

Public Service Commission Session notes

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Recommended response:

- The Government of Yukon's strategic plan to increase First Nation representation in the public service is titled "Breaking Trail Together". It is a 10-year plan, that was developed in partnership with six Yukon First Nations.
- The strategic plan is actioned through three-year operational plans.
- The current operational plan for 2023 to 2026 builds on feedback from employees and the public to address hiring barriers and improve the work experience and retention of Indigenous employees.
- This plan was co-created with the Representative Public Service Working Group, which includes human resource professionals from Yukon First Nation governments. The group continues to meet regularly to identify and prioritize actions, advise on implementation and monitor operational plan progress.

Additional response:

- Key actions in the 2023 to 2026 operational plan:
 - Launched an "Elder-in-Residence" pilot project to provide cultural guidance, mentorship, and support to all Yukon government employees, creating a more culturally safe and inclusive workplace.
 - Expanding the Indigenous Training Program – originally launched in the Department of Highways and Public Works, this program is now being hosted through the Department of Community Services, to support skills development and career advancement for Indigenous employees.
 - Continuing and improving the Indigenous hiring preference initiative through to 2029 to align with the life of the *Breaking Trail Together* strategy.
- These initiatives demonstrate the Government of Yukon's ongoing commitment to advancing reconciliation, removing systemic barriers and building respectful, collaborative relationships.

Context—this may be an issue because:

- The Representative Public Service Working Group meets regularly, and Yukon First Nation government representatives receive ongoing updates, briefings, and presentations on projects and data associated with this operational plan.
- On February 15, 2025, media coverage questioned whether the government's efforts were producing meaningful results, characterizing the initiative as more symbolic than substantive.

Background:

- Chapter 22 of Yukon First Nation Final Agreements requires the Government of Yukon to develop a plan to increase First Nation representation in the workforce proportionate to the Indigenous population within Yukon.
- The Breaking Trail Together strategic plan is guided by three pillars:
 - responsive and barrier-free recruitment;
 - culturally safe and supportive work environments; and
 - training and professional development opportunities.
- During the development of the 10-year strategy (2019-2029), all self-governing Yukon First Nations were invited to participate. Representatives from six First Nations working in collaboration with the Government of Yukon developed the plan.
- A What We Heard report on Identifying Barriers to Indigenous Recruitment and Retention summarizing engagement results was released on October 10, 2024.
- The second Breaking Trail Together operations plan for 2023-2026 sets out approximately twenty-eight (28) actions and builds on feedback from Indigenous employees and the public to address hiring barriers and improve the experiences of Indigenous employees (summarized in the What We Heard report released October 10, 2024).
- The Indigenous hiring preference initiative prioritizes qualified candidates who self-identify as Yukon First Nation or Canadian Indigenous ancestry. Specifically, it gives qualified candidates of Yukon First Nation ancestry priority, and second priority to qualified candidates of Canadian Indigenous ancestry.
- The goal of preference hiring is to increase Indigenous representation across various occupations and pay levels within the public service.

TAB #1

Session Briefing Note

Breaking Trail Together (BTT)

Fall 2025

Public Service
Commission

- According to the 2021 federal census, Indigenous people represent approximately 22% of the Yukon population. Current Indigenous representation in the Government of Yukon workforce is approximately 13.3% (October 31, 2025, based on voluntary, self-identification).

Approved by:

Meagan Lang

Public Service Commissioner

November 28, 2025

Date Approved

Session Briefing Note
Clean Drinking Water**Fall 2025**Public Service
Commission**Recommended response:**

- The Government of Yukon recognizes that access to clean, safe drinking water is essential to protecting the health of students, staff and all Yukoners who work and learn in our schools.
- The Public Service Commission supports coordinated workforce planning, utilization of existing processes to address concerns and leads grievance processes related to health and safety concerns.
- All water quality sampling and remediation plans have been developed using a risk-based approach through a collaboration of various government departments, including Environmental Health and Safety, Education and Highway and Public Works.
- The sampling and remediation work is consistent with other Canadian jurisdictions and applicable drinking water standards.

Additional response:

- We continue to support the recommended action plan and long-term water management plan developed by the Department of Highways and Public Works, which considered guidance received from the Chief Medical Officer of Health and Environmental Health Services.
- We cannot comment on specific grievances, as they will be addressed through the agreed-upon procedures outlined in the collective agreement

Context—this may be an issue because:

- Concerns have been raised by the Yukon Employees' Union and the media about the presence of lead in drinking water at some Yukon schools.
- The Yukon Employees Union filed a grievance related to this issue which has been heard and decided, and has now been referred to adjudication.

Session Briefing Note

Clean Drinking Water

Fall 2025Public Service
Commission

- The Workers Safety & Compensation Board issued orders to the Department of Education regarding the signage in schools regarding drinking water, which have been complied with.

Background:

- Public attention heightened after Yukon students identified elevated lead levels in drinking water at their school during a science project.
- Subsequent water testing confirmed that while some fixtures met Health Canada's guidelines, others required corrective actions such as fixture replacement, flushing procedures and additional monitoring.
- A comprehensive water quality monitoring program has been developed to ensure the ongoing consistent water sampling of lead in water for all Youth-Occupied Yukon government owned facilities (e.g. schools, daycares and youth residence).
- As an added precaution, earlier this year the Government of Yukon also sampled for general water quality in all facilities that house adult occupants 24/hours per day, such as continuing care facilities and adult residences. The results confirmed that the water in these buildings is also safe to drink.
- The Department of Highways and Public Works has also established a 5-year water sampling cycle for all well and water holding tank systems which aligns with the recommendations in the Canadian Drinking Water Guidelines.

