the Yukon's greenhouse gas emissions and, more broadly, to reduce the impact of the carbon levy on Yukoners.
- In December of last year, we announced 42 new actions under Our Clean Future as part of the third Our Clean Future annual report outlining the progress we have made on the strategy.
- Although we have made progress on many of our commitments, there is still significant work required to meet our target of reducing our emissions by 45 per cent by 2030
- Our government continues to stand by carbon pricing as sound, evidence-based policy on climate change, but we share concerns about equity; specifically, for those Yukoners who do not use heating oil for their homes.
- The policies in Our Clean Future, as well as carbon pricing, are intended to incentivize Yukoners to make the switch to low carbon energy sources, like electric heating or heat pumps. Despite this change to the federal carbon levy, Yukoners continue to lead the way to support this low carbon transition.

**Session Briefing Note****Spring 2024****Carbon Pricing  
(Corporate Note)**Environment & Finance

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- Ensuring that we utilize every policy lever at our disposal, including carbon pricing, is essential to meet our goals.
- Together, we are finding solutions to reduce our emissions while strengthening our economy and supporting our industry partners.

**Third response:**

- The Yukon's carbon rebate is revenue-neutral. We are committed to both reducing carbon emissions in the territory and to returning all the federal government's revenues to Yukoners.
- Returning proceeds to individuals, municipal governments, Yukon First Nations, and businesses is a critical part of our approach to carbon pricing in the Yukon.
- We are returning 100 per cent of the federal carbon levy to these four rebate groups who receive more, on average, than they pay in carbon pricing levies.

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**Context—this may be an issue because:**

- In October 2023, the federal government announced a temporary 3-year exemption for home heating oil from the federal carbon price, with the intention of helping Atlantic Canada in particular.
- While Atlantic Canada welcomed this change, the exemption has received considerable backlash. Most provincial governments (except for British Columbia) have called for extending the carbon price exemption to all home-heating fuels (including natural gas).

**Session Briefing Note****Spring 2024****Carbon Pricing  
(Corporate Note)**Environment & Finance

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- Critics also argued that the exemption undermines the credibility of the carbon tax, and may weaken the incentives to switch to lower carbon heating options.
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**Background:**

- The federal Draft Regulations Amending the Fuel Charge Regulations stipulate that all heating oil will be exempt from the fuel charge starting November 8, 2023, until April 2027.
- This means that light fuel oil consumption in all buildings, including residential, commercial, and institutional, will be exempt from the fuel charge.
- Nearly half (49.2% in 2022) of Yukon homes use oil-based heating.
- In Yukon, individuals, businesses, placer/quartz mining operations, Yukon First Nations governments and municipal governments are all eligible for a rebate for carbon pricing.
  - Individuals who live outside of Whitehorse receive a remote supplement, which was recently increased from 10 to 20% (and is now in line with the federal remote supplement for backstop jurisdictions including Alberta, Manitoba, Ontario, and Saskatchewan).

**Approved by:**

_____	March 1, 2024
Michael Prochazka, Deputy Minister of Environment	Date approved
_____	February 26, 2024
Deputy Minister of Finance	Date approved

## Session Briefing Note

### Inflation and Affordability (Corporate Note)

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Finance

**Recommended:**

- Inflation has continued to improve in recent months, but all Yukon households continue to see their budgets stretched by elevated prices, with lower-income households often feeling the worst effects.
- The Government of Yukon continues to track inflation and its impact on Yukoners, so that we can take steps to ease the burden.
- As inflationary pressures continue to lessen, efforts to make life more affordable for Yukoners and to help industry are shifting from short-term assistance to measures with the potential to provide longer-term benefits, such as actions to improve home affordability.

**Additional response:**

- This year's Budget continues to support Yukoners by making sure they can access essential services at prices they can afford.
  - The Budget includes massive investments to advance affordable housing projects across the Yukon. From the Housing First Project in Watson Lake, the Ryder Apartments in Whitehorse, and the Korbo Multiplex in Dawson, the Yukon government will be taking action to build more affordable homes for Yukoners, especially those in vulnerable situations.
  - There is also over \$42 million in continued funding for early learning and child care in this Budget. This includes funding for the universal child care program, which has reduced child care fees to less than \$10 per day on average.

