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Session Briefing Note**Spring 2025****Employee Engagement Survey**Public Service
Commission

Recommended response:

- The Employee Engagement Survey is a key tool to assess the health of our work environments within the Yukon public service. It is conducted every two (2) years.
- The most recent survey was conducted from May to July 2024.
- Analysis of the 2024 Government of Yukon Employee Engagement Survey shows that employees continue to be satisfied with their jobs and committed to the organization. We are pleased to see this positive trend.
- The results also indicate that employees perceive the workplace as supportive of their health and safety, particularly in terms of psychological protection.
- Psychological safety, an emerging aspect of workplace health and safety, plays a crucial role in employee retention, reducing injury rates, and lowering operational costs for organizations.

Additional response:

- Each department has received a detailed report on their engagement levels, and it is the responsibility of Deputy Ministers to address and celebrate their results.
- Senior management teams, supported by the Public Service Commission, are actively discussing the results to identify opportunities for improvement and collaboration.
- The Public Service Commission provides departments with resources and guidance to develop and implement strategies aimed at improving workplace health and engagement across the public service.
- Engagement results are publicly available on Yukon.ca and internally on Yukonnect.

Session Briefing Note

Spring 2025

Employee Engagement Survey

Public Service
Commission**Context—this may be an issue because:**

- Questions may arise regarding the status and findings of the 2024 Employee Engagement Survey.

Background:

- The previous Employee Engagement Survey was conducted in the fall of 2021.
- The 2024 survey saw a 65.9% response rate.
- For the 2024 survey, 4662 employees were surveyed, 450 of them by paper. This does not include school-based employees, who will be surveyed in **spring 2025**.
- The Yukon Bureau of Statistics collects and analyzes survey data.
- No one in the Government of Yukon has access to personally identifying information. Results are only reported where minimum respondent counts are satisfied, and no identifying information is reported.
- Engagement surveys are a standard management tool used by public service employers across Canada. Engagement is a key indicator of the overall experience of our employees and is linked to increased productivity and innovation and impacts organizational performance and client service.
- The pandemic pushed the 2020 survey to 2021, but the survey cycle is now back on track with the original schedule, having completed the most recent survey for 2024. The survey will continue to be conducted every two (2) years going forward, with the next one scheduled for 2026.
- While the senior leadership score of 58 is lower than the other scores, this score has increased by three points since the 2018 survey and has remained stable since 2021.

Approved by:

Meagan Lang

2025-03-12

Public Service Commissioner

Date Approved

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

Recommended response:

- The *Public Interest Disclosure of Wrongdoing Act* is essential whistleblowing legislation designed to protect employees who report serious misconduct in the workplace from reprisals.
- The Government of Yukon has completed the following steps in reviewing the legislation:
 - comprehensive legislative review, analysis of international trends and data collection related to disclosures, investigations and complaints of reprisals.
 - confidential online survey for employees of public entities,
 - a policy discussion paper shared with stakeholders,
 - an online public engagement process for Yukoners,
- The results of the engagement were shared publicly in a “What We Heard” report, released February 28, 2024.
- The review assessed the effectiveness of the Act and its implementation, with a focus on how well it facilitates disclosures and protects employees. It also examined possible areas for improvement.
- Based on the review’s findings, the Government of Yukon is now exploring options for next steps.

Public Interest Disclosure Commissioner response to Act Review:

- I extend my sincere gratitude to the Commissioner for his invaluable recommendations to improve the Act.
- The review has taken longer than expected to gather input from all stakeholders, including the Public Interest Disclosure Commissioner, First Nations and the public.
- We ask for your patience and understanding as we work to make informed decisions that serve the best interests of our community.

Session Briefing Note

Spring 2025

Public Interest Disclosure of Wrongdoing Act Review

Public Service
Commission

Context—this may be an issue because:

- On March 27, 2024, the Public Interest Disclosure Commissioner publicly inquired about the completion timeline for the review during a local radio interview.

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.
- 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.

Approved by:

Meagan Lang

Public Service Commissioner

2025-04-03

Date Approved

Session Briefing Note

Remote Work

TAB #3
Spring 2025
Public Service
Commission

Recommended response:

- The experience of working from home during the pandemic showed us that the Government of Yukon can effectively deliver high-quality programs and services to Yukoners while providing valuable flexibility to our employees.
- The *Remote Work Policy*, in place for over three years, provides employees with flexibility to establish and maintain long-term remote work arrangements.

Additional response:

- The Government of Yukon is committed to supporting a more inclusive and representative workforce by enabling employees to work remotely, particularly from Yukon communities outside of Whitehorse.
- This is done through the remote work policy which provides a framework for remote work arrangements.
- A remote work arrangement requires mutual agreement between the employee and employer and they both must agree on the location of the remote workplace as part of the agreement.
- In alignment with the 2023 Confidence and Supply Agreement, employee engagement sessions were held in the fall of 2023 to identify potential barriers to remote work.
- These findings are documented in the “What We Heard” report, as part of the People Plan. The Public Service Commission is using the feedback from these sessions to review the remote work policy.

Context—this may be an issue because:

- There may be questions relating to the Government of Yukon’s approach to remote work.