Approved by:

Meagan Lang

November 28, 2025

Public Service Commissioner

Date Approved

Session Briefing Note
Confidential HR Matters**Fall 2025**Public Service
Commission**General response:**

- Yukoners expect that the Government of Yukon public servants to deliver programs and services with the highest standards of integrity, ethics and professionalism.
- All public servants must comply with the Government of Yukon Values and Ethics Code for all public servants. This Code sets out shared values that guide our work, the behaviours expected of all employees and the legal and institutional frameworks in which they operate.
- Allegations of any serious interpersonal misconduct impacting the workplace are referred to the Public Service Commission's Internal Investigation Office for investigation.

Additional response:

- We cannot comment on or confirm information related to confidential internal human resources matters. This is to protect individual privacy and to maintain the integrity and impartiality of our processes.

Context—this may be an issue because:

- The Public Service Commission has received media inquiries regarding specific HR matters involving government employees.

Background:

- Employees' ethical obligations are outlined in the Government of Yukon's corporate human resources policies, the Public Service Act and other legislation.
- Prior to the introduction of the *Values and Ethics Code*, there was no single document that clearly set out expectations of professional conduct for the Government of Yukon public servants.
- Now established as a corporate human resource policy in the General Administration Manual (GAM) Volume 3, the Values and Ethics Code provides clear guidance on the common values, behaviours and legal frameworks that apply to all employees. It also strengthens the employer's ability to resolve human resources issues effectively.

Session Briefing Note
Confidential HR Matters**Fall 2025**Public Service
Commission

- Development of the Values and Ethics Code was a key action under the Safer Schools Action Plan, led by the Public Service Commission.

Approved by:

Meagan Lang

November 28, 2025

Public Service Commissioner

Date Approved

Session Briefing Note

Employee Benefits

Fall 2025Public Service
Commission**Recommended response:**

- The Government of Yukon is committed to maintaining a strong, sustainable benefits plan while balancing cost pressures and ensuring long-term sustainability.
- Benefit premium rates are reviewed and adjusted annually based on past claims experience, projected future expenses, insurance reserve requirements and emerging trends.
- A Joint Management Committee - made up of both employee and employer representatives—administers the Government of Yukon's group insurance plans under the Public Service Group Insurance Benefit Plan Act. Operating by consensus, the Joint Management Committee designs the benefit plan and sets premium rates.
- Mercer Marsh Benefits, a national benefits consulting firm, supports the Joint Management Committee, which ensures Yukon's benefit programs remain cost-effective, competitive and aligned with industry standards.
- The Joint Management Committee will meet in January 2026 to make recommendations on any future rate changes.

Additional General Response

- The Government of Yukon currently offers one of the most comprehensive benefits plans in the country.
- Our retirees receive the same extended health coverage as employees – a rare and valuable benefit that distinguishes Yukon from many other jurisdictions, where retirees often receive limited or no coverage or must pay substantially more.

Session Briefing Note

Employee Benefits

Fall 2025Public Service
Commission**Context:**

- The annual financial reporting with respect to the benefit plan (Government of Yukon Financial Report for April 1, 2024, to March 31, 2025) was provided to Members of the Legislative Assembly on October 31, 2025.
- Opposition members and media have previously raised concerns about benefit rate increases, and similar attention may arise from the report's reference to potential rate adjustments in 2026.

Background:

- Canada Life continues as the benefit provider, with no changes to the group insurance benefits plan. The current contract with Mercer Marsh Benefits expires October 31, 2027.
- The Joint Management Committee Chair or Vice Chair submits annual recommendations to the Minister of Finance to ensure premium rates adequately cover anticipated claims and expenses for the upcoming year.
- Premium rates are reviewed each year.
- In January 2025, the Joint Management Committee reviewed the benefit plan and recommended premium changes for 2025-26.
- The last adjustment, effective April 1, 2025, increased employer costs by \$3.9 million mainly due to increased LTD claims exceeding premiums and the need to rebuild reserves.
- Effective April 1, 2025:
 - No change to extended health care premiums for 2025 for retirees or employees.
 - Dental premiums increased by approximately 11 per cent
 - Life insurance premiums increased by approximately 23 per cent.
 - Long-term disability premiums increased by 35.4 per cent, reflecting a greater number and longer duration of accepted claims, particularly those related to mental health and chronic health conditions.

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Employee Benefits

Fall 2025Public Service
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- The average increase in employee costs was approximately \$10–\$15 per month for Yukon Employees' Union members between \$25–\$30 per month for Yukon Association of Education Professionals members.
- Life insurance and long-term disability claims are tied to salary levels and workforce demographics – as salaries increase, benefit claims rise.
- These cost pressures are consistent with national trends (Statistics Canada, 2022). Mental health conditions account for 70 per cent of disability costs nationally, with one in three claims in Canada related to mental illness.
- In 2024, Health, Safety and Wellbeing began integrating psychological health and safety requirements into the government's health and safety management system to help mitigate psychological hazards and reduce related claims.
- Health, Safety and Wellbeing and Compensation and Benefits staff are working closely with Canada Life to improve long-term disability management and strengthen plan sustainability.
- Ongoing investments in mental health supports, performance standards and technology are expected to help contain costs.
- Employees and retirees receive advance notice of any changes to premiums or coverage.
- Retirees may opt out of the benefits plan at any time as it is voluntary. However, those who choose to opt out cannot re-enroll later.

Approved by:

Meagan Lang

November 28, 2025

Public Service Commissioner

Date Approved

Recommended response:

- We will reassess the work done to date on the Health Authority.
- We will continue working closely with unions representing health care workers, the Yukon Hospital Corporation, First Nation governments and health care professionals.
- This will help us determine where resources can be best directed, focusing on strengthening frontline care and improving health outcomes for Yukoners.

