



Legislative Assembly
Briefing Binder
Fall 2025

**French Language
Services Directorate**



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Reforming the Education System: Expanding opportunities for French- speaking Yukoners to pursue post- secondary education

FLSD

Recommended response:

- We recognize that expanding opportunities for bilingual post-secondary programs is a key priority for our growing Yukon Francophone community.
- We are pleased to work with the Association franco-yukonnaise to explore how we can better support Yukon's French first-language and French Immersion graduates in continuing their studies in French, and how we can retain highly skilled, homegrown talent here in the Yukon.
- We are open to exploring multiple pathways, including intergovernmental agreements and skilled trades training, so we can increase opportunities for learners in all streams and better match the territory's evolving labor market needs.

Context—this may be an issue because:

- AFY has raised concerns about the lack of opportunity for post-secondary education in French in the Yukon.
- AFY has been asking the Government of Yukon to review the *Yukon University Act* or to create new legislation on postsecondary education to address this issue.

Background:

- The number of Yukon students graduating from French-immersion and from CSSC Mercier continues to increase annually.
- There are no formal post-secondary opportunities in French in the Yukon.
- The Collège Nordique francophone in Yellowknife is the only accredited institution offering post-secondary education in French in the Canadian North. The Centre de

Reforming the Education System: Expanding opportunities for French- speaking Yukoners to pursue post- secondary education

FLSD

formation Qaujimanig, in Nunavut, offers French-language adult education and training services.

- French-speaking organizations in the Yukon, the Northwest Territories and Nunavut signed an agreement in June 2024 to create a pan-territorial governance structure that is independent from existing post-secondary institutions.
- In the skilled trades, the Red Seal program establishes common national standards for apprenticeship certification, and its availability in both French and English is essential to ensuring bilingual accessibility and equitable participation for all candidates, currently there are no training opportunities available in French in the Yukon.
- AFY receives federal funding through an agreement administered by the Department of Education to promote opportunities for post-secondary education for French-speaking Yukoners.

Approved by:

Philippe Mollet,
Deputy Minister FLSD

27/11/2025

Caring for Yukoners: Improving access to health care services through a targeted bilingual recruitment strategy

FLSD

Recommended response:

- Improving timely access to health services is a clear priority for Yukoners, and it is a priority for our government.
- We are looking forward to working with health care professionals and the Francophone community to increase access to bilingual services, especially in primary and emergency care, and mental health.
- Today, we have 36 designated bilingual positions thoughtfully placed across the Department of Health and Social Services, as well as 26 bilingual service providers working in Yukon hospitals. These dedicated professionals play a vital role in ensuring that Yukoners can receive services in French.

Additional response

- We recognize that access to bilingual services cannot rely solely on the availability of employees in designated bilingual positions. That is why we are committed not only to strengthening recruitment and supporting bilingual health care professionals, but also to leveraging technology to help ensure continuity of service delivery in French.

Context—this may be an issue because:

- The Association franco-yukonnaise is participating in the Steering committee and the related working groups on the Health Human Resources Strategy, to ensure Yukon's Francophone perspective is taken into consideration. This is a priority under AFY's 2021–26 Strategic Plan.

Caring for Yukoners: Improving access to health care services through a targeted bilingual recruitment strategy

FLSD

Background:

- In 2025, the Yukon government (YG) updated its Bilingual Staffing Directive. The directive supports the Yukon Languages Act and the Policy on French-language services and communications GAM 1.7 by outlining procedures and mechanisms for identifying positions, recruiting, selecting and appointing candidates to designated bilingual positions within YG under the *Public Service Act*.
- Given the ongoing health worker shortages, supporting bilingual staff and leveraging digital tools to fill service gaps are key to maintaining access to bilingual services in both French and English.
- The Health Human Resources Strategy, created in 2023 and supported by a 3-year roadmap, ensures that services are accessible to all Yukoners, in both English and French.
- The French Language Services Directorate and the department of Health and Social Services are collaborating on a 5-year project (2023–28) aimed at harnessing technology to strengthen the accessibility of health care services in both French and English.
- The Government of Canada is contributing just over \$2.2 millions to this special project.

Approved by:

Philippe Mollet, Deputy Minister FLSD

27/11/2025

Safety for Yukoners: Streamlining bilingual emergency communications

FLSD

Recommended response:

- We strive to provide timely and accurate information to Yukoners in both English and French.
- We leverage existing communications channels, like the Wildfire Hub, to share relevant and valuable bilingual information with the public quickly.
- We also offer dedicated French-language channels, including our @LeYukonFr page on Facebook, where Yukoners can stay informed during emergencies and get updates on programs, services, and news.

Context—this may be an issue because:

- During the electoral forum hosted by the Association franco-yukonnaise on October 1, 2025, participants expressed concerns about the delays and sometimes missed information in the publication of public safety notices and emergency communications in French.
- By increasing our capacity to keep Yukoners informed in English and French so they can stay safe, contributing to a timely and effective response, the directorate supports the “Supporting emergency preparedness and protective services” platform commitment.

Background:

- Continuing to improve the government’s bilingual emergency responsiveness is one of the strategies of 2025–28 Strategic framework for French-language services.
- This three-year plan guides how the government will continue improving access to timely bilingual services and information. It is informed by insights from a public engagement, which gathered 270 survey responses.
- An engagement session was also held with stakeholders to gather insight on how the government can best support the vitality of the growing Yukon Francophonie.

Safety for Yukoners: Streamlining bilingual emergency communications

FLSD

- Emergency responsiveness services is also one of the priority areas identified in the action plan of the 2025–28 Canada-Yukon Agreement on minority-language services.
- FLSD supports departments and public bodies fulfill the requirements of the Yukon Languages Act by helping them communicate with the public in French. Its centralized services include:
 - providing standardized translation;
 - managing government's French-language social media (@LeYukonFR) and web presence, such as Yukon.ca, Flood Atlas, Wildfire Hub and other online products; and
 - offering strategic advice and support to help departments effectively communicate and connect with French-speaking audiences.
- In recent years, FLSD has worked to optimize its translation and publishing services by making the best use of translation tools, streamlining workflows, and collaborating closely with the department of Community Services to integrate French-language communications into the government's emergency response.
- FLSD has developed a balanced, resource-effective and scalable approach that ensures prompt bilingual emergency communications during the flood and fire season and enables timely bilingual emergency communications outside the high season, adapting its response quickly and efficiently based on to the severity of each situation.