Session Briefing Note

Remote Work

TAB #3
Spring 2025
Public Service
Commission

Background:

- The need to update the Government of Yukon's approach to remote work was identified before the COVID-19 pandemic. The new policy, effective October 2021, replaces the previous "Telework policy" from 2009.
- The remote work policy aligns with broader objectives, such as enhancing employee satisfaction, fostering a more inclusive workforce and contributing to environmental sustainability. This initiative is a key action in the Our Clean Future climate strategy.
- As of March 31, 2025, approximately 256 government employees, or 4 per cent of positions, have active remote work agreements that range from working at home one day per week to five days per week.
- The table below presents the number of work-from-home arrangements by department as of March 31, 2025:

Department	Number of Positions
Community Services	15
French Language Services	2
Education	9
Energy, Mines & Resources	29
Environment	38
Executive Council Office	11
Finance	10
Health and Social Services	61
Highways and Public Works	34
Justice	9
Public Service Commission	21
Tourism and Culture	3
Workers Compensation	6
Yukon Housing Corporation	4
Yukon Liquor Corporation	4
Total	256

- While the policy supports remote work, out-of-territory arrangements are limited to exceptional and time-limited circumstances, requiring approval from the Public Service Commissioner.

Session Briefing Note

Remote Work

TAB #3
Spring 2025
Public Service
Commission

- Since January 2021, the Public Service Commission has been responsible for centrally tracking employees with work-from-home agreements. Before this, individual departments tracked such agreements.

Approved by:

Meagan Lang _____

Public Service Commissioner

2025-04-10 _____

Date Approved

Staff Housing/Housing for Employees

Yukon Housing Corporation
Public Service Commission

Recommended response:

- Our government is taking action to address staff housing needs in rural communities by continuing to invest in stable, affordable and quality housing that helps attract and retain the people who deliver essential services.
 - Recent employee housing projects include a 10-unit build in Old Crow that opened in April 2024, with seven units allocated to Government of Yukon staff.
 - Construction of a duplex in Burwash Landing (TAB #25) is also planned for this year, in support of the new school being constructed by the Government of Yukon.
- Currently, Yukon Housing Corporation manages 79 direct leases with employees.
 - The average rental time is three years.
 - As of April 23, 2025, 13 employees are on the wait list.

Community	Employee
Dawson City	6
Faro	1
Haines Junction	3
Pelly Crossing	1
Ross River	1
Teslin	1
Total	13

Additional response:

- The Public Service Commission revised the employee housing policy (GAM 3.30) in 2019:
 - Prioritize housing for essential professions such as health and education.
 - Limit tenancies to three years to encourage alternative housing.
 - Adjust rental rates to better match the private market.
- A review of the policy's effectiveness is currently underway.

Staff Housing/Housing for Employees

Yukon Housing Corporation Public Service Commission

Context:

- The availability of housing for Yukon government employees is crucial for staff recruitment and retention in communities.
-

Background:

- The waitlist is a snapshot of employees who have applied for housing, but have not yet moved in, and may not reflect the number of employees who have not yet been offered a staff housing unit.
- In addition to the 79 direct leases, the corporation also leases 73 units under agreements for special use with departments.
 - Education: 4 units
 - Health and Social Services: 45 units
 - Yukon Hospital Corporation: 23 units
 - Highways and Public Works: 1 unit
- **Planned and recent staff housing projects**
 - In April 2024, Yukon Housing Corporation and Vuntut Gwitchin First Nation opened a new 10-plex in Old Crow to help address the shortage of staff housing and support retention.
 - Seven of the units are for Government of Yukon staff who deliver essential services in the community. This includes six units for Health and Social Services and one for Highways and Public Works.
 - In Burwash Landing, new staff housing units will be constructed before summer 2026 to support the new school being delivered by Highways and Public Works.
- In 2024, YHC reviewed its pet policy, helping to address concerns raised by staff seeking flexibility in the number of pets allowed. Key updates include:
 - A household may keep a maximum of two dogs or two cats or one dog and one cat.
 - A household may also keep one fish tank, terrarium or cage no larger than 38 liters or 10 gallons.
- While tenancies are now limited to three years, the policy allows for extensions in situations where alternative housing options do not exist in an employee's community.
 - In 2024, 19 employees whose leases were set to expire were granted a one-year extension, upon request.
- As of January 2021, YHC and PSC began reporting taxable housing benefits for employees paying below-market rents, aligning with Canada Revenue Agency requirements.
- Rural private developers and landlords note that the corporation's rent for employee housing have historically been below-market rates, discouraging private housing investment.

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TAB #4
Spring 2025

Staff Housing/Housing for Employees

Yukon Housing Corporation
Public Service Commission

- Rental rates for employees renting before May 2019 are being increased per collective agreements and are also limited by the current cap on rental rate increases.

Approved by:

Samantha Paterson
President, Yukon Housing Corporation

April 25, 2025
Date approved

Meagan Lang
Public Service Commissioner

April 28, 2025
Date approved

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

Recommended response:

- The Government of Yukon values the expertise and leadership provided by individuals serving in senior leadership roles within the Yukon public service.
- We remain committed to fostering a workforce that reflects the diversity of Yukon's population at all organizational levels.
- At the end of March 2025, our report on gender distribution within senior leadership appointments is:
 - 44 per cent of deputy head appointments are held by women and 56 per cent are held by men (7 women and 9 men).
 - Approximately 55 per cent of assistant deputy minister appointments are held by women and 45 per cent are held by men (27 women and 22 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 pay for resignations or retirements is determined by the provisions outlined in Section M, which governs the terms and conditions of employment for managers, legal officers and deputy heads. These provisions, along with salary ranges for all Government of Yukon positions, are publicly available.

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Senior Leadership Appointments and Compensation

Public Service
Commission

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

Context—this may be an issue because:

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

Background:

- In December 2021, media coverage noted that women comprised only 17 per cent of deputy heads in the Government of Yukon.
- Reporting on gender distribution for senior leadership appointments includes active employees, as well as temporary and acting assignments that exceed 30 days.
- While the specifics of an individual deputy head's income, including salary and severance provisions, are confidential, it is important to note that the release of such personal information is currently restricted under the *Access to Information and Protection of Privacy Act*.