Additional response:

- We recognize that the creation of a health authority raises labour considerations, such as impacts on pensions and benefits.
- The Public Service Commission has been meeting regularly with affected unions through the Health and Wellness Employer-Union Working Group, which provides a forum to address labour considerations.
- We have heard the concerns of health care workers and unions, and we are assessing the path forward to ensure any changes will meaningfully support frontline staff and improve health outcomes for Yukoners.

Context—this may be an issue because:

- Questions may be raised concerning the government's intention for a new Health Authority and how it may impact the Public Service Commission's work with unions and other stakeholders with respect to the establishment of a health authority.

Session Briefing Note

Establishment of Health Authority

TAB #5
Spring 2025
Public Service
Commission

Background:

- The Public Service Commission has been supporting the Department of Health and Social Services with the human resources transition to Shäw Kwä'q - Health and Wellness Yukon.
- The Public Service Commission's support includes critical labour considerations such as pensions, benefits, union engagement, classification, personnel transfer, legislation and human resources management systems.
- Following the passage of the Health Authority Act during the 2024 Spring sitting, concerns were raised regarding consultation with staff and unions, as well as the protection of employee pensions, particularly given that Health Authority employees will not be public servants under the Public Service Act.
- Since May 23, 2024, under a Memorandum of Understanding, the Health and Wellness Yukon Employer-Union Working Group has met monthly to discuss labour impacts of the transition to a Health Authority. This group is led by the Labour Relations branch of the Public Service Commission and includes representatives from the Department of Health and Social Services, the Yukon Hospital Corporation, the Yukon Employees' Union, the Public Service Alliance of Canada and the Professional Institute of the Public Service Canada.
- In August 2025, the Government of Yukon and the Chiefs Committee on Health announced the appointment of the initial board for the Health Authority.
- The pension and benefits provider for the Health Authority has not yet been confirmed. In 2025, the Government of Yukon advised stakeholders that it would assess the feasibility of adapting the Yukon Hospital Corporation Pension Plan for Shäw Kwä'q. This will require further financial and legal analyses and consultation with the Yukon Hospital Corporation and affected unions.

Approved by:

**Session Briefing Note
Establishment of Health Authority**

**TAB #5
Spring 2025
Public Service
Commission**

Meagan Lang
Public Service Commissioner

November 28, 2025
Date Approved

Session Briefing Note

Changes to the Public Service Pension Plan

TAB #6
Fall 2025
Public Service
Commission

Recommended response:

- The Public Service Commission leads human resources management across the Government of Yukon and supports a strong, effective public service.
- While the Government of Canada - through the Treasury Board Secretariat – proposes legislative amendments affecting the Public Service Pension Plan, the Government of Yukon participates in related engagement processes.
- Canada is currently proposing three legislative amendments to the *Public Service Superannuation Act* and the *Income Tax Regulations* that may impact Yukon public servants, including:
 - First, expanding early retirement eligibility (“25 and out”) for **designated frontline operational roles** – such as firefighters, paramedics and correctional officers – allowing them to retire with an unreduced pension after 25 years of service, regardless of age.
 - Second, introducing a short-term voluntary **Early Retirement Incentive**, anticipated for early 2026 – which may allow eligible employees to apply for an early retirement with an unreduced pension. This measure, announced in Budget 2025, is intended to help manage federal workforce reductions. The Yukon government’s participation remains under review, and we are actively engaging with our federal counterparts in that regard.
 - Third, **modernizing rules for part-time service** by allowing employees to increase (or “top up”) pensionable service for periods of part time service.
- None of these proposals are in effect. They all require Federal legislative approval.

Session Briefing Note

Changes to the Public Service Pension Plan

TAB #6
Fall 2025
Public Service
Commission

Additional response:

- The Public Service Commission continues to engage with the Treasury Board on all proposed changes

Context—this may be an issue because:

- Changes to the Public Service Superannuation Act receive national attention. The Opposition may ask about the Government of Yukon's role in federal reforms and the impacts on territorial operations and taxpayers.
- Amendments to the *Public Service Superannuation Act* address early-retirement eligibility and part-time pension treatment across jurisdictions. While these changes are federally mandated, Yukon's participation in the Early Retirement Incentive must be evaluated considering operational requirements, staffing pressures and long-term workforce sustainability.

Background:

- The *Public Service Superannuation Act*, the governing legislation for the public service pension plan, and its regulations establish pension accrual rules and retirement benefits for federal and territorial public service employees.

25 and out

- The “25 and out” provision enables designated federal and territorial frontline operational employees to retire with an unreduced pension after 25 years of service, regardless of age, reflecting the physical and mental demands of these occupations.
- Similar provisions apply to federal correctional officers, RCMP members and Canadian Armed Forces personnel.
- Legislative amendments to the *Public Service Superannuation Act* and *Income Tax Act* are required, but no changes to Yukon legislation are anticipated.
- The proposal stems from recommendations by the Public Service Pension Advisory Committee recognizing the unique and demanding nature of frontline occupations.

Voluntary Early Retirement Incentive

- The Federal government introduced the Voluntary Early Retirement Incentive as part of its 2025 budget package. It is intended to help manage workforce reductions in the Federal government.

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Changes to the Public Service Pension Plan

TAB #6
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Commission

- The incentive is subject to Parliamentary approval through the federal Budget and budget implementation legislation.
- The program is not yet in effect. It is expected to launch by January 15, 2026, or once amendments to the *Public Service Superannuation Act* and the *Income Tax Regulations* come into force, whichever occurs later.
- The incentive would allow eligible employees to apply to retire early with an immediate unreduced pension - waiving the usual 5 per cent annual early retirement penalty before meeting normal age and service requirements.