## **Session Briefing Note**

### **Inflation and Affordability**

#### **(Corporate Note)**

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Finance

- We are also making life more affordable and leading the nation with our Yukon-wide dental program, which will see \$5.4 million in continued funding for 2024-25.
- To make sure that more people have the option of staying home when they are sick, we have extended the Temporary Paid Sick Leave and included the necessary funding to do so in this Budget. We have also extended the Interim Electrical Rebate, which will provide welcome relief from power bills to Yukoners across the territory.
- These are just a few examples of the many programs and initiatives that will continue to support Yukoners this year.
- The Yukon's minimum wage has also been responsive to price changes, as its annual change is tied to inflation in the year prior. After growing 6.8 per cent in 2023, the minimum wage is scheduled to grow a further 4.9 per cent to \$17.59 per hour as of April 1, 2024. The new minimum wage would represent the second highest wage in Canada, behind only Nunavut's minimum wage of \$19.00 per hour.
- Higher inflation impacts various Government of Yukon programs through indexation, including:
  - Subsidies for medical travel
  - The Yukon Child Benefit
  - Social Assistance Payments
  - Student Financial Assistance
  - Seniors' benefits
  - The Pioneer Utility grant

## Session Briefing Note

### Inflation and Affordability (Corporate Note)

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Finance

- o The Comprehensive Municipal Grant Regulation
- o The minimum wage
- o Residential rent caps
- o The tobacco tax rate

#### Context—this may be an issue because:

- Inflation has fallen from historical highs but remains elevated in Canada and in the Yukon.
- While improved, energy prices remain elevated, and food and shelter costs continue to be prominent drivers of overall inflation. These are all areas where higher prices are more obvious to consumers.
- Housing affordability has been a concern in the Yukon for several years.
- After more than a year of local inflation being among the highest in Canada, growth in the Whitehorse CPI trended down throughout 2023 and was once again below the national inflation in the last three months of 2023 [and the first two months of 2024](#).
- Higher earnings were reported across most industries in 2023, and several industries reported earnings growth more than 2023's average inflation of 4.9 per cent. Even as some industries had earnings gains outpace inflation, earnings growth of 2.8 per cent in the industry total fell short of the overall increase in prices in 2023.



## Session Briefing Note

### Inflation and Affordability (Corporate Note)

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Finance

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#### Background:

##### Inflation – Recent performance and outlook

- Early in the recovery from the COVID-19 pandemic, some price pressures were slower to materialize in the Yukon than in other parts of the country, as inflation for Whitehorse was amongst the lowest in Canada in the first half of 2022.
- Robust price growth in the CPI components of food, shelter and recreation, education and reading material were key drivers of overall inflation in 2023.
- Actions taken by the Bank of Canada to rein in inflation by cooling the Canadian economy appear to be having the desired effects. The national labour market has softened, consumer spending has slowed, and real GDP has leveled out. Following ten increases in the overnight rate since March 2022, discussion among many analysts has shifted towards the timing of rate cuts.
- The Bank's efforts to tame inflation look to have set the stage for a soft landing for Canada, as inflation is trending down without an accompanying sharp downturn in economic activity. Weaker energy prices and improving supply chains have also helped contribute to a much-improved national inflation picture.
- Prior to the recent period of elevated inflation, prices in the Yukon had generally tracked close to the national trend. After averaging 3.9 per cent in 2023, the Bank expects national inflation to fall to 2.8 per cent in 2024 and 2.2 per cent in 2025. As price pressures continue to recede, a similar story is expected locally with growth of the Whitehorse CPI forecast to fall from 4.9 per cent in 2023 to 3.0 per cent in 2024 and 2.5 per cent in 2025.

# Session Briefing Note

## Inflation and Affordability (Corporate Note)

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Finance

### PROGRAMS AND OTHER MEASURES THAT SUPPORT AFFORDABILITY

Projects under the Five-Year Capital Plan supporting housing affordability (Yukon Housing Corporation)

- The **Old Crow 10-Plex Mixed-Use Housing** facility will be completed and will be ready for residents to start moving in by March 2024.
- Construction of the **10-plex Housing First Project in Watson Lake** began in the summer of 2023. It is scheduled to be completed in the fall 2024.
- Construction of the **Faro and Dawson Duplex** projects started in summer 2023 and are scheduled to be complete in early 2024.
- The **Korbo Multiplex in Dawson** is in the design phase. This project will deliver approximately 34 new housing units.
- The old **Ryder Apartments in Whitehorse** was demolished in December 2023 and plans are underway to replace it with a new multi-family affordable housing complex. The project is in the design phase and is anticipated to deliver over 45 new units.