Approved by:

Meagan Lang

2025-04-10

Public Service Commissioner

Date Approved

Session Briefing Note

Spring 2025

**Size of Government -
FTE Growth**

Public Service Commission

Recommended response:

- In the 2024 calendar year, the Government of Yukon workforce consisted of approximately 5,535 Full-Time Equivalents (FTEs), reflecting the actual hours worked.
- This represents an increase of nearly 220 FTEs, representing approximately a four (4) per cent increase compared to the previous calendar year.
- The increase in FTEs is primarily attributed to improving healthcare and education services, reflecting the government's commitment to enhancing and expanding services for Yukoners.

Additional response:

- It is important to distinguish these FTE figures from the projected FTEs outlined in the Main and Supplementary budgets.
- FTE figures reported by the Public Service Commission are based on **actual hours** worked, which include part-time and non-standard work schedules in a **calendar year**.
- By contrast, the Department of Finance reports on the number of **budgeted FTEs** for the current **fiscal year**.
- While the Government of Yukon has seen recent growth, this expansion is consistent with a longstanding trend over the past two decades, adapting to meet the evolving needs of society.

Context—this may be an issue because:

- During the supplementary budget debate, the Opposition raised concerns about the 'size of government,' a topic that has also garnered attention of the media.

Background:

- The Yukon Financial Advisory Panel report (2017) delves into the "size of government" and spending trends as a share of gross domestic product (GDP); however, it does not provide details that may account for the growth trends such as the notable drop in Yukon's GDP (between 1980 and 2015) after the 1982

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Size of Government - FTE Growth

Public Service Commission

Faro mine shutdown and the increase in Government of Yukon jobs due to the devolution of the federal programs since 2003.

- The devolution process saw the transfer of 250 federal employees to the Government of Yukon from the Northern Affairs Program (246) and a component of Human Resources and Skills Development (4).
- The Government of Yukon's response to expanding services and improving standards, particularly in health care and education, has contributed to overall growth.
- Monthly reports by the Yukon Bureau of Statistics provide comprehensive employment data, differentiating between public and private sectors.
- Yukon Bureau of Statistics employment data is measured by the number of employed persons in each sector and includes full-time, part-time, permanent, and temporary employees.
- Yukon Bureau of Statistics data clarifies that public sector employment growth is not solely attributable to the Government of Yukon as it aggregates federal, municipal and Yukon First Nations governments, as well as employees of organizations that are publicly funded such as schools, post-secondary institutions, and hospitals.

Approved by:

Lyle Dinn

A/Public Service Commissioner

2025-02-25

Date Approved

Session Briefing Note**Spring 2025****Secondments**Public Service
Commission

Recommended response:

- Secondments are temporary assignments to, or from, the Government of Yukon involving another government, government agency or First Nations organization.
- Secondments benefit all parties involved by helping to address shortages of qualified personnel, increasing the effectiveness of inter-governmental relationships and supporting capacity development.
- Assignments typically last three years, though they can range from less than one year to as long as eight years.
- As of April 10, 2025, there are 54 secondments in effect involving another government, government agency or First Nations organization.

Additional response:

- Of the 54 secondments in effect:
 - Thirty-seven (37) Government of Yukon staff are on secondment with various Yukon First Nations governments or First Nations organizations.
 - One (1) employee from a First Nations organization is on secondment with the Government of Yukon.
 - Two (2) Government of Yukon employees are on secondment to the Federal government.
 - Two (2) Government of Yukon employees are on secondment to the Yukon University.
 - Two (2) Government of Yukon employees are on secondment to the City of Whitehorse.
 - Three (3) Government of Yukon employees are on secondment with Yukon Hospital Corporation.
 - Seven (7) outside employees are seconded with the Government of Yukon.

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Secondments

Public Service
Commission

- The host organization is typically responsible for salary costs; however, this can be negotiated in some cases, such as when the employee is gaining valuable skills and knowledge that can be brought back to the home organization.

Context—this may be an issue because:

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

Background:

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

Year	# of YG Employees on Secondment to F/N governments / F/N organizations	# of YG Employees on Secondment with Non-F/N governments	Total
2024	38	11	49
2023	38	12	50
2022	24	14	38

Approved by:

Meagan Lang

2025-04-10

Public Service Commissioner

Date Approved

Session Briefing Note**Spring 2025****Recruitment and Retention in
the YG Public Service**Public Service
Commission

Recommended response:

- While individual departments lead recruitment planning and strategies for their own specific workplaces, the Public Service Commission supports departments with initiatives to help address recruitment and retention challenges across all of government.
- Some of the initiatives that we are working on include:
 - Streamlining hiring practices through process improvements.
 - Implementing various actions in the new three-year Breaking Trail Operational plan to increase the representation of employees with Indigenous ancestry in the Government of Yukon's workforce.
 - Focusing on psychological health and safety initiatives to help ensure our workplaces are welcoming for everyone.
 - Actions through the People Plan contribute to talent acquisition and retention, including supporting employee wellbeing, embracing diversity and inclusion, enhancing internal mobility, and supporting employee growth and development.

Additional response:

- We are continually working to ensure the Yukon government public service is recognized as an employer of choice and that talented people are attracted locally and nationally to meet the operational and strategic needs of today and tomorrow.
- We have been recognized as a Top 100 Employer in Canada since 2014 for our exceptional recruitment and retention allowances, flexible work options and training and career development opportunities. We also offer competitive pay, a full benefits package and a pension plan so employees can support themselves and their family.

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Recruitment and Retention in the YG Public Service

Public Service
Commission

Context—this may be an issue because:

- Recruitment and retention, especially of health care professionals and teachers, was topical during past sessions.