Modernizing Part-Time Work

- The Treasury Board Secretariat is proposing regulatory changes that would allow plan members who temporarily reduce their hours to top up their pension credits for the time not worked.
- This change is intended to address gaps in pension accrual for employees who alternate between full-time and part-time status during their careers.
- The cost of the election will be fully borne by the employee and calculated on an actuarial basis.
- Under current *Public Service Superannuation Act* provisions, members must work at least 12 hours per week to contribute. Their pension contributions are pro-rated, and part-time employees cannot purchase pension credits for hours not worked.
- As a result, part-time arrangements reduce final pension benefits because both salary and service accrual are affected.
- The new top-up option will apply only to contributors after the new regulations take effect and cannot be applied retroactively to retired or deferred members.
- Anticipated implementation: late Spring 2026.
- These changes are subject to Parliamentary approval through the federal Budget and budget implementation legislation.

Approved by:

Meagan Lang

Public Service Commissioner

December 3, 2025

Date Approved

Recommended response:

- The Government of Yukon is proud to support the 2026 Arctic Winter Games and encourages employees to take part as athletes, volunteers and organizers.
- Athletic excellence and community participation are important sources of pride and inspiration across the territory.
- The Major Games Participation Policy applies to all employees hired under the Public Service Act and the Education Act.
- Employees who are participating in the games as Team Yukon athletes, coaches, mission staff, members of the cultural contingent or official referees may apply for leave without loss of pay during the Games. Also, because Yukon is hosting the games, employees who volunteer in lead planning roles may also apply for leave without the loss of pay.

Additional response:

- The Government of Yukon encourages the participation of employees in Games activities while respecting operational requirements to continue to be met, and essential services are maintained.

Context—this may be an issue because:

The 2026 Arctic Winter Games will take place in Whitehorse from March 8 to 15, 2026, and are expected to involve a significant number of Yukon government employees in athletic, volunteer and organizational roles. Questions have arisen in the legislative assembly regarding the ability of employees to volunteer.

Background:

- The Arctic Winter Games celebrate sport, culture and community across the North and provide opportunities for personal growth and youth development.
- Leave without loss of pay is limited to the employee's regular hours of work.

Session Briefing Note**Fall 2025****Major Games Participation**Public Service
Commission

- Volunteer leave under the Major Games Policy is subject to operational requirements and must be approved by a supervisor.
- Auxiliary seasonal employees may apply for leave without loss of pay if they are actively working during the Games; the provision does not apply during their off-season.
- Auxiliary-on-call employees may be granted leave without pay under the vacation entitlement provisions of the collective agreement. This leave is not deducted from vacation entitlement, and the employer will not call them for work during the approved leave period.
- Under GAM 3.34, eligible athletes and volunteers in designated roles may receive up to three weeks of paid leave. Eligibility is confirmed through a letter provided by the host organization (e.g., Arctic Winter Games 2026 Host Society).
- Employees volunteering in roles not covered by the policy may request vacation leave or leave without pay, subject to operational requirements.
- The Public Service Commission will provide departments with communication and guidance materials to support implementation of the Major Games Policy for the 2026 Games.

Approved by:

Meagan Lang

November 28, 2025

Public Service Commissioner

Date Approved

Session Briefing Note

Nursing Recruitment and Retention Efforts

Fall 2025
Public Service
Commission

Recommended response:

- The Government of Yukon recognizes the critical role health care providers play in delivering high-quality, accessible care in the territory.
- We are committed to supporting the Department of Health and Social Services with ensuring that access to health services is available in Yukon communities by understanding the need to attract and retain Registered Nurses, Nurse Practitioners and Licensed Practical Nurses.
- The Government of Yukon is in active collective bargaining with the Public Service Alliance of Canada / Yukon Employees' Union to renew the collective agreement that expired in December 2024.
- The previous collective agreement, for the term 2022-2024, established a separate Nurse Group salary grid to address the wage gap with other Canadian jurisdictions and ongoing recruitment and retention pressures.
- The Government of Yukon currently has an interim Letter of Agreement to March 31, 2027, with the Yukon Employees' Union that provides signing bonuses and exam fee reimbursement for Registered Nurses, Nurse Practitioners and Licensed Practical Nurses.

Additional response:

- We want to express our sincere appreciation to all front-line care workers for their continued contributions to the health, safety and wellbeing of Yukoners.
- Your dedication and commitment are deeply valued.

Context—this may be an issue because:

- Health human-resource shortages are occurring nationwide, with all jurisdictions experiencing similar recruitment and retention pressures. In the Yukon, these shortages have recently led to temporary closures of some community health centres.

Session Briefing Note

Nursing Recruitment and Retention Efforts

Fall 2025
Public Service Commission

- Nurse Practitioners have raised concerns about the lack of a dedicated wage grid that reflects the scope and responsibility of their roles.
- Ongoing collective bargaining with the Public Service Alliance of Canada/Yukon Employees' Union may heighten political sensitivity around nursing recruitment and retention issues.

Background:

- The Nursing Retention and Recruitment Incentives Letter of Agreement, effective from April 1, 2024, to March 31, 2027, extends recruitment and retention incentives for nurses. It includes signing bonuses and exam fee reimbursements for Registered Nurses, Nurse Practitioners, and Licensed Practical Nurses, which were introduced in December 2022.
- Specifically, it provides a \$7,500 signing bonus for newly hired Nurse Practitioners and Registered Nurses, and a \$4,500 signing bonus for newly hired Licensed Practical Nurses, contingent upon a 12-month service commitment. If this service requirement is not fulfilled, the bonus is recoverable on a prorated basis.
- Additionally, reimbursement is offered for exam fees incurred within 24 months prior to employment for new nursing graduates hired after December 1, 2022.
- These incentives were extended alongside the 2022-2024 collective agreement between the Government of Yukon and the Public Service Alliance of Canada / Yukon Employees' Union, ratified on June 6, 2023, which introduced a separate pay grid for the Nurse Group and established annual nursing retention allowances ranging from \$3,000 (for Whitehorse-based Registered Nurses) and up to \$24,000 (for a community-based Primary Health Care Nurse in Charge).
- Nurse Practitioners receive up to \$12,000 annual market adjustment allowance.