Approved by:

Philippe Mollet
Deputy Minister, FLSD

27/11/2025

AFY's request for guaranteed representation of French-speaking Yukoners in strategic decision-making bodies

FLSD

Recommended response

- We are committed to ensuring that decision-making processes are inclusive, transparent, and reflective of the diversity of the communities we serve.
- We recognize the importance of considering the Francophone perspective when developing major initiatives, strategies, and policies.
- We look forward to working with the Association franco-yukonnaise (AFY) to advance bilingual service delivery and will support opportunities for the Francophone community to participate across various advisory bodies.

Context—this may be an issue because:

- There is no guaranteed representation for the Association franco-yukonnaise nor representative of the Francophone community on the initial board of the Health Authority and the Yukon University Board of Governors.
- The Francophone community is currently not represented on these boards.

Background:

- Current legislation and governance policies require that appointments to boards and other such decision-making or advisory bodies follow frameworks established to ensure fairness, accessibility, and compliance with applicable laws and regulations.
- Regular meetings between representatives of the Government of Yukon and Association franco-yukonnaise (AFY) ensure sustained dialogue, collaboration and opportunities to share concerns and priorities of the Francophone community.

AFY's request for guaranteed representation of French-speaking Yukoners in strategic decision-making bodies

FLSD

- Since 2016, AFY has requested guaranteed representation on the Yukon Hospital Corporation Board of Trustees, and later, the Board of the Health Authority/ Shāw Kwä'ą.
- In 2017, AFY also voiced the need to have a representative on the Yukon University Board of Governors and has continued to raise this request.
- On April 29, 2024, the Yukon *Health Authority Act* passed and received assent. It states that it “respects the purpose and provisions of the *Languages Act*”.
- Section 103 (2) of the *Health Authority Act* states: “(2) Pursuant to subsection (1), the initial board, the initial chair and the initial chief executive officer must meet with representatives of Yukon's Francophone community, the Government of Yukon, the Yukon Hospital Corporation and the Yukon First Nations' health committee to plan for the implementation of subsection 9(2) regarding the application of the *Languages Act* to the health authority”.

Approved by:

Philippe Mollet
Deputy Minister, FLSD

27/11/2025

Truth and Reconciliation Commission – Update on Calls to Action

Executive Council
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 – Update on Calls to Action