Universal Child Care Program (Education)

- Universal child care is available to all Yukon families using licensed child care spaces. The universal child care program has reduced fees to less than \$10 per day on average for families across the Yukon.

Dental Care program (Health and Social Services)

- The Yukon's Dental Program was launched in 2023 and provides \$1,300 per year in dental benefits to Yukoners without dental coverage. The program will cover dental treatments necessary to relieve pain and infection, prevent disease, treat cavities, and restore chewing and social function. It will also offer full coverage for preventive care, such as routine dental cleaning.



# Session Briefing Note

## Inflation and Affordability (Corporate Note)

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Finance

### Paid sick leave program (Economic Development)

- On April 1, 2023, Economic Development launched the Paid Sick Leave Rebate. The program will run for two 12-month blocks:
  - April 1, 2023 to March 31, 2024; and
  - April 1, 2024 to March 31, 2025
- The Paid Sick Leave Rebate is a temporary program that offers up to 40 hours of paid sick leave to employees and self-employed Yukoners that earn less than the average private-sector wage of \$33.94/hour. The program includes all illnesses (and injuries not covered by any other Act, benefit, or program). The program is available to employees regardless of whether their employer offers paid sick leave, though employees must use all paid sick leave available to them through their employer before they are eligible for the Paid Sick Leave Rebate.

### Yukon Child Benefit (Finance)

- The Yukon Child Benefit provides monthly payments to modest and low-income households who have children under 18. The maximum benefit per child is now tied to inflation, starting in the 2023–24 budget year.

### Yukon Seniors' Income Supplement (Health and Social Services)

- The Yukon Seniors' Income Supplement provides a monthly income supplement for eligible Yukoner senior's receiving Old Age Security (OAS) and the Guaranteed Income Supplement (GIS) from the federal government. This amount is adjusted for inflation in October each year.

### Inflation Relief Rebate and Interim Electrical Rebate (Yukon Development Corporation)

- The Inflation Relief Rebate, a \$50 rebate that is automatically applied to electrical customers' bills, was a temporary measure to address inflation. The Inflation Relief Rebate was most recently applied to all ATCO Electric Yukon and Yukon Energy bills for November and December 2023 and January 2024.

# **Session Briefing Note**

## **Inflation and Affordability**

### **(Corporate Note)**

Finance

- The Interim Electrical Rebate continues to provide residential electrical customers with a maximum rebate of \$22.62 per month based on the electricity they consume, up to 1,000 kilowatt hours (up to \$271.44 per year). This affordability measure has been extended to March 2025.

#### **Other Government initiatives**

##### Initiatives under Health and Social Services:

- Engagement on the Yukon's Social Assistance rates started in late summer 2023 with clients on Social Assistance.
- While the review is underway, the department is providing a \$100 monthly increase to eligible Social Assistance recipients.
- To offset inflationary cost of living increases and provide sufficient financial resources to meet the needs of children placed in their care, the department is providing a 10 per cent increase to monthly payments to caregivers of children in out of home care, on top of the annual indexed increase.
- During the 2023-24 fiscal year, a 16.46 per cent rate increase for community and extended family caregivers was provided. The rates are as follows:
  - Whitehorse: \$46.86 per day
  - Rural Communities: \$50.16 per day
  - Old Crow: \$86.40 per day

##### Comprehensive Municipal Grant (Community Services)

- The Comprehensive Municipal Grant is how the Government of Yukon directly funds municipal governments. This core funding supplements municipal resources and pays for vital services, like the provision of fresh drinking water, the collection of solid waste and recycling, recreation programming and other services as required under the Municipal Act and other legislation.

## Session Briefing Note

### Inflation and Affordability (Corporate Note)

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Finance

- The high inflation seen in 2022 (6.8 per cent) will increase the grant payments to be provided in April 2024. This will result in a \$2.3 million increase for Yukon municipalities with overall contributions of over \$24.5 million for fiscal year 2024/25.

#### Energy retrofits and funding to improve efficiency and offset costs (Energy, Mines and Resources)

- 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 rebate 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.
- Between January 1, 2018, and December 31<sup>st</sup>, 2023, 221 high-performance retrofits to residential, commercial and institutional buildings have been completed across the territory.
- Innovative programs like the Better Buildings Program that offer up-front funding, combined with our Good Energy rebates, make energy retrofits more accessible and affordable for Yukoners.