Approved by:

Meagan Lang

Public Service Commissioner

November 28, 2025

Date Approved

Session Briefing Note**Public Interest Disclosure
of Wrongdoing Act Review****Spring 2025**Public Service
Commission**Recommended response:**

- The Public Interest Disclosure of Wrongdoing Act is essential whistleblower legislation.
- It enables employees of public entities to report serious concerns without fear of reprisal, such as unlawful acts, risks to public safety, or harm to the public interest.
- The Act also seeks to strengthen public confidence in government institutions.
- Training is provided to public servants to help ensure they understand their rights and responsibilities under the Act.
- The Public Service Commission has carried out a full review of the Act, including research and analysis, internal and public engagement, and opportunities for stakeholders to provide input.
- We will evaluate the work done to date, and will consider next steps and any legislative updates.

Context—this may be an issue because:

- The Public Interest Disclosure Commissioner, an independent authority established under the Act, provided substantial input during the legislative review. He has made public statements about review progress and may continue to comment on key dates such as Whistleblower Protection Day (March 2026) or the release of the Commissioner's annual report (Spring 2026).

Background:

- The Act came into force on June 15, 2015, enabling the disclosure and investigation of significant issues ("wrongdoings") within public entities. These include matters that employees believe may be unlawful, dangerous to the public, or injurious to the public interest.
- The Act aims to protect employees who make such disclosures and to foster public confidence in the governance of public entities.

Session Briefing Note
Public Interest Disclosure
of Wrongdoing Act Review**Spring 2025**
Public Service
Commission

- A provision in the Act mandates a review within five (5) years of its coming into force. Accordingly, the Public Service Commission began the review in June 2020.
- The review was conducted in two (2) phases:
 - **Phase 1 (2020-21):** Focused on a comprehensive legislative review, analysis of international trends and data collection related to disclosures, investigations and complaints of reprisals.
 - **Phase 2: (2022-24):** Included a confidential online survey for employees of public entities, a policy discussion paper shared with stakeholders, and an online public engagement process for Yukoners, conducted from December 1 to December 15, 2023.
- The review was completed using this two-phased approach due to challenges posed by the COVID-19 pandemic and limited resources. The Public Interest Disclosure Commissioner supported this methodology.
- The results of the engagement were shared publicly in a “What We Heard” report, released February 28, 2024.

Approved by:

Meagan Lang

Public Service Commissioner

November 28, 2025

Date Approved

Recommended response:

- Our government is committed to maintaining and growing job opportunities in rural communities, recognizing their vital role in supporting local economies and enabling Yukoners to live and work in their communities.
- The Government of Yukon's Remote Work Policy, in place since 2021, is currently being updated to reflect current realities and respond to emerging needs, including how it can support work in communities.

Additional response:

- The Government of Yukon also advances community-based employment through secondments, which provide employees with valuable experience while strengthening partnerships between governments.
- In 2022, the government updated its secondment protocol to better support assignments with partner governments, particularly First Nation governments.
- These secondments offer employees opportunities to develop new skills, gain diverse perspectives and contribute to innovation and effective solutions.

Context—this may be an issue because:

- This may be an issue because of a platform commitment to launch a recruitment campaign to attract teachers, health care workers, and trades professionals to rural Yukon. The platform also committed to empowering public servants to live and work in rural Yukon by leveraging the Remote Work Policy and encouraging relocation where appropriate.

Background:

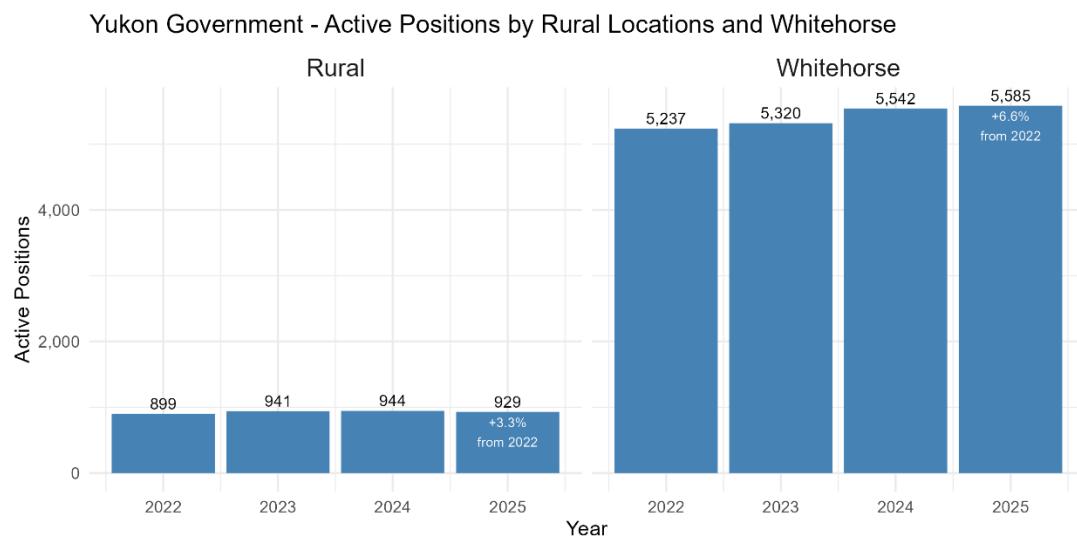
Jobs in Rural Yukon v. Whitehorse

Session Briefing Note

Rural Jobs

TAB #10
Fall 2025
Public Service
Commission

- Rural active positions grew by 3.3 per cent since 2022, compared to 6.6 per cent growth in Whitehorse.
- In 2024, there were 929 active government positions in rural communities and 5,585 in Whitehorse.