Background:

- Identifying and attracting the best people is one of the overarching goals under the People Plan - the Government of Yukon's human resource management plan for the public service.
- A tightening labour market has made recruitment and retention increasingly challenging for employers in the Yukon and across Canada. Contributing factors:
 - aging workforce demographics; and
 - limited supply of key professionals across Canada, including health care and education professionals.
- Retirements are expected to contribute to labour market pressures. The following table shows total retirements from the Government of Yukon for each calendar year starting in 2020.

Calendar Year	Total Retirements
2024	157
2023	163
2022	205
2021	206
2020	134

Approved by:

Meagan Lang

2025-01-16

Public Service Commissioner

Date Approved

Session Briefing Note**Spring 2025****2SLGBTQIA+ - Diversity and
Inclusion in the YG Public Service**Public Service
Commission

Recommended response:

- As an employer, we are dedicated to fostering culturally safe, diverse and inclusive workplaces for all employees and proudly support the goals of the LGBTQ2S+ Inclusion Action Plan.
- As part of this commitment, the Public Service Commission offers a range of educational opportunities to build 2SLGBTQIA+ cultural competency across the public service, including:
 - A full-day, in-person course titled *2SLGBTQIA+ Awareness & Inclusion in Services and Practices*.
 - A full-day, in-person course titled *Introduction to Cultural Safety*.
 - A new, online training course, “*Preventing Sexual Harassment in the Workplace*,” to address harassment based on sex (including pregnancy), gender identity, gender expression and sexual orientation.

Additional response:

- The Public Service Commission also offers dedicated supports for 2SLGBTQIA+ employees, such as:
 - Supporting the YG Pride Employee Resource Group, which provides a safe and welcoming space for 2SLGBTQIA+ staff and provides advice on policy matters.
 - Providing a dedicated liaison person and service contact within the Diversity and Inclusion Branch to respond to questions and function as an advocate for employees.
 - Reviewing and promoting inclusive human resource policies, including updates to the Respectful Workplace Policy to explicitly address harassment related to gender identity, gender expression and sexual orientation.

Session Briefing Note**Spring 2025****2SLGBTQIA+ - Diversity and
Inclusion in the YG Public Service**Public Service
Commission

Context—this may be an issue because:

- Questions may arise regarding diversity and inclusion in the public service, particularly in response to the recent release of the LGBTQ2S+ What We Heard document and media coverage.
-

Background:

- The Government of Yukon launched the LGBTQ2S+ Inclusion Action Plan in 2021 to make government programs and services more inclusive of 2SLGBTQIA+ people.
- The action plan commits the Government of Yukon to check in with the 2SLGBTQIA+ community in years two and four of its implementation.
- An online survey ran from September 14 to October 27, 2023, and was open to Yukon residents who identified as 2SLGBTQIA+ or allies of the 2SLGBTQIA+ community.
- It included questions specific to current and former Government of Yukon employees in the past 12 months. 136 respondents completed that section.
- Key findings:
 - 60.3% agreed that the Government of Yukon creates an inclusive and supportive work environment for 2SLGBTQIA+ employees (21.3% disagree).
 - 34.6% agreed that the government provides services and support for its 2SLGBTQIA+ employees that meet their needs (19.1% disagreed).
 - 41.9% observed increased acceptance and inclusion of 2SLGBTQIA+ people within the Yukon government in the past year, including 31.3% of 2SLGBTQIA+ respondents and 51.4% of allies.
 - Respondents also identified areas for improvement, such as developing further supports, encouraging participation in training opportunities and promoting knowledge of the Pride Employee Resource Group.

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2SLGBTQIA+ - Diversity and Inclusion in the YG Public Service

Public Service
Commission

-
- The Public Service Commission continues to take action to advance diversity and inclusion in the public service and support the goals of the LGBTQ2S+ Inclusion Action Plan, such as:
 - Modernizing the Self-Identification Form, also known as the workforce census, to improve data on workforce diversity, including LGBTQ2S+ representation.
 - Reviewing the Employee Equity Policy to reflect current best practices and standards.
 - Redesigning the Leadership Pathways program to place greater emphasis on diversity, equity and inclusion.
 - Introducing standardized language on equity, diversity and inclusion in job postings, with links to relevant strategies and policies.
 - Developing a Cultural Safety and Anti-Racism Strategy.

Approved by:

Meagan Lang

2025-04-23

Public Service Commissioner

Date Approved

Session Briefing Note**Breaking Trail Together
Operational Plan 2023-2026**Public Service
Commission

Recommended response:

- The Government of Yukon remains committed to *Breaking Trail Together*, a ten-year strategic plan co-developed with six Yukon First Nations governments to increase Indigenous representation in the public service.
- Endorsed at the September 2019 Yukon Forum, the plan was developed in partnership with the following First Nations: Ta'an Kwäch'än Council, Kwanlin Dün First Nation, Tr'ondëk Hwëch'in, Champagne and Aishihik First Nation, Kluane First Nation and the First Nation of Na-Cho Nyäk Dun.
- The second operational plan for 2023-2026 builds on feedback from current and former employees and the public to address hiring barriers and improve the experiences of Indigenous employees.
- This plan was co-created with the *Representative Public Service Working Group*, which includes HR representatives from Yukon First Nations. The group meets regularly to:
 - Identify and prioritize actions;
 - Provide advice on implementation; and
 - Monitor progress and support key actions.
- The *What We Heard* report, summarizing engagement results, was released on October 10, 2024.

Additional response:

- Key actions in the 2023-2026 Operational Plan include:
 - The launch of an "Elder-in-Residence" program which provides cultural guidance and support to all employees - Yukon First Nations, Indigenous and non-Indigenous- creating a more culturally safe and inclusive workplace.
 - Expanding and scaling-up the Indigenous Training Program – originally launched in the Department of Highways and Public Works, this program is now being made available across all government

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Breaking Trail Together Operational Plan 2023-2026

Public Service
Commission

departments to support skill development and career advancement for Indigenous employees.