Executive Council
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

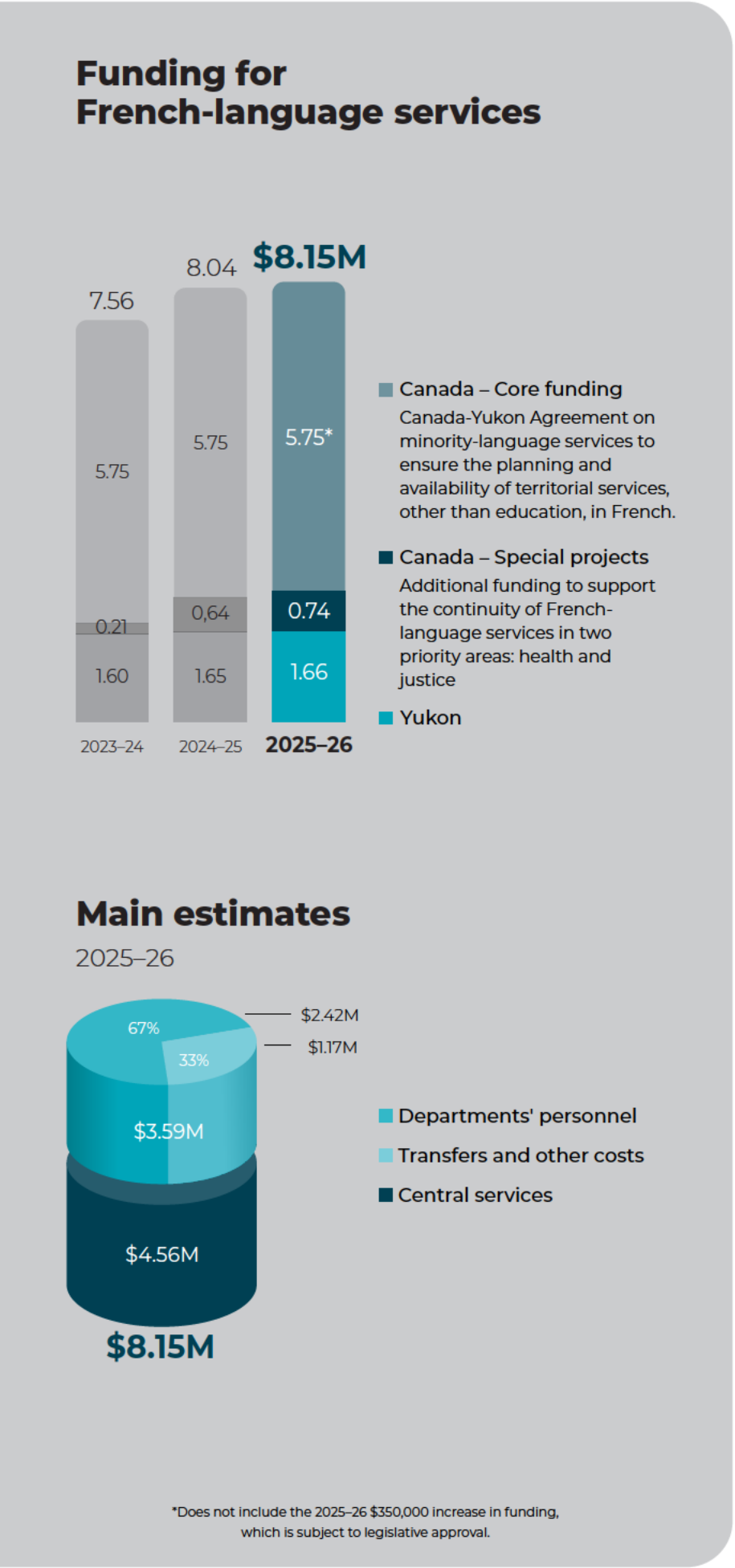
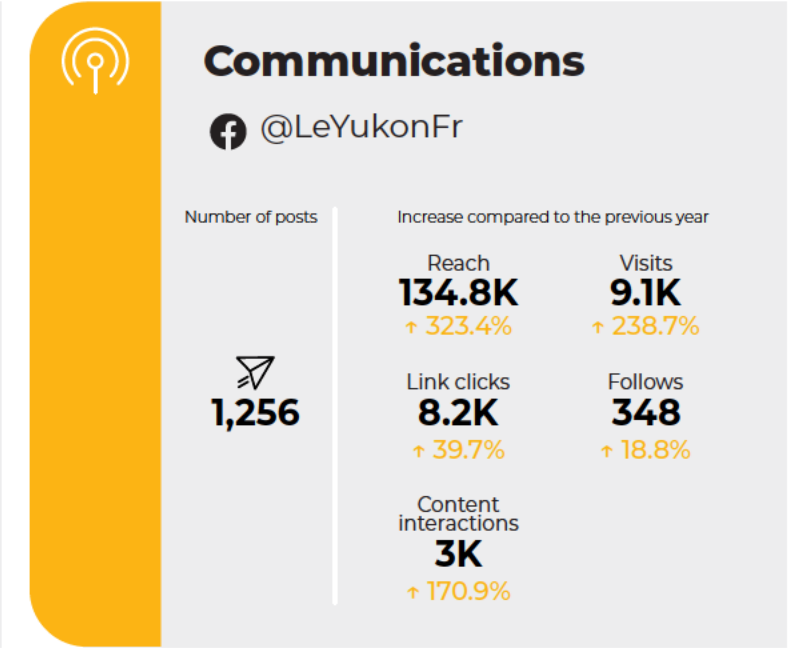
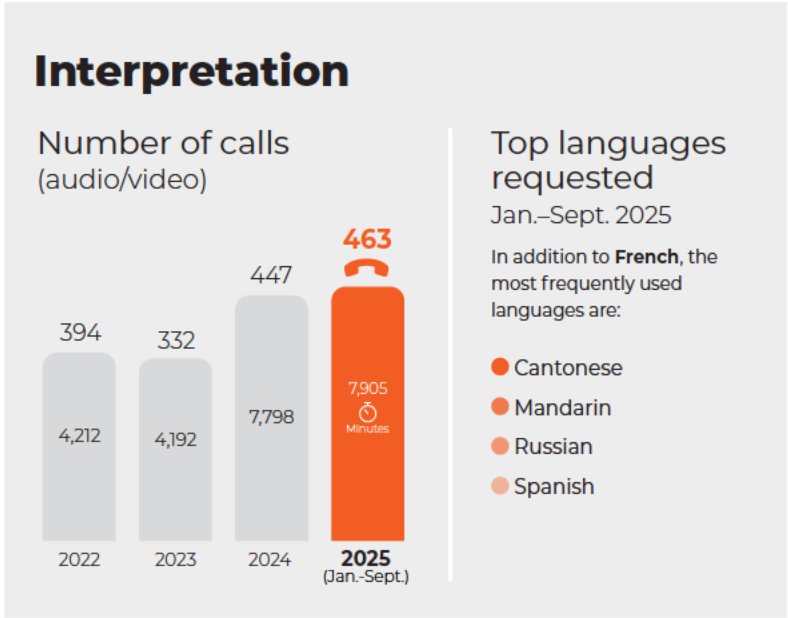
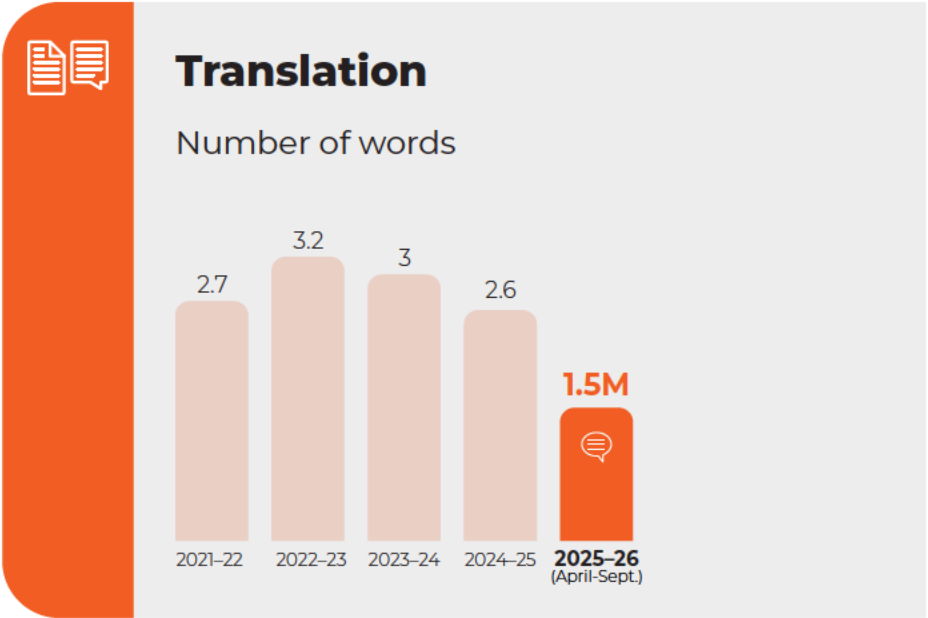
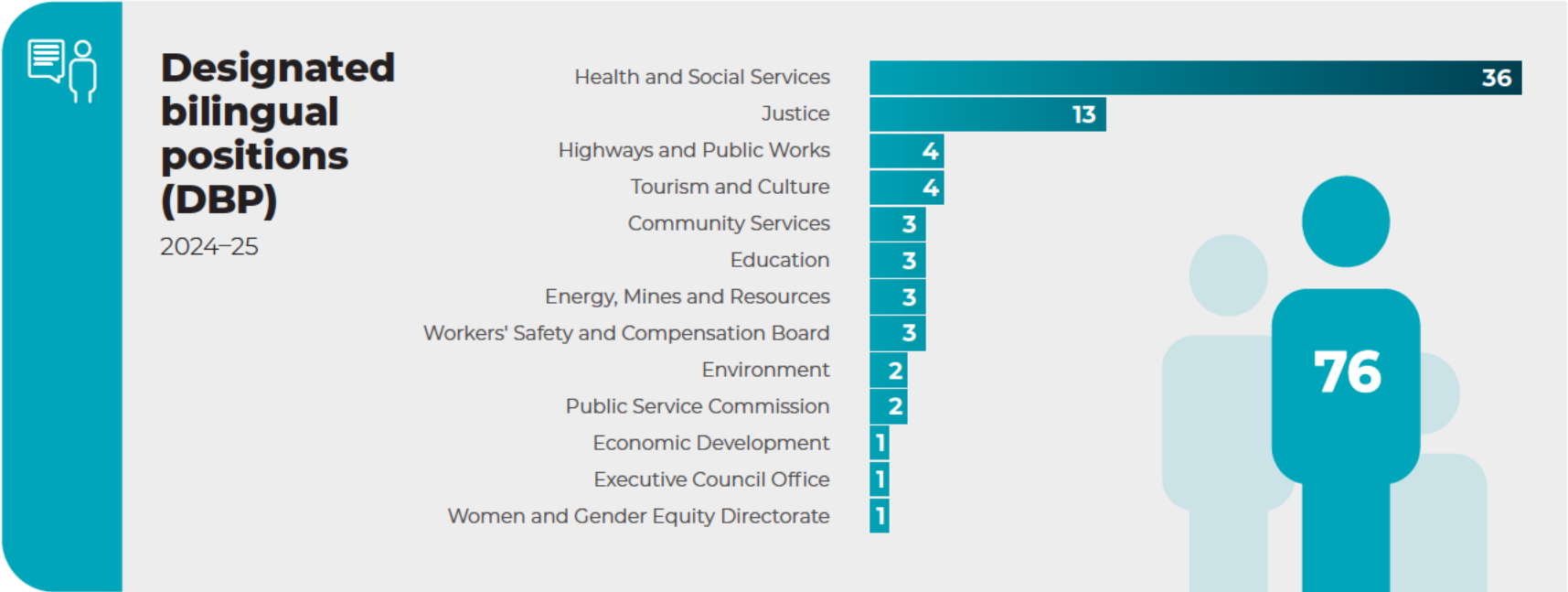
Deputy Minister, Finance