- Active positions include permanent, temporary, AOC/R, casual, seasonal, student, temporary teachers, and teachers-on-call.

Secondments

- As of November 21, 2025, 34 of 51 active secondments are with First Nation organizations, demonstrating the program's value in building partnerships and addressing workforce needs. Four secondments are in rural communities, while 47 are based in Whitehorse.
- Secondments are governed by a Temporary Assignment Staffing Directive and may involve partnerships with the federal government, municipal governments, hospitals, other agencies and First Nations organizations.
- Assignments typically range from one to three years, with the majority lasting three years.
- The protocol to govern secondments outlines the framework for secondments with First Nation governments and organizations. The protocol was updated in 2022 to

Session Briefing Note

Rural Jobs

TAB #10
Fall 2025
Public Service
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align with the implementation of Breaking Trail Together, the government's representative public service plan.

Approved by:

Meagan Lang

November 28, 2025

Public Service Commissioner

Date Approved

Session Briefing Note**Fall 2025****Senior Leadership Appointments
and Compensation**Public Service
Commission**Recommended response:**

- We are committed to building a workforce that reflects the diversity of Yukon's population at all levels of the public service.
- As of November 25, 2025, the gender distribution within senior leadership positions in the Government of Yukon is:
 - Women hold approximately 41 per cent of deputy head appointments, and men hold approximately 59 per cent (7 women and 10 men).
 - Approximately 54 per cent of assistant deputy minister appointments are held by women and 46 per cent are held by men (27 women and 23 men).
- The deputy head count includes deputy ministers and presidents of corporations.

Additional response:

- Over the years, several deputy heads have resigned, retired, or otherwise left the Government of Yukon. Except for the Public Service Commissioner, deputy heads serve at the pleasure of the Premier.
- Severance for resignations or retirements is determined in accordance with Section M, which governs the terms and conditions of employment for managers, legal officers and deputy heads. These provisions – and the salary ranges for all Government of Yukon positions - are publicly available.
- However, individual income details, including severance amounts, cannot be disclosed. The Access to Information and Protection of Privacy Act restricts the release of personal information to ensure privacy and legal compliance.

Session Briefing Note**Senior Leadership Appointments
and Compensation****Fall 2025**Public Service
Commission

Context—this may be an issue because:

- On November 12, 2025, Premier Dixon appointed new deputy ministers in the Executive Council Office and the Department of Economic Development.

Background:

- Senior leadership appointments in the Government of Yukon are made by the Premier. These appointments are publicly communicated through official channels such as news releases.
- These appointments include deputy ministers and presidents of corporations, and are generally based on merit, experience, and alignment with government priorities.
- Gender-distribution reporting for senior leadership includes permanent, temporary, and acting assignments that exceed 30 days.

Approved by:

Meagan Lang

November 28, 2025

Public Service Commissioner

Date Approved

**Size of Government
(FTE)**

Public Service Commission

Recommended response:

- We are committed to strong governance and the efficient delivery of high-quality services that improve outcomes for Yukoners.
- As important as the territorial government is to delivering these services, we are also focused on ensuring the Yukon's economy is led by a growing, thriving and prosperous private sector.
- That said, in the 2024 calendar year, the Government of Yukon workforce totaled approximately 5,535 Full-Time Equivalent positions, known as FTEs, based on actual hours worked.
- This is an increase of about 220 FTEs, or about four percent, over the previous calendar year.
- Most of this increase was as a result of increased FTEs in health care and education.
- Our government is committed to continuing to provide high-quality services, ensuring human and financial resources are used effectively and responsibly.

Additional response:

- It is important to distinguish these FTE figures from the projected FTEs reported in the Main and Supplementary budgets.
- The Public Service Commission bases its FTE count on **actual hours** worked in a **calendar year**, including part-time and non-standard work schedules.
- By contrast, the Department of Finance reports **budgeted FTE** positions for the **fiscal year**, which do not necessarily reflect actual hours worked.

Context—this may be an issue because:

Session Briefing Note**Fall 2025****Size of Government
(FTE)**

Public Service Commission

- The Opposition may raise questions about the federal government's 2025 Budget proposal to significantly reduce the federal public service – targeting to eliminate about 40,000 positions (approximately 10 per cent of the workforce) by 2028-29 through incentivized retirement, attrition and possibly job cuts.

Background:

- Growth in the Government of Yukon workforce is largely a result of increased FTEs in health care and education, where demand and standards continue to rise.
- Employment data published monthly by the Yukon Bureau of Statistics captures employment across the entire public sector.
- Yukon Bureau of Statistics data measures the number of employed persons, including full-time, part-time, permanent, and temporary workers.
- Importantly, Yukon Bureau of Statistics public sector data includes employees of the federal, municipal, and Yukon First Nations governments, as well as publicly funded institutions such as schools, post-secondary institutions, and hospitals.
- As a result, increases in public sector employment data from the Yukon Bureau of Statistics do not reflect Government of Yukon staffing alone.