- Extending and exploring ways to improve the Indigenous hiring preference initiative that was originally launched in 2020. This initiative will now continue through 2029 to align with the full duration of *Breaking Trail Together*.
- These initiatives demonstrate the Government of Yukon's ongoing commitment to reducing recruitment barriers and increasing Indigenous representation in the public service.

Context—this may be an issue because:

- There have been concerns regarding the effectiveness of the government's Indigenous recruitment efforts. On February 15, 2025, media criticism suggested the initiative was more symbolic than substantive.

Background:

- Chapter 22 of Yukon First Nation Final Agreements obliges the Government of Yukon to develop a plan to increase representation in the workforce proportional to the Indigenous population within Yukon.
- The Breaking Trail Together strategic plan is structured around three pillars:
 - responsive and barrier-free recruitment;
 - culturally safe and supportive work environments; and
 - training and 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.
- The Representative Public Service Working Group operates without a formal commission or mandate. It exists as a reflection of the Government of Yukon's strong commitment to partnering with Yukon First Nations through *Breaking Trail Together* and upholding the commitments outlined in Chapter 22 of the final agreements.
- The 2023-2026 operational plan identifies approximately twenty-eight (28) actions to support a more representative public service for Indigenous people.

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Breaking Trail Together Operational Plan 2023-2026

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Commission

- The Indigenous hiring preference initiative is to preference the hiring of 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.
- 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 14% (March 31, 2025, based on voluntary, self-identification).

Approved by:

Meagan Lang

2025-04-28

Public Service Commissioner

Date Approved

Session Briefing Note**Spring 2025****People Plan**Public Service
Commission

Recommended response:

- We are committed to ensuring that the Yukon government's public service is robust, engaged, and capable of efficiently delivering programs and services to Yukoners.
- In June 2024, the Public Service Commission released its new People Plan, which includes a 10-year Strategic Plan (2024-2034) and a detailed three-year Operational Plan (2024-2027).
- The People Plan is a collaboratively developed human resources strategy to support ongoing efforts to build an inclusive, engaged and effective public service.
- The Public Service Commission oversees the operational plan's implementation, ensuring continuous monitoring and evaluation to maintain alignment with the organizational objectives.

Additional response:

- Several key projects are underway to bring the new People Plan to life. These projects focus on enhancing recruitment practices, improving employee retention strategies and streamlining human resource processes.
- The development of the People Plan was informed by extensive internal and external stakeholder engagement conducted during the summer and fall of 2023.
- The insights and feedback gathered were compiled into a "What We Heard" report, published internally for all employees in June 2024.
- Through the "What We Heard" employees identified and prioritized twenty projects that are included in the People Plan Operational Plan 2024-2027, including:

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- Projects to focus on cultural-safety, including modernizing the Government of Yukon's Employment Equity Policy;
- Projects to improve manager and supervisor training, including improve 360-degree evaluation opportunities.
- Projects focused on safety in the workplace, including implementation of a centralized safety management system.

Context—this may be an issue because:

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

Background:

- The People Plan is centered around five (5) overarching goals:
 1. Create an engaging and inclusive workplace experience.
 2. Identify and attract the most skilled people for their respective roles.
 3. Develop the capacity of our people leaders.
 4. Develop and empower employees.
 5. Build a culture of continuous improvement.
- Built upon past People Plan initiatives (2019-2023), the new People Plan incorporates feedback from across the Yukon government to strategically prioritize and address current needs and objectives.
- PSC also canvassed a diverse array of external stakeholder organizations through the engagement process such as: Yukon University, Multicultural Centre of the Yukon, BYTE – Empowering Youth Society, Youth Achievement Centre, Employment Central, Yukon Teachers' Association, Yukon Employee's Union, Association of Social Workers in Northern Canada, Yukon First Nation Chamber of Commerce and Yukon Housing Corporation.
- Projects under the People Plan are routinely tracked and monitored with a progress report slated for release in February 2025.

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-
- The People Plan was developed, in part, as a response to the 2018 Government Internal Audit Services report on Talent Acquisition and Retention, incorporating a clear and practical framework to support the acquisition of talent.

Approved by:Meagan Lang2025-01-09

Public Service Commissioner

Date Approved

Session Briefing Note

Spring 2025

Values and Ethics in the Public Service

Public Service
Commission

Recommended response:

- Yukoners expect Government of Yukon public servants to deliver programs and services in a manner that meets the highest standards of integrity, ethics and professionalism.
 - In summer 2023, the Government of Yukon launched a Values and Ethics Code for public servants to help ensure that employees understand common values to guide public service work and expected behaviors in the workplace.
 - The Values and Ethics Code integrates existing laws and policies that guide the conduct of public servants, such as the *Public Service Act*, the *Conflict-of-Interest Policy* and the *Respectful Workplace Policy*, into a single easy-to-read document.
 - Online training on the Values and Ethics Code is available for all Yukon government employees.
 - As of April 9, 2025, a total of 2,967 employees have completed the training, with ongoing efforts to ensure all employees participate.
-

Context—this may be an issue because:

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

Background:

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

Session Briefing Note

Spring 2025

Values and Ethics in the Public Service

Public Service
Commission

- However, until the launch of the Values and Ethic Code, there was no one document to clearly describe in plain language what is considered professional conduct in the Government of Yukon’s public service.
- The Code is a corporate human resources policy in the General Administration Manual (GAM) Volume 3.
- The Values and Ethics Code provides clarity for all employees about the common values to guide their work as public servants, the behaviours expected of them, and the legal and institutional framework in which they operate.
- The Values and Ethics Code also provides increased clarity for the employer to resolve human resources issues.
- In 2018, the Public Service Commission initiated the development of a comprehensive values and ethics code through in-depth research and collaboration with key stakeholders, including the Yukon Association of Education Professionals, the Yukon Employees’ Union, and senior leaders across various departments.
- The Code was launched in the summer of 2023. An online, self-directed course about the Code is available to all government employees.
- Developing a Values and Ethics Code for public servants was a Public Service Commission led action identified in the Safer Schools Action Plan.