#### Support to the forestry industry (Energy, Mines and Resources)

- To help increase the supply of firewood, over the past two years the Yukon government has offered an incentive to timber harvesters. In 2022-23, the Government of Yukon distributed \$315,000 to 33 Yukon businesses. The program has contributed to an increase in timber harvest volumes.

# Session Briefing Note

## Inflation and Affordability (Corporate Note)

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Finance

- In fall 2023, the Government of Yukon and the Canadian Northern Economic Development Agency combined financial contributions to launch the \$200,000 Forestry Support Program. The program is helping to enhance operational safety and resilience by allowing commercial harvesters and retailers to purchase or repair things like harvest equipment, vehicles, trailers, and personal protective equipment.
- We have distributed over \$170,000 through this program and anticipate exhausting the funds by the application deadline of March 31, 2024.

### Temporary Landlord Assistance Program (Economic Development)

- Vacancy rates in the local rental market remain very low. The Government of Yukon is committed to encouraging landlords to remain in the residential market. To help support this, the department of Economic Development introduced a temporary Landlord Assistance Program in November 2023.
- The program is available to all Yukon residential landlords who rent out accommodations to which the Yukon's Residential Landlord and Tenant Act applies and who rented out accommodation in 2023. The program provides a one-time, per-unit payment of \$338 for 2023.

### **Government initiatives indexed to inflation**

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

# Session Briefing Note

## Inflation and Affordability (Corporate Note)

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Finance

- o Student Financial Assistance (updated each school year)
- o Tobacco Tax is updated each January
- o Yukon Child Benefit (July)

### Covid-19 and other temporary inflation relief measures no longer in place:

#### 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. This began with the Yukon Business Relief Program (YBRP) in 2020, which was open to any business from any sector that experienced at least a 30 per cent 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 Tourism Relief and Recovery Plan committed \$15 million over 3 years to support the tourism sector and was focused on 4 key themes:
  - o Providing tourism sector leadership;
  - o Rebuilding confidence and capabilities for tourism;
  - o Supporting the recovery of tourism industry operators; and
  - o 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:
  - o Tourism Accommodation Sector Supplement (TASS);
  - o Tourism Non-Accommodation Sector Supplement (TNASS);
  - o Culture and Tourism Non-profit Sector Supplement;

**Session Briefing Note**  
**Inflation and Affordability**  
**(Corporate Note)**

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Finance

- Great Yukon Summer (GYS) program;
- Great Yukon Summer Freeze program;
- ELEVATE program; and
- A top-up to the Tourism Cooperative Marketing Fund (TCMF).

**Health and Social Services:**

- 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 6-month extension of \$500 per month to caregivers of children in out of home care; and
- a commitment of \$100,000 to Yukon Anti-Poverty Coalition to continue to support food security across the territory.

**Approved by:**

March 19, 2024

\_\_\_\_\_  
 Deputy Minister, Finance

\_\_\_\_\_  
 Approved



**Session Briefing Note****Our Clean Future  
Implementation**Environment and Energy,  
Mines and Resources

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**Recommended response:**

- We recognize the urgency of the climate emergency and launched Our Clean Future in September 2020 to map our route forward.
- The Government of Yukon continues to make significant progress on implementing Our Clean Future. In December 2023, we released the third Our Clean Future annual report outlining the progress we made responding to climate change in 2022.
- The report announced the addition of 42 new actions to help us reach our climate goals. These new actions are a product of the important work of the Yukon Climate Leadership Council, the Yukon Youth Panel on Climate Change, Navius Research and the findings in the Climate Risk Assessment report.
- The 42 new actions implement 15 recommendations from the Yukon Climate Leadership Council and three recommendations from the Yukon Youth Panel on Climate Change.
- Additionally, several of the new recommendations put forward by the Yukon Climate Leadership Council align with existing Our Clean Future actions.
- We will continue to work together to advance our efforts to reduce emissions as we assess our progress year-to-year, consider new research and the input of others, and increase our resilience to climate change.
- We have also revised 19 existing actions to better align with our efforts to reduce the Yukon's greenhouse gas emissions and build a climate resilient territory.