Date approved

FLSD AT A GLANCE

UPDATED OCTOBER 2025

FLSD supports departments and public bodies to provide services and information in French, and fosters a government-wide approach to fulfilling the requirements of the Yukon *Languages Act*.



**CANADA–YUKON AGREEMENT
ON MINORITY-LANGUAGE SERVICES
2025–26 TO 2027–28**

THIS AGREEMENT was concluded in English and in French
this 26 day of February 2025,

BETWEEN: **HIS MAJESTY THE KING IN RIGHT OF CANADA**, hereinafter called
“Canada”, represented by the Minister of Official Languages,

AND: **THE GOVERNMENT OF YUKON**, hereinafter called “Yukon”, represented by
the Minister responsible for the French-Language Services Directorate.

“Canada” and “Yukon” are referred to individually as a “Party” or collectively as the “Parties”.

WHEREAS English and French are the official languages of Canada, as recognized in the *Canadian Charter of Rights and Freedoms* and the *Official Languages Act* (Canada), and Canada acknowledges its responsibilities and commitments to those languages;

WHEREAS Yukon undertook to enact the *Languages Act* in the spring of 1988 which recognizes that English and French are the official languages of Canada and also accepted that the measures in the Act constitute important steps towards implementation of the equality of status of English and French in Yukon and that Yukon wishes to extend the recognition of French and the provision of services in French in the Yukon;

WHEREAS the Parties have signed on April 28, 1988 the *Canada-Yukon Languages Agreement* in which Canada agrees to bear all the costs incurred in developing, enhancing and implementing French language rights and services in the Yukon as required by the *Language Act*;

WHEREAS Canada co-operates within the framework of its *Official Languages Act* and its official languages policy with provincial and territorial governments and with organizations and institutions in Canada to advance the equality of status and use of English and French and to promote the development and ensure the full participation of official language minority communities in Canadian society;

WHEREAS the Department of Canadian Heritage has the mandate on behalf of the Government of Canada to co-operate with provincial and territorial governments in order to foster the full recognition and use of English and French in Canadian society and to enhance the vitality and support and assist the development of official language minority communities in Canada, and to promote a coordinated approach by federal institutions in pursuit of those objectives;

WHEREAS Canada wishes to continue its collaboration with the provinces and territories on minority-language services;

WHEREAS the Parties wish to establish, through this Agreement, a general framework for the planning and implementation of various measures to support the development and enhance the vitality of the Francophone community of Yukon through the delivery of French-language services;

WHEREAS the member provinces and territories of the Ministers’ Council on the Canadian Francophonie made a commitment, in July 2021, to develop more online services in French and to report on their progress in 2024.

THEREFORE, this Agreement confirms that the Parties hereto agree as follows:

1. PURPOSE OF AGREEMENT

- 1.1 The purpose of this Agreement is to establish a new multi-year collaboration framework between the Parties to support the planning and delivery of French-language territorial services aimed at contributing to the development and enhancing the vitality of the Francophone community of Yukon, as presented in the Action Plan set out in Schedule C to this Agreement.
- 1.2 Subject to the provisions of this Agreement, Canada agrees to pay a portion of the eligible expenditures incurred by Yukon to implement its Action Plan (Schedule C).