Approved by:

Meagan Lang
Public Service Commissioner

2025-04-09
Date Approved

Session Briefing Note

Rural Jobs

TAB #13
Spring 2025
Public Service
Commission

Recommended response:

- The Government of Yukon is committed to maintaining and growing job opportunities in rural Yukon, recognizing their importance to local economies and supporting Yukoners' desire to live and work in their communities.
- Since 2022, rural employment in the Yukon has grown by approximately five (5) per cent, keeping pace with job growth in Whitehorse.
- This job growth is evident in various sectors, including education, where the number of registered substitute teachers, also known as teachers on call, in rural Yukon increased from 26 to 42 in the 2023-24 school year.

Additional response:

- The Government of Yukon also supports employment opportunities in communities through secondments, which provide valuable experience and strengthen partnerships between governments.
- In 2022, the government updated its secondment protocol to facilitate assignments with other governments, particularly First Nation governments.
- As of April 10, 2025 - 37 of 54 active secondments are with First Nation organizations, demonstrating the program's value in building partnerships and addressing workforce needs. Of these, nine (9) secondments are in rural communities, while 28 are based in Whitehorse.
- These secondments offer employees opportunities to develop new skills, gain diverse perspectives and contribute to innovation and effective solutions.

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Rural Jobs

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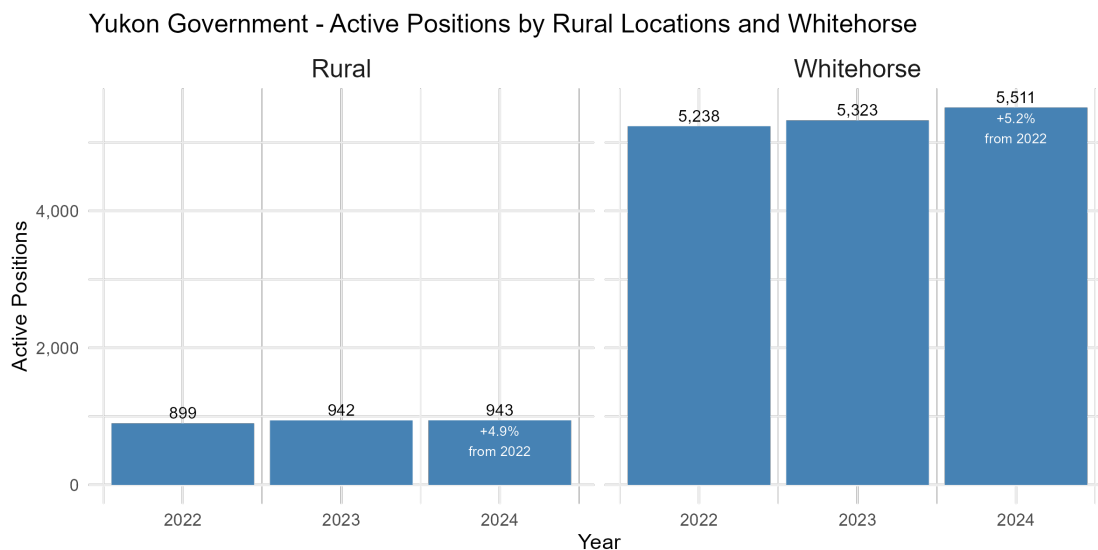
Context—this may be an issue because:

- The opposition raised concerns during question period on October 8, 2024, regarding the Government of Yukon's approach to supporting rural sustainability of rural communities.

Background:

Jobs in Rural Yukon v. Whitehorse

- Rural active positions grew by 4.9 per cent since 2022, compared to 5.2 per cent growth in Whitehorse.
- In 2024, there were 943 active government positions in rural communities and 5,511 in Whitehorse.



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

Secondments

- 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.

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- The protocol to govern secondments outlines the framework for secondments with First Nation governments and organizations. The protocol was updated in 2022 to align with the implementation of *Breaking Trail Together*, the government's representative public service plan.

Approved by:

Meagan Lang

Public Service Commissioner

2025-04-10

Date Approved

Session Briefing Note**Spring 2025****Oath of Allegiance – Public Service Act Amendment**Public Service
Commission

Recommended response:

- In spring 2023, the *Public Service Act* was amended to eliminate the requirement for public servants to take an oath of allegiance to the Crown upon joining the public service.
- This update aimed to enhance inclusivity and reduce barriers in the recruitment process, particularly for candidates from underrepresented groups.
- It acknowledged that for some Indigenous employees, the oath of allegiance may be a point of tension due to its association with colonial relationships.
- This change supports our goal to reduce barriers to employment under the *Breaking Trail Together*, the Yukon government's strategy to build a representative public service.

Additional response:

- New public servants and coroners continue to take an oath of office, now updated to emphasize a commitment to serving Yukoners through their democratically elected government.
- The revised oath of office underscores the importance of confidentiality and faithful service without the pledge of allegiance to the Crown, aligning with the government's *Values and Ethics Code*.
- The change to remove the oath of allegiance to the Crown does not affect the ethical obligations for all employees that already exist in policy and law.

Context—this may be an issue because:

This amendment may draw public interest, especially following recent decisions by elected officials, such as Dawson City representatives declining the oath of allegiance. Questions may arise about how these changes affect the role of public servants in the Yukon.