## Session Briefing Note

### Our Clean Future Implementation

Environment and Energy,  
Mines and Resources

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#### Additional response:

- As we continue to address climate change it is important for us to look back on our progress as we diligently work towards our objectives.
- We legislated greenhouse gas emissions targets and associated reporting through the Clean Energy Act in 2022.
- We installed electric vehicle chargers in every road-accessible community in the Yukon, enabling zero-emissions travel throughout the territory. (See EMR BN #29)
- We launched the five-year Sustainable Canadian Agricultural Partnership in 2023 which will enhance the agriculture sector's resiliency and adaptation to climate change.
- In collaboration with the Yukon's public utilities, we met our target to install seven megawatts of renewable electricity capacity through the Micro-Generation program by 2030. (See EMR BN #38)
- We launched the Better Buildings Program to offer affordable financing for energy retrofits to Yukoners' homes and buildings in 2022.
- We established a geohazard mapping program to understand risks from climate change to the Yukon's transportation corridors.
- We advanced emergency preparedness as we progressed the Community Wildfire Protection Plans for Dawson City, Mayo, Watson Lake, Beaver Creek, the Town of Faro and the Kluane Lake Region.
- We have begun work to develop flood hazard maps for all flood-prone Yukon communities. We expect to release flood maps for the Southern Lakes, Carmacks, and Teslin in 2024. Flood hazard mapping



**Session Briefing Note**  
**Our Clean Future**  
**Implementation**Environment and Energy,  
Mines and Resources

for Old Crow and Dawson and the Klondike Valley will begin in 2024 and 2025.

- In May 2023, we completed the installation of a biomass heating system at Elijah Smith Elementary School in Whitehorse.
- In January 2024, we passed an electric vehicle charging station regulation under the *Public Utilities Act* to allow First Nation governments, private businesses and municipalities to sell electricity through electric vehicle charging stations.

**Third response:**

- Of the original 136 actions released in Our Clean Future in 2020, we have completed 45 actions. Eighty-seven actions are in progress and four are yet to begin.
- The ambitious addition of 42 new actions in 2023 puts us on track to reduce the Yukon's emissions by 30 per cent by 2030; however, there is still significant work required to meet our target reduction of 45 per cent by 2030.
- We are working with industry to establish a path to implement the mining intensity target of a 45 per cent reduction in emissions per unit of production by 2035.
- We will continue to build on Our Clean Future as we learn more and implement new actions. This will be reflected in future annual reports.
- We will continue to find opportunities to reach our targets as we work with experts, stakeholders and partner governments across the territory and beyond.

**Context — this may be an issue because:**



**Session Briefing Note**  
**Our Clean Future**  
**Implementation**

Environment and Energy,  
Mines and Resources

- Climate change is of high interest to Yukoners and the government’s progress in delivering on Our Clean Future commitments will be of interest.

**Background:**

- Our Clean Future was released on September 14, 2020 and now has 178 actions, of which 136 are original actions and 42 are new actions. These actions seek to reduce greenhouse gas emissions and support the Yukon to be highly resilient to the impacts of climate change by 2030 (see Appendix A).
- The Government of Yukon reports annually on progress for the implementation of Our Clean Future. Three Annual Reports have been published to date, with the latest report released on December 20, 2023.
- The Our Clean Future website was launched in December 2023, which shows our commitments and successes towards fighting climate change.
- On February 16, 2024, the Government of Canada released an update on design options being considered for the upcoming Clean Electricity Regulations. This regulation is one of the Government of Canada’s central commitments towards transitioning Canada towards a net-zero electricity grid by 2035.
- Yukon will be exempted from the Clean Electricity Regulations as the territory’s electricity grid is currently not interconnected with any other region and is therefore not regulated by North American Electric Reliability Corporation.

**Approved by:**

\_\_\_\_\_  
Deputy Minister  
Department of Environment

**March 19, 2024**

\_\_\_\_\_  
Date approved

\_\_\_\_\_  
Deputy Minister  
Department of Energy, Mines and Resources

**March 19, 2024**

\_\_\_\_\_  
Date approved

## Housing Issues

Yukon Housing Corporation

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### Recommended response:

- Many Yukoners continue to face challenges across the housing continuum, including:
  - homelessness and a lack of access to housing with services;
  - a lack of affordable rental supply; and
  - high house prices and mortgage rates.
- Exceptionally high building costs and rising interest rates are creating significant challenges for both Yukon Housing Corporation and its partners.
- The corporation's new strategic plan, Creating Home, will help transform affordable housing service delivery through the adoption of a more client-centred and collaborative approach that integrates supports and leads to better outcomes for Yukoners.