2. MAXIMUM AMOUNT OF CANADA’S FINANCIAL CONTRIBUTION

2.1 Subject to all terms and conditions in this Agreement, Canada agrees to contribute to the eligible expenditures incurred by Yukon for the purposes set out in Section 1 of this Agreement. Canada’s total financial contribution shall not exceed the lesser of eighteen million three hundred thousand dollars (\$18,300,000) or the total eligible expenditures incurred by Yukon over the term of this Agreement.

Fiscal Year	Contribution
2025–26	\$6,100,000
2026–27	\$6,100,000
2027–28	\$6,100,000
Total	\$18,300,000

2.2 If funds in addition to Canada’s contribution outlined in subsection 2.1 are made available during the term of this Agreement, the Agreement may be amended accordingly. The Parties will agree on an updated Action Plan (Schedule C) that reflects the new investments.

2.3 For each fiscal year covered by this Agreement, Canada may provide Yukon with financial support over and above the amounts identified in subsection 2.1 of this Agreement, for special measures or projects proposed by Yukon, subject to approval by the federal minister. Those measures and projects must be included in a document to be attached to Yukon’s Action Plan (Schedule C) and will form an integral part thereof.

2.4 Complementary contributions

2.4.1 Canada reserves the right to approve complementary contributions in addition to the amounts identified in subsection 2.1 of this Agreement during the term thereof. Under this Agreement, complementary contributions include funding made available to the provincial and territorial governments for such purposes as:

- 2.4.1.1 one-time, non-recurring special projects that contribute to the creation of new territorial official language services in minority settings or to collaboration and sharing of expertise on minority-language services between territorial governments; and
- 2.4.1.2 one-time, non-recurring projects initiated by Yukon that contribute to strengthening the cultural, artistic and heritage expressions of official language minority communities and to ensuring outreach of the wealth and diverse cultural, artistic and heritage expressions of official language minority communities through the Community Cultural Action Fund of the Development of Official-Language Communities Program

2.4.2 Unless otherwise specified, any complementary contributions from Canada are conditional on Yukon making a financial contribution during the term of the project in question.

2.4.3 Canada agrees to honour multi-year commitments made for specific projects with Yukon during the term of this Agreement but expiring after the years covered by this Agreement. The payment terms described in this Agreement will continue to apply unless the Parties mutually agree to amend them in the subsequent bilateral Agreement with Yukon. Any payment for these projects shall be conditional on a bilateral agreement with Yukon being in place, covering the period targeted by the payment.

2.4.4 The provision of complementary contributions as described in paragraph 2.4.1 shall not result in any adjustment to the funding provided for and within the budgets described in subsection 2.1 of this Agreement.

2.4.5 The Administrative Procedures and Conditions governing the payment of Canada’s contribution are included in Schedule A to this Agreement.

3. TERM

- 3.1 This Agreement will take effect when all the Parties have signed this Agreement and will cease, subject to its termination on a prior date, one year (365 days) after the expiration of the activity period as indicated in subsection 3.2 of this Agreement.
- 3.2 Subject to termination, this Agreement covers the activities described in the Action Plan (Schedule C) of this Agreement for the period commencing on April 1st, 2025, and ending on March 31st, 2028. Unless otherwise pre-authorized by Canada, only goods and services rendered within this time period shall be considered for funding as eligible expenditures.
- 3.3 All the obligations of the Parties shall, expressly or by their nature, survive termination or expiry of this Agreement, until and unless they are fulfilled or by their nature expire.

4. ACTION PLAN

- 4.1 The multi-year Action Plan (Schedule C) includes a preamble that outlines the territorial context, the issues on which Yukon intends to act, strategic priorities, progress made by the end of the previous agreement, and considerations and objectives for the 2025–26 to 2027–28 agreement period. It also includes a description of the consultation process carried out with official language minority communities.
- 4.2 The Parties agree that the contributions referred to in subsection 2.1 of this Agreement apply only to the measures described in Yukon’s Action Plan (Schedule C), based on the federal and territorial budget breakdown (if applicable) included in this Agreement.
- 4.3 The Action Plan provides, for each strategic objective, and for the duration of this Agreement, a table presenting the following information:
 - 4.3.1 at least one performance indicator and one target for each planned actions funded, baseline (reference) data for the performance indicators and targets, as well as a timeline for achieving those targets;
 - 4.3.2 a description of the planned actions and expected results for each strategic objective funded;
 - 4.3.3 for each strategic objective funded and by fiscal year, Canada’s and Yukon’s contributions with respect to the anticipated eligible expenditures; and
 - 4.3.4 for each sector of activity funded and by fiscal year, Canada’s and Yukon’s contributions with respect to the anticipated eligible expenditures.
- 4.4 Yukon can develop and submit its Action Plan (Schedule C) in the manner Yukon deems to be most appropriate to its particular circumstances. If there is a need, in Canada’s opinion, to clarify and determine the relevance of the information provided, Yukon agrees to hold discussions with Canada.

5. REDUCTION/TERMINATION OF THIS AGREEMENT

- 5.1 Notwithstanding Canada’s obligation to make any payment provided for in this Agreement, Canada’s obligation is subject to the appropriation of funds by the Parliament of Canada and to the maintenance of current and forecast budget levels for the Development of Official-Language Communities Program.
- 5.2 In the event of a reduction or termination of the funding of this program as evidenced by any appropriation act or the federal Crown’s Main and Supplementary Estimates expenditures, Canada may, upon giving Yukon written notice of ninety (90) days, reduce the funding or terminate this Agreement. Subject to the terms and conditions of this Agreement, in the event that funding is terminated under this program, Canada shall reimburse Yukon for any eligible costs incurred up to the end date of that notice period. Notwithstanding any other provision of this Agreement, the financial obligations of Canada shall cease at the end of the notice period.