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Oath of Allegiance – Public Service Act Amendment

Public Service
Commission

Background:

- Historically, the *Public Service Act* required new employees to take both an oath of office and an oath of allegiance, with the *Coroners Act* similarly requiring allegiance for coroners appointed from the public service.
- Both acts were amended in spring 2023 to remove the oath of allegiance requirement, focusing instead on commitment to Yukoners and ethical standards.
- The oath of office is a promise that public servants will do their jobs faithfully and keep information confidential. An oath of allegiance is a promise of loyalty to the Crown.
- Removing the oath of allegiance requirement does not change public servants' responsibilities to act ethically and to serve Yukoners through their democratically elected government.
- Ethical obligations for public servants are clearly articulated in a new *Values and Ethics Code* which details expectations for professionalism, confidentiality, and dedication to Yukoners.
- New employees take the updated oath of office upon appointment, but existing employees or those moving within the public service are not required to retake it.
- The oath reinforces public servants' loyalty to Yukoners and references the *Values and Ethics Code* as a guide to their responsibilities.

Approved by:

Meagan Lang

Public Service Commissioner

2024-01-07

Date Approved

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

Recommended response:

- The Government of Yukon is proud to support events like the 2026 Arctic Winter Games and encourage employees' volunteer efforts and athletic participation.
- Athletic excellence is a source of inspiration and community pride.
- The Major Games Participation Policy applies to all employees hired under the *Public Service Act* and the *Education Act*.
- If you are a Team Yukon athlete, coach, mission staff, a member of the cultural contingent or an official referee you may apply for leave without loss of pay during the games. When Yukon is hosting major games, volunteers in lead planning roles may also apply for leave.

Additional response:

- The Government of Yukon encourages the participation of employees in games activities while respecting operational requirements and on-going service delivery.

Context—this may be an issue because:

During the Opposition briefing, the Opposition has inquired about how the government supports the Arctic Winter Games.

Background:

- The 2026 Games will take place from March 8-15, 2026, in Whitehorse, Yukon.
- The Arctic Winter Games celebrate culture, community, and personal growth in the North through multi-sport events.
- Leave without loss of pay is provided only for an employee's regular hours of work.
- Volunteer leave under the Major Games Policy is subject to operational requirements and must be approved by a supervisor.

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Major Games Participation

Public Service
Commission

- Auxiliary seasonal employees may apply for leave without loss of pay under this policy, provided they are actively working. This does not apply to those in their off-season.
- Auxiliary-on-call employees may be granted leave without pay, in line with the collective agreement's vacation entitlement provisions. This leave will not be deducted from vacation entitlement, and the employer will not call the employee for work during the approved leave period.
- GAM 3.34 allows up to three weeks of paid leave for athletes and volunteers in designated roles covered by the policy. Eligible individuals will receive a confirmation letter from 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.

Approved by:

Meagan Lang

2025-03-20

Public Service Commissioner

Date Approved

Session Briefing Note

Hiring Policies

TAB #16
Spring 2025
Public Service
Commission

Recommended response:

- We cannot provide information or confirm details about confidential internal human resource matters. This protects the privacy of individuals and ensures the integrity and impartiality of our processes.
- The Government of Yukon's hiring practices comply with applicable legislation, including the Yukon Human Rights Act, and its obligations to provide a safe workplace for our employees.
- The Government of Yukon does not automatically prohibit the re-employment of persons who are dismissed for cause and does not maintain a "Do Not Hire" list.
- The Yukon government has mechanisms in place to ensure the suitability of job applicants throughout the hiring process, including the requirement that applicants disclose prior employment and references.
- The Yukon government also requires criminal record checks in certain circumstances.
- In situations where a reference or other check raises a concern regarding a former employee's suitability for re-employment, consideration is given to the nature of the concern, its relation to the position, and any mitigating circumstances such as the passage of time, other employment history, acknowledgement of wrongdoing and rehabilitation. Consideration is also given to the employer's obligation under the *Human Rights Act* to accommodate any disability or other protected ground associated with the concern.
- In addition, all employees serve a probationary period upon appointment which is monitored to ensure satisfactory performance.

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Hiring Policies

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Public Service
Commission

Additional response:

- In the Spring of 2024, the Public Service Commission conducted internal research and jurisdictional scans with respect to policies around “Do Not Hire Lists”. As a result of that review, the PSC decided not to pursue a similar policy for the Government of Yukon, which is consistent with most jurisdictions.
- The Government of Yukon is committed to inclusive, accessible and effective employment practices that support the recruitment, development and retention of a professional workforce and that comply with applicable legislation.
- In most cases, former employees who have been dismissed for cause are eligible for re-employment, subject to a determination of suitability which includes reference and other checks.
- In very rare cases, such as criminal activity or other serious circumstances, YG may make an employee aware that they are not considered suitable for re-employment. In those cases, YG’s position is documented in YG’s recruitment software. This ensures that such issues are identified for consideration in the application process.
- In all cases, the Government of Yukon complies with applicable legislation, including the Yukon Human Rights Act and its obligations to provide a safe workplace for our employees.

Context—this may be an issue because:

- This issue gained attention when the opposition questioned the Government of Yukon’s position on a “do not hire” list during question period on November 6, 2024.
-

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Hiring Policies

TAB #16
Spring 2025
Public Service
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Background:

- “Do Not Hire” lists are created to automatically prohibit the re-employment of persons who are dismissed for misconduct. For instance, in the NWT, if an employee has been terminated due to misconduct, they are automatically prohibited from future employment for three years pursuant to a “do not rehire” list.
- PSC is continuously seeking to improve its processes and procedures. In the Spring of 2024, PSC reviewed the practices in other jurisdictions and considered whether to pursue an automatic “do not hire” list for Government of Yukon. The PSC decided not to proceed with such a policy.
- A review of policies across the following jurisdictions: British Columbia, Alberta, Ontario, Northwest Territories, and Newfoundland—shows that only the Northwest Territories maintains an automatic “do not hire” list, managed by their Labour Relations office.
- The NWT list applies a three-year re-employment ban on individuals terminated for cause due to specific forms of misconduct, including position abandonment, termination during probation for misconduct, or dismissals due to insubordination or insolence.