Approved by:

Meagan Lang
Public Service Commissioner

November 28, 2025
Date Approved

Session Briefing Note**Fall 2025****Yukon Employee's Union
(YEU) Collective Bargaining**Public Service
Commission**Recommended response:**

- The Government of Yukon recognizes and appreciates the dedication and hard work of our employees, who strive to deliver exceptional public services to Yukon residents.
- The current collective agreement between the Government of Yukon and the Public Service Alliance of Canada/Yukon Employees' Union expired on December 31, 2024.
- Bargaining sessions have been ongoing from October 2024 to November 2025; with additional dates scheduled for January, 2026.

Additional response:

- We are dedicated to negotiating a new collective agreement that is fair, balanced and fiscally responsible.
- We are also committed to upholding the integrity of the bargaining process and will not be commenting on the specifics of these confidential discussions.

Context—this may be an issue because:

- Interest may increase as the collective agreement expired on December 31, 2024, and negotiations have been ongoing.
- December 2025 bargaining dates were rescheduled for January 2026 by the parties.

Background:

- The Public Service Labour Relations Act and the Public Service Alliance of Canada/Yukon Employees' Union collective agreement govern the collective bargaining processes for the Yukon Public Service.
- Negotiations are led by the Public Service Commission.

Session Briefing Note**Fall 2025****Yukon Employee's Union
(YEU) Collective Bargaining**Public Service
Commission

- Collective bargaining is a complex process that typically spans several months, potentially resulting in changes to the terms of the agreement, including annual wage increases, allowances, premium payments, leave provisions and other matters of importance to the Public Service Alliance of Canada/Yukon Employees' Union and the employer.
- There were scheduled bargaining dates for December, 2025 but these were rescheduled by the parties. The next scheduled bargaining dates are in January, 2026.
- The current round of bargaining affects all Government of Yukon employees represented by the Yukon Employees' Union and carries important implications for public service delivery and overall workplace morale.
- The outcome will also impact other employers, including (a) statutory bodies (e.g., Yukon Hospital Corporation and Yukon University), which typically align with Government of Yukon wage structures and (b) private sector employers, who compete with the public service for talent in Yukon's labour market.

Approved by:

Meagan Lang

Public Service Commissioner

Date Approved

Recommended response:

- Yukon Housing and the Public Service Commission are evaluating the Staff Housing Modernization Plan (2019 to 2022) to support improving recruitment and retention in rural communities.
- Housing availability is a critical element in recruiting and retaining the essential workers communities rely on.
- The Yukon government continually reviews employee housing needs and local housing availability, while exploring opportunities to grow housing options. This helps recruit essential workers and strengthens services in communities.

Additional response:

- Yukon Housing is currently building a staff housing duplex in Burwash Landing in partnership with Kluane First Nation to support the new Kêts’ádań Kù [Kay-et-zah Dun-COO] meaning “house of learning”.

Context—this may be an issue because:

Limited access to housing makes it harder to recruit and keep critical workers, which affects the services upon which communities depend.

Background:

The Public Service Commission and Yukon Housing jointly manage the Government of Yukon’s employee housing program under GAM Policy 3.30. Yukon Housing oversees the operational delivery of 172 employee housing units. Approximately half are rented directly to employees, and the remainder are leased to departments for designated staffing requirements.

In July 2025, the Government of Yukon and Kluane First Nation announced a 30-year land lease to support the development of a new employee housing duplex in Burwash

Session Briefing Note

Employee Housing

**TAB #19
Fall 2025**

Yukon Housing
Public Service Commission

Landing. The project is being built on leased Settlement Land provided by Kluane First Nation, and Yukon Housing is covering construction costs. Once completed, the units will be allocated to teachers for the new school now underway.

Approved by:

Samantha Paterson

November 27, 2025

President, Yukon Housing

Date approved

Meagan Lang
Public Service Commissioner

November 28, 2025

Date approved

**Session Briefing Note
Early Retirement
Incentive**

Public Service Commission
Executive Council Office
Fall 2025

Recommended response:

- We are aware of the proposed voluntary Early Retirement Incentive announced in the Government of Canada's 2025 Budget. This program is intended to help the Federal government manage federal workforce reductions by allowing eligible employees to apply for early retirement with an unreduced pension.
- It is important to note that the program is not yet in effect. The Federal government has proposed the program as part of its budget. It remains subject to Parliamentary approval through Federal budget and budget implementation legislation.
- In addition, while Yukon government employees are members of the federal public service pension plan, the Government of Yukon's participation in this proposed program remains under review.
- Yukon government is actively engaged in discussions with our federal counterparts to better understand the details of this proposed program and potential impacts for Yukon government.

Additional response:

- We are committed to transparent communication and will provide updates to employees and unions as more information becomes available.
- The Government of Yukon will communicate with Yukon government employees who may be eligible under the federal program criteria, outlining the current status and providing guidance on where to find the most up-to-date information.

**Session Briefing Note
Early Retirement
Incentive**

Public Service Commission
Executive Council Office
Fall 2025

Context—this may be an issue because:

- Yukon government employees are members of the Federal Public Service Pension Plan and therefore may be eligible for the proposed Early Retirement Incentive if approved.
- The Yukon government is considering the potential impacts on service delivery and the needs of Yukoners.

Background:

- The Federal government introduced the voluntary Early Retirement Incentive as part of its 2025 budget package. It is intended to help manage workforce reductions in the Federal government.
- The incentive is subject to Parliamentary approval through the federal Budget and budget implementation legislation.
- The program is not yet in effect. It is expected to launch when amendments to the Public Service Superannuation Act come into force.
- Only eligible employees can apply for approval for early retirement. Eligibility criteria for the incentive have been determined and are published on the federal government's website
- However, the parameters for approving applications from eligible employees have not yet been finalized by the federal government.
- Eligible employees may apply to retire early within 120 days after the program takes effect and receive an immediate, unreduced pension. This waives the standard 5% annual early retirement penalty that typically applies before meeting normal age and service requirements.
- At this time, the parameters for Yukon government's participation have not been confirmed by the federal government.