6. ELIGIBLE EXPENDITURES

- 6.1 For the purposes of this agreement, eligible expenditures may include, among others, expenditures related to the planning, study, research, development and implementation of the activities supporting the execution of Yukon's Action Plan (Schedule C).

7. COORDINATION

- 7.1 The Parties agree to meet at a mutually agreed-upon time preceding the close of each fiscal year covered by this Agreement to discuss results and activities conducted within the framework of this Agreement. At that time, the Parties may, if necessary, agree to any amendments to be made to the Action Plan (Schedule C).

8. LIABILITY OF CANADA AND YUKON

- 8.1 Neither of the Parties shall be liable for any injury, including death, or for any loss or damage to the property of the other Party or anyone else that occurs through the implementation of this Agreement by Yukon unless such injury, loss or damage is caused by the negligence, wilful misconduct or bad faith of one of the Parties, their ministers, or their employees, officers or agents.
- 8.2 Canada disclaims itself from any liability in the event that Yukon concludes a loan, rent-to-own contract or any other long-term contract involving the activities for which the contribution is granted in this Agreement.

9. INDEMNIFICATION

- 9.1 Yukon shall indemnify Canada, the federal minister and their employees, officers or agents, and release them from any liability for claims, losses, damages, expenditures and costs related to any injury or death, or loss or damage to property caused by Yukon or its employees, officers or agents in carrying out the activities described in this Agreement.
- 9.2 Canada shall indemnify Yukon, the minister responsible for the French Language Services Directorate and their employees, officers or agents, and release them from any liability for claims, losses, damages, expenditures and costs related to any injury or death, or loss or damage to property caused by Canada or its employees, officers or agents in carrying out in good faith the activities described in this Agreement.

10. DISPUTE RESOLUTION

- 10.1 In the event of a dispute arising under the terms of this Agreement, the Parties agree to make a good-faith attempt to settle the dispute. If the Parties cannot resolve the dispute through negotiation, they agree to give good-faith consideration to using an alternate method to resolve the dispute.

11. BREACH OF COMMITMENTS AND RECOURSE

- 11.1 The following constitute breach of commitments:
- 11.1.1 The Parties, directly or through their representatives, make or made, otherwise than in good faith, a false declaration, or a misrepresentation; or
- 11.1.2 One of the conditions or commitments included in this Agreement has not been fulfilled; or
- 11.1.3 Canada suspends or withholds for no legitimate reason payments of its contribution with respect to amounts already owing or future payments.

- 11.2 In the event of breach of commitments, Canada may avail itself of the following remedies:
 - 11.2.1 Reduce Canada’s contribution to Yukon and inform it accordingly;
 - 11.2.2 Suspend any payment of Canada’s contribution, either with respect to amounts already owing or future payments; and
 - 11.2.3 Rescind this Agreement and immediately terminate any financial obligation arising out of it.
- 11.3 In the event of breach of commitments, Yukon may avail itself of the following remedies:
 - 11.3.1 Suspend some activity provided for in the Action Plan (Schedule C); and
 - 11.3.2 Rescind this Agreement and immediately terminate any financial obligation arising out of it.
- 11.4 Where either Party determines that the other Party is in breach of its commitments, notice to that effect may be transmitted to the Party to which the breach is attributed so that remedial action may be taken before any remedies are exercised.

12. ASSIGNMENT

- 12.1 This Agreement, and any benefit thereunder, may not be assigned without prior written approval from Canada.

13. APPLICABLE STATUTES

- 13.1 This agreement shall be governed by and interpreted in accordance with the applicable statutes in Yukon.

14. NOTICE

- 14.1 Any notice, request, information or any other document required under this Agreement shall be deemed given if it is delivered or sent by email or mail. Any notice delivered in person shall be deemed to have been received upon delivery; any notice sent by email shall be deemed to have been received one (1) working day after it is sent; and any notice that is mailed shall be deemed to have been received eight (8) working days after being mailed.
- 14.2 All notices shall be sent to the following addresses:

To the Yukon:	To Canada:
French Language Services Directorate	Department of Canadian Heritage
Government of Yukon	Official Languages Branch
Post Office Box 2703	15 Eddy Street
Whitehorse, Yukon	Gatineau, Quebec
Y1A 2C6	J8X 4B3

15. AMENDMENT OR TERMINATION

- 15.1 The Parties may, with mutual written consent and the necessary approvals, amend or terminate this Agreement. To be valid, any amendment to this Agreement shall be in writing and shall be signed by the Parties hereto or by their duly authorized representatives, while this Agreement is in effect.

16. CONTENT OF AGREEMENT

16.1 This Agreement, including the following schedules that form an integral part of this Agreement and subsequent amendments thereto, constitutes the entire agreement between the Parties. This Agreement supersedes all previous and future documents, negotiations, understandings, and undertakings related to its subject matter. The Parties acknowledge having read this Agreement and agree with its content.

SCHEDULE A – Administrative Procedures and Conditions

SCHEDULE B – Communications

SCHEDULE C – Yukon’s Action Plan 2025–26 to 2027–28

SCHEDULE D – Government of Canada Reporting Requirements for the Delivery of French-Language Services in Yukon

IN WITNESS WHEREOF, the Parties hereto have signed this Agreement on the date that appears on the first page.

ON BEHALF CANADA

ON BEHALF OF YUKON



The Honourable Rachel Bendayan
Minister of State (Official Languages)

The Honourable John Streicker
Minister responsible for the French-Language
Services Directorate

ADMINISTRATIVE PROCEDURES AND CONDITIONS

1. PAYMENT TERMS

1.1 Action Plan

Canada's contributions to Yukon's Action Plan (Schedule C) referred to in subsection 2.1 of this Agreement shall be paid as follows:

First payments

- (a) For fiscal year 2025–26, an initial advance payment representing eighty percent (80%) of Canada's contribution for that fiscal year shall be made following the production of Yukon's Action Plan (Schedule C) and the signing of this Agreement, provided that the requirements for the previous payments related to the *Canada–Yukon agreement on French-Language Services 2020–21 to 2024–25* have been met.
- (b) For each subsequent fiscal year, an initial advance payment representing eighty percent (80%) of Canada's contribution for that fiscal year shall be made following the production, if necessary, of an updated Action Plan (Schedule C), provided that the requirements for the previous payments have been met.