### Additional response:

- Across government, we are working with stakeholders to develop new land parcels, increase housing stock while also responding to the findings of the 2022 Office of the Auditor General Report on Housing.
- We continue to advance projects that provide new housing to meet Yukoners' needs.

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### Context:

- The combination of high rental costs, limited affordable housing options, and difficulties in securing mortgages, continue to be a challenge for many Yukoners.
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### Background:

#### General housing information in the Yukon

#### Homelessness

- At least 197 people were experiencing homelessness in the 2023 Whitehorse Point-in-Time Count. This included: 58% men; 38 % female; 4% other.

## Housing Issues

Yukon Housing Corporation

### Rental pricing

- As of October 2023, the median rent for units in Whitehorse in all types of buildings \$1,368. This is 5.1% higher than it was in October 2022. For rental units in buildings with three or more units, the median rent was \$1,250, and the vacancy rate was 1.2%. Within the renter population in Whitehorse:
  - 22.7% live in unaffordable housing;
  - 17.9% live in unsuitable housing; and
  - 10.5% live in inadequate housing.

### Rental and vacancy rate, Yukon (YBS)

	<a href="#">April 2022</a>	<a href="#">October 2022</a>	<a href="#">April 2023</a>	<a href="#">October 2023</a>
Median rent (all types)	\$1,300	\$1,301	\$1,325	\$1,368
Vacancy rate (all types)	1.6%	1.7%	2.2%	1.9%

### Housing Construction

- Residential building construction declined by 19.3% over the same period. There was \$81.9 million in residential building construction in Yukon in 2023. This figure represents a 7.5% decline from 2022.
- Labour shortages contribute to higher construction costs and are leading to lower residential construction output.<sup>1</sup>

### House prices

- Yukon Bureau of Statistics real estate reports show that average prices for single detached and condos have fallen for three consecutive quarters; however, house prices remain high and many Yukoners face affordability challenges due to rising mortgage rates.
- Average House Prices (YBS)

Type	Whitehorse Average House Prices		
	<a href="#">2022 Q3</a>	<a href="#">2023 Q3</a>	Change
Single-detached house	\$701,200	\$664,600	(-5.2%)
Condominium	\$459,400	\$426,600	(-7.1%)

<sup>1</sup> Northern Housing Report, 2023

### Yukon Housing Corporation Accomplishments

#### Creating Home – YHC new strategic plan

- Creating Home is the corporation's new 5-year strategic plan that will transform affordable housing service delivery through the adoption of a more client-centred and collaborative approach that integrates supports and leads to better outcomes for Yukoners and communities.
- The plan draws on a recognized framework intended to re-design and transform health care delivery, called the Quadruple Aim, and adapts it to housing.
  - This innovative approach to housing delivery will lead to better outcomes by:
    - improving the client and provider experience
    - strengthening community wellbeing; and
    - contributing to a sustainable future
- Creating Home represents a significant shift in how Yukon Housing Corporation operates and delivers housing services.

#### Capital builds recently completed by YHC or partners:

- 60 units completed between 21/22 and 22/23 by YHC
- **February 2024** 10 units in Old Crow (with HPW)
- **March 2024** accessible duplex in Faro
- **January 2024** – 3-unit mobile home delivered and prepared for occupancy for RRDC staff to help improve social conditions in the community.
- **August 2023** – two accessible, affordable duplexes in Mayo and Carmacks, YHC
- **July 2023** – a 12-bed men's shelter, Jëje Zho, in Dawson City, Tr'ondëk Hwëch'in
- **May 2023** – 9-unit Elders' complex, Vuntut Gwitchin First Nation
- **January 2023** – 87-unit rental development in Whitehorse by Boreal Commons
- **January 2023** – 47-unit build for in Whitehorse YHC
- **December 2022** – 84-unit Seniors' Supportive Housing Facility, Normandy Living.
- **July 2022** – 45-unit multi-use building, Cornerstone: Opportunities Yukon
- **June 2022** – triplex in Whitehorse, YHC
- **Summer 2022** – 20-unit, Whistle Bend: Champagne and Aishihik First Nations
- **March 2022** – triplexes in Mayo and Watson Lake, YHC