**PSC TAB #20
ECO TAB #46**

**Session Briefing Note
Early Retirement
Incentive**

Public Service Commission
Executive Council Office
Fall 2025

Approved by:

Kelvin Leary December 8, 2025

Deputy Minister, Executive Council Office Date Approved

Meagan Lang December 8, 2025

Public Service Commissioner Date Approved

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

Recommended response:

- Reconciliation is an ongoing process and a shared responsibility of all governments and individuals in the Yukon.
- Advancing the Truth and Reconciliation Commission's Calls to Action is central to our government's commitment to reconciliation.
- We will continue to collaborate and work in partnership with Indigenous governments and groups on advancing the Truth and Reconciliation Commission's Calls to Action to create meaningful change and better programs and services for Yukon First Nations Peoples and all Yukoners.

Additional response:

- We are tracking our actions and initiatives in addressing the Truth and Reconciliation Commission's Calls to Action.

Context—this may be an issue because:

- It has been 10 years since the report and Calls to Action were published. The Official Opposition may ask for an update on the government's progress in addressing the Calls to Action.

Background:

- Released in 2015, the Truth and Reconciliation Commission (TRC)'s report Honouring the Truth, Reconciling for the Future contains 94 Calls to Action on redressing the harms resulting from residential schools and creating better relations between the federal, provincial and territorial governments and Indigenous Peoples. There are 32 Calls to Action that relate directly to YG.
- YG and 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);

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

- 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).
- YG last reported on its progress to implement the TRC Calls to Action in fall 2023 through a status report and Pathways magazine. The magazine and report provided an update on the actions being taken across YG and in collaboration with YFN governments in areas including child welfare, health, education and justice.

Approved by:

KL

November 28, 2025

Deputy Minister, Executive Council Office

Date Approved

2025-26 Supplementary Estimates No. 1 – CORPORATE

Finance

Recommended response:

- By bringing these Supplementary Estimates to the Legislative Assembly for debate, we are providing transparency to the public about how the government is allocating taxpayer dollars.
- These Supplementary Estimates serve as an update on spending from the previous government, to fulfill the obligations and contracts already committed to by departments for the current fiscal year.
- We want to increase transparency and accountability around spending, rather than relying on special warrants for the remainder of the year.
- We look forward to bringing forward a budget this spring that we have had the opportunity to shape, and that is reflective of our priorities and commitments to Yukoners.

Contingencies

- Our guiding principle has been that these Supplementary Estimates will provide the resources needed by departments to take them to the end of the fiscal year, without requiring further changes or dependence on additional spending.
- There is a provisional contingency for price and volumes pressures, including inflation, increased demand for public services, and potential wage increases resulting from ongoing collective bargaining.
- There is also a general contingency to ensure compliance with financial authorities. These contingencies are included to ensure all departments remain within their voted budgets for the fiscal year given the potential for unforeseen pressures.

2025-26 Supplementary Estimates No. 1 – CORPORATE

Finance

Summary:

- The 2025-26 Supplementary Estimates No. 1 forecasts an overall gross increase of \$150.4 million in O&M spending, with an offsetting increase of \$8.3 million in recoveries. The net increase in O&M spending is forecast at \$142.0 million when accounting for recoveries.
- Capital adjustments in the Supplementary Estimates No. 1 reflect an overall increase of \$1.0 million in spending and a \$1.6 million increase in capital recoveries. This results in a net decrease in capital spending of \$594 thousand.
- Budgetary revenues are projected to increase by \$5.9 million, primarily due to a \$5.7 million increase in accrued interest on loans to the Receiver for Victoria Gold Corporation.
- The Government of Yukon continues to maintain a budgetary surplus forecast for 2025-26 of \$12.5 million, revised down from the \$82.0 million forecast in the Main Estimates.

FTEs:

- There is an increase of 71.2 FTEs or “Full-Time Equivalents” in the Supplementary Estimates. This is primarily for 57.3 FTEs in Education, including teachers, Educational Assistants, and other positions to provide enhanced support for students.
- This increase also includes 11.4 positions in Health and Social Services for both frontline and administrative positions, and small personnel additions to the Department of Justice (2 FTEs) and the Public Service Commission (0.5 FTEs).

Session Briefing Note

Embargoed until tabling

TAB #20

Fall 2025

2025–26 Supplementary Estimates No. 1 – CORPORATE

Finance

Borrowing:

- Total anticipated territorial borrowing was \$773.9 million in the 2025–26 Main Estimates, inclusive of \$400 million in long-term borrowing authorized in the First Appropriation Act 2025–26. We expect to proceed with the second tranche of this borrowing in the spring, using the remaining \$200 million authorized.
- Significant energy infrastructure pressures require an increase of \$100 million to the Yukon Development Corporation's short-term borrowing limit. This includes \$50 million authorized by the previous government, and an additional \$50 million being authorized by this government to address critical work in Mayo.
- Other factors include a decrease of \$966,000 in a loan payable by Yukon University and a \$3.15 million increase in accrued interest payable.
- Revised estimated total borrowing in 2025–26 is \$876.1 million. This leaves \$323.9 million available within the \$1.2 billion borrowing limit.

Context—this may be an issue because:

- The 2025-26 Second Appropriation Act will be tabled during the fall sitting.

Background:

- Supplementary estimates are introduced by the government to account for unforeseen spending at the time of tabling the annual Budget.

Approved by:

Katherine White

December 8, 2025

Deputy Minister, Finance

Date approved