Second and final payments

- (a) For each fiscal year, a second and final advance payment not exceeding the balance of Canada's contribution for that fiscal year shall be made following the production of a final report on results and actual expenditures for the fiscal year in question.

1.2 Special projects

Canada's contribution to Yukon for the special projects referred to in subsection 2.4 of this Agreement shall be paid in accordance with the following breakdown:

1.2.1 For one-year projects:

- (a) An initial advance payment representing eighty percent (80%) of Canada's contribution for that fiscal year shall be made following approval of the project by Canada.
- (b) A second and final payment not exceeding the balance of Canada's contribution for that fiscal year shall be made following the production of a final report on results and actual expenditures incurred by Yukon for the fiscal year in question.

1.2.2 For multi-year projects:

First payments

- (a) An initial advance payment representing eighty percent (80%) of Canada's contribution for the current fiscal year shall be made following approval of the project by Canada.
- (b) For subsequent fiscal years, an initial advance payment representing eighty percent (80%) of Canada's contribution for those fiscal years shall be made, provided that the requirements for the previous payments have been met.

Second and final payments

- (a) For each fiscal year, a second and final payment not exceeding the balance of Canada's contribution for that fiscal year shall be made following the production of a final report on results and actual expenditures incurred by Yukon for the fiscal year in question.

- 1.3 Yukon agrees to provide Canada, by March 31 of each year, with confirmation that the planned expenditures for the current fiscal year have, in fact, been incurred in accordance with the terms of this Agreement. The attestation form, to be provided by Canadian Heritage, shall be signed by a person duly authorized by Yukon.

2. TRANSFERS

- 2.1 Yukon may transfer funds between measures for the same strategic objective of the Action Plan (Schedule C).
- 2.2 Yukon may transfer funds between objectives in the Action Plan (Schedule C) if none of the objectives impacted by the transfer(s) is subject to an increase or decrease exceeding 15% of the annual contribution allocated to each one.
- 2.3 The Parties may agree, in writing, no later than February 15 of the fiscal year in question, to transfer funds between objectives in the Action Plan (Schedule C) if at least one objective impacted by the transfer(s) is subject to an increase or decrease exceeding 15% of the annual contribution allocated to each one. Yukon will need to specify what amount is being transferred, why this amount is being transferred and what the new expected result of the objective will be.
- 2.4 Yukon agrees to make no transfer between the funding provided in subsection 2.1 of this Agreement for Yukon's Action Plan (Schedule C) and the contributions for special projects provided by Canada as part of the provisions of subsection 2.4 of this Agreement.

3. REPORTING

- 3.1 The Parties agree that they must be accountable to the public, to the Parliament of Canada and to the Yukon Legislative Assembly for the proper use of the funds provided under this Agreement and for the results achieved by those investments.
- 3.2 The interim financial statements and final reports on results and actual expenditures shall be approved by a person duly authorized by Yukon. Yukon shall provide interim financial statements and final reports using templates provided by the Department of Canadian Heritage. The Parties shall hold further discussions if clarifications or additional information are requested.
- 3.3 It is agreed that within six (6) months following the end of each fiscal year of this Agreement, Yukon shall provide Canada with a final report on the results for each fiscal year, based on the measures, performance indicators, targets and results set forth in the Action Plan (Schedule C), and on the actual expenditures.
- 3.4 In the context of this Agreement, Yukon agrees to keep accounts and documents up to date and in due form in accordance with territorial records management standards.

4. NATIONAL REPORTS ON RESULTS

- 4.1 Canada reserves the right to produce and publish a national report on best practices and progress made within the framework of the Development of Official-Language Communities Program.
- 4.2 Canada agrees to consult Yukon through the Intergovernmental Network of the Canadian Francophonie on the report's development and production schedule.
- 4.3 Canada agrees to consult Yukon to agree on the content of the elements of the national report that are specific to Yukon.

5. OVERPAYMENT

- 5.1 The Parties agree that, if payments made to Yukon exceed the amounts to which Yukon is entitled during the term of this Agreement, the overpayment shall constitute a debt to Canada and shall be returned to Canada.

6. FINANCIAL AUDITS

- 6.1 In the event a financial audit is deemed necessary within a period of up to five (5) years after the end of this Agreement, the Parties agree that it would be conducted by the Auditor General of Canada.

7. EVALUATION

- 7.1 Yukon is responsible for evaluating the measures funded under this Agreement and shall determine the scope of the evaluation and the methodology and procedures to be used. Yukon shall provide Canada with a report on the measures evaluated.
- 7.2 Canada is responsible for evaluating the Development of Official-Language Communities Program. Information relevant to this evaluation will be drawn from the annual reports on results produced by Yukon.
- 7.3 The Parties may agree on a joint evaluation for all or some of the measures funded under this Agreement. In such cases, the Parties shall fund the evaluation in compliance with the cost-sharing procedures provided for in subsection 2.1 of this Agreement.

8. CONSULTATIONS

- 8.1 Yukon shall conduct consultations with the official language minority community and shall include information on the consultation process in the preamble to its Action Plan (Schedule C). If there are changes to the Action Plan during the term of the Agreement, the territory may consult the official language minority community to ensure the changes are in keeping with their priorities.

COMMUNICATIONS

1. PUBLIC INFORMATION

- 1.1 The Parties agree that once signed, this Agreement, including the Action Plan (Schedule C), the related reports, evaluations, audits and other reviews regarding this Agreement, may be made available to the public by either Party.