## Housing Issues

## Yukon Housing Corporation

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### Underway or Upcoming housing capital projects for YHC and partners

#### YHC- Underway (12 units)

- 10-unit Watson Lake Housing First building
- 2-unit affordable duplex in Dawson

#### YHC – Upcoming (112+ units) Community housing:

- 34-unit building with 8 accessible units in Dawson
- 45+ unit building with 9 accessible units on 6<sup>th</sup> Avenue in Whitehorse (formerly Ryder Apartments)
- 10 units in Mayo
- 6-plex in Teslin
- 6-plex in Carcross
- 6-plex Haines Junction
- Accessible triplex in Whitehorse
- Accessible duplex in Ross River

#### Staff housing:

- Accessible duplex in Destruction Bay
- Accessible duplex in Pelly Crossing
- Duplex in Burwash Landing

### Rent subsidy programs to make life more affordable for renters and seniors:

- July 2023, the corporation acquired an additional 16 units for lease from Normandy, for a total of 26 units to lease to YHC clients through its rent supplement program.
- Since 2020, the corporation has supported over 300 households pay rent through the Canada-Yukon Housing Benefit. As of April 2024, 177 clients are receiving monthly support.

### Support for homeowners:

- March 2024 – CYHB Homeowners stream
- June 2023 the Yukon government launched an \$8.25 million flood recovery program for residents and businesses affected by flooding in the Klondike Valley. (Tab #19)



## Housing Issues

## Yukon Housing Corporation

- April 2023, YHC launched the expanded Yukon Home Ownership Program which provides mortgages for qualified households to build and buy their homes across the territory, including Whitehorse.
  - The program is currently under review and scheduled for revision in the coming year.
- In 2020, YHC launched the revised Home Repair Program to support low to moderate-income Yukon homeowners to remain in their homes and age in place by providing funding to address mobility requirements, repairs, or core housing needs.

### Support for new residential land development 2023:

- June 2023, the Government of Yukon partnering with the Government of Canada and the City of Dawson to develop [four new residential lots in Dawson City](#).
- February 2023 – 120 lots, including single family, multi-family and townhouse lots in Whistle Bend made available through public lottery.
- March 2023 Government of Yukon partnered with Liard First Nation on developing 43 new residential lots on Frances Avenue in Watson Lake.
- March 2023 – 74 residential lots in Mayo and the Logan and Whistlebend subdivisions of Whitehorse made available through public lottery.
- November 2022, signed a loan agreement with Kwanlin Dün First Nation's (KDFN) arm's-length development corporation Chu Níkwān Limited Partnership (CNLP) for a new residential land development project at [Copper Ridge West in Whitehorse](#), the first large-scale residential land development on settlement land in the Yukon. An amended loan agreement was signed August 2023 with Chu Níkwān for the same development.

Approved by:

\_\_\_\_\_  
President, Yukon Housing Corporation

April 30, 2024

Date approved

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

Executive Council  
Office

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**Recommended response:**

- Reconciliation is an ongoing process and a shared responsibility of all governments and individuals in our society.
- Our government is deeply committed to advancing reconciliation through collaboration and partnership with Indigenous governments.
- While there is still work to do, our efforts are resulting in meaningful change and creating better programs and services for all Yukoners.
- In 2023, on the National Day for Truth and Reconciliation, we shared our progress toward addressing the Truth and Reconciliation Commission's Calls to Action through the release of the Pathways magazine and an accompanying report.
- The magazine and report provide an update on the actions being taken across the Yukon government and in close collaboration with First Nation governments and organizations in areas including child welfare, health, education and justice.

**Additional response:**

- The Government of Yukon and Yukon First Nation governments are leaders in demonstrating a collaborative approach to reconciliation.
- We will continue our collaborative work to implement and report on the Calls to Action, including through work on the Yukon Forum joint priorities and by implementing the *Putting People First* recommendations.

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**Context—this may be an issue because:**

- The 2023 mandate letters include a commitment to fulfill the Truth and Reconciliation Commission's (TRC) Calls to Action.



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

Executive Council  
Office

### 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 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) collaborated on addressing the Calls to Action under the 2017 Yukon Forum Joint Priority Action Plan and through other reconciliation initiatives, such as supporting the important work of the YFN-led Yukon Residential Schools and Missing Children Project.
- YG has taken additional 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 the 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

2024 02 02

\_\_\_\_\_  
Date