2. JOINT COMMUNICATIONS

- 2.1 The Parties shall designate communications contacts who will be responsible for overseeing coordinated communications to the Canadian public.
- 2.2 Any announcement of the approved funding as well as subsequent public communications on this Agreement shall be agreed to by both Parties.
- 2.3 Yukon shall provide Canada with an opportunity to participate in milestone events related to this Agreement and shall inform Canada of the proposed activities planned for these events.
- 2.4 All joint communications material shall be approved by both Parties prior to release and shall recognize equally the financial contributions of each Party.
- 2.5 The Parties agree that joint communications and publications relating to this Agreement shall be available in English and French in separate formats.

3. INDIVIDUAL COMMUNICATIONS

- 3.1 Notwithstanding Section 2 of this Schedule, the Parties retain the right to meet their respective obligations to communicate information to Canadians and Yukoners about this Agreement and the use of funds through their own communications activities.
- 3.2 The Parties shall recognize their respective financial contribution to this Agreement when conducting public communications, including, but not limited to, speeches, news releases, public announcements, websites and reports from territorial ministries and agencies.
- 3.3 Yukon shall take all reasonable measures to ensure that any other recipient of Canada's financial contribution mentions the contributions, wherever appropriate, in any publicity relating to this Agreement.
- 3.4 The Parties agree that communications and publications intended for the public regarding this Agreement shall be available in both official languages.

4. MEDIA RELATIONS

- 4.1 The Parties shall share information promptly should significant media inquiries be received, or emerging media or stakeholder issues arise in relation to this Agreement.

YUKON'S ACTION PLAN 2025–26 TO 2027–28

See attached.

GOVERNMENT OF CANADA REPORTING REQUIREMENTS FOR THE
DELIVERY OF FRENCH-LANGUAGE SERVICES IN YUKON

The Government of Yukon agrees to provide to Canadian Heritage a report on the following short-term indicators annually, within six months following the end of the next fiscal year, and a report on the following medium and long-term indicators by September 30, 2028¹.

Short Term – 2025–26 (years 1)

Results	Performance Indicators	Target (for 2025-26)	Baseline Data (in 2023-2024)
Territorial government departments/agencies have the capacity to actively offer and deliver French-language communications and services	Percentage of departments/agencies that have an Operating Plan for French-language communications and services	80%	78%
	Number of designated bilingual positions, and percentage of those positions that are filled	77 designated bilingual positions, 100% of those positions filled (does not include FLSD staff)	73 designated bilingual positions, 75% of those positions filled (does not include FLSD staff)
	Number of Active Offer training sessions delivered	35	29
Territorial government departments/agencies deliver French-language communications and services to the public	Number of initiatives or programs/projects offered in French to the public	10	3
	Number of words intended for the public translated into French, according to Canada’s <i>Official Languages ACT (OLA)</i> and Yukon’s Guidelines on French-language services and communications	3 million words/year	3 million words

¹ If the current agreement ends before March 31, 2028, the Government of Yukon agrees to provide a report on long-term indicators by September 30, 2028, under the Canada–Yukon Agreement on Minority-Language Services in effect at that time.

Medium and Long Term – 2027–28 (year 2/3 and beyond)

Results	Performance Indicators	Target (for 2027-28)	Baseline Data (in 2023-2024)
The territorial government comply with their official languages legal obligations to provide services in French language	Percentage of territorial government departments/agencies that meet legal languages obligations ²	100%	100%
Francophone communities in the territories are viable and dynamic, as a result of the services offered in their language	Percentage of Francophone community members that have access to services in French	100%	100%
	Percentage of the Francophone community members who are satisfied with the services offered in French language	60%	No sufficient data ³

² The Yukon *Languages Act* recognizes that English and French are the official languages of Canada and defines the obligations of the Government of Yukon to provide services and communications in these languages.

³ Only 6 people accepted to participate in the 1:1 interview in 2023–24. Anecdotal evidence can be useful, but it may not reflect the experiences and needs of the wider population.

2025–28 Strategic framework for French-language services

Priorities	Enhance Yukoners' access to bilingual services	Promote services availability	Embed bilingual capacity across government	Support a thriving Francophone community
Outcomes	Flexible service delivery approaches support the continuity of service in priority areas, such as health, justice, and emergency services, as well as at high-traffic points of service.	Yukoners know about government services and programs available in French and trust they will be available when needed.	Evidence-based language policy management guides the planning and delivery of sustainable bilingual services across government.	The Francophone perspective is considered when developing major initiatives, strategies and policies.
Strategies	<p>Increase the number of designated bilingual positions where it matters most to the public</p> <p>Continue to improve our bilingual emergency responsiveness</p> <p>Increase the availability of bilingual online products (e.g., e-services and e-forms)</p> <p>Harness technology to facilitate French-language service delivery (e.g., videoconferencing to connect clients with French-speaking practitioners)</p>	<p>Grow the government's bilingual web and social media presence</p> <p>Promote government programs and services readily available in French</p> <p>Enhance the capacity of non-French-speaking employees to promptly connect people with French-language services, ensuring inclusive and comparable access</p>	<p>Empower bilingual employees by modernizing training and improving understanding of the <i>Languages Act</i></p> <p>Strengthen policy, governance and administrative processes surrounding French-language services and communications</p> <p>Increase the French Language Services Directorate's capacity to support departments in planning and delivering services and information in French</p>	<p>Proactively engage with the Yukon Francophone community and stakeholders</p> <p>Implement and promote a complaint resolution mechanism</p> <p>Support a visible and meaningful Francophone presence at official events and ceremonies</p> <p>Adopt solutions to meet government-wide translation needs and explore ways to expand support to funded non-profit organizations</p>

Vision

Yukoners have access to timely bilingual services and information in priority areas.

Foundations

Yukon *Languages Act*

The Yukon has one of the most compelling language regimes in Canada. We have been partnering with the federal government to deliver French-language services in the territory since the *Languages Act* was enacted in 1988.

Yukon Francophone community's priorities

We engaged with Yukoners and stakeholders to inform this strategic framework, recognizing their essential role in helping us align our shared priorities and advancing bilingual service delivery.

Public service engagement

Government employees are at the heart of our French-language service delivery model. By investing in their success, we create a culture where bilingual services are delivered with confidence and consistency.