Approved by:

Meagan Lang

Public Service Commissioner

2025-04-17

Date Approved

Session Briefing Note

Diversity and Inclusion in the YG Public Service

TAB #17
Spring 2025

Public Service
Commission

Recommended response:

- As an employer, we are dedicated to fostering diversity and inclusion within the workplace.
- This commitment is evident in employment policies, programs and partnerships with Indigenous governments.
- The Government of Yukon's employment equity policy provides a framework for equal access to government jobs for women, Indigenous people and people with disabilities.
- The Breaking Trail Together 10-year plan (2019-2029), developed in partnership with Yukon First Nations, seeks to build a public service that mirrors Yukon's diverse communities.
- This plan focuses on recruitment and advancement programs specifically to support Indigenous people, offering training, professional development and temporary assignments between Yukon First Nations and the Government of Yukon to build skills and break down employment barriers.

Additional response:

- For people with disabilities, the government offers training, work experience placements and workplace accommodations, including American Sign Language interpretation and specialized opportunities (such as the corporate document destruction center).
- As of March 31, 2025, women held approximately 62 per cent of all positions across the Government of Yukon, highlighting strong gender diversity within the public service. Women are also holding half of all senior leadership roles, demonstrating significant representation at the highest levels of the Yukon public service.
- We also support various 2SLGBTQIA+ initiatives, such as supporting the YG Pride Employee Resource Group that meets bi-monthly to provide a safe and welcoming space for 2SLGBTQIA+ employees and allies, and

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Diversity and Inclusion in the YG Public Service

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increasing the importance of diversity, equity and inclusion in leadership development programming initiatives.

Context—this may be an issue because:

Questions may arise regarding the government's diversity and inclusion efforts in response to the April 23, 2025, letter from the MLA for Porter Creek Centre.

Background:

- Embracing diversity and inclusion is a key action of the new **People Plan (2024-2034)**, the Government of Yukon's corporate human resources strategy.
- The government is legally and socially obligated to build a workforce that is representative of the community it serves.
- The **Representative Public Service Plan: Breaking Trail Together** supports the recruitment and retention of First Nations and Indigenous employees over ten years.
- Other initiatives planned to further diversity and inclusion in the public service include:
 - Modernizing the 'Self-Identification Form,' also known as the workforce census, to improve data on diversity, including 2SLGBTQI+ representation.
 - Reviewing the Employee Equity Policy to ensure it aligns with current standards.
 - Redesigning the Leadership Pathways program with emphasis on diversity, equity and inclusion.
 - Developing a cultural safety and anti-racism strategy aimed to foster more inclusive and respectful workplaces.

Approved by:

Meagan Lang

2025-04-24

Public Service Commissioner

Date Approved

Prepared for Minister Silver
Public Service Commission

Date prepared: April 24, 2025
Last Updated:

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Spring 2025

Interview and Relocation Expense Directive

Public Service
Commission

Recommended response:

- The Government of Yukon may offer reimbursement of interview and relocation expenses for job candidates and newly hired employees who are moving to the territory from another jurisdiction.
- The directive is currently under review to explore more flexible options that balance fiscal responsibility with the need to attract candidates aligned with our operational and strategic goals.
- The review is expected to be completed in 2025. The directive was last revised in 2009.

Additional response:

- During 2024-25 fiscal year, interview and relocation expenses totaled approximately \$603,800.
- Over the past five (5) fiscal years, the Government of Yukon has seen an average annual expenditure of approximately \$745,079 on interview and relocation costs, with fluctuations occurring from year to year.

Context—this may be an issue because:

- In the fall of 2021 and spring of 2022, the Official Opposition asked questions about the Government of Yukon's relocation policy and associated expenses.
-

Background:

- The relocation benefits outlined in the current directive encompass a range of provisions, including standard travel and accommodation expenses; handling, transport and storage of household items; and real estate and legal fees.
- The existing directive is dependent on the type of hire, for example an indeterminate hire versus a term or casual hire.
- Relocations can incur substantial costs, varying based on the candidate's origin. The overall expense of a relocation remains uncertain until well after a job is offered, leading to budgetary uncertainties for departments.

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Interview and Relocation Expense Directive

Public Service
Commission

- The table below details total interview and relocation expenses for the past five (5) fiscal years.

Fiscal Year	Total Expenses
2024-25	\$603,769.00
2023-24	\$823,549.00
2022-23	\$916,840.00
2021-22	\$554,039.00
2020-21	\$827,196.00

- If an employee, who has been paid relocation expenses (including real estate fees, legal fees, miscellaneous expenses and other discretionary fees) terminates employment within two (2) years, the employee is required to repay a portion of the relocation expenses.
- The repayment amount is pro-rated based on the length of time the employee worked for the Government of Yukon.
- The repayment amount is deducted from any salary, wages, allowance, or other payment owed to the employee by the employer. Alternatively, the amount can be collected through an invoice payable to the Territorial Treasurer of the Yukon.
- Deputy Ministers have the discretion to provide financial relief for the repayment of relocation expenses. This decision may be based on various factors, including medical or family-related circumstances.

Approved by:

Meagan Lang

2025-04-10

Public Service Commissioner

Date Approved

Session Briefing Note

Yukon Nominee Program

TAB #22

Spring 2025

Public Service
Commission

Recommended response:

- The Yukon Nominee Program is an employer-driven initiative that could be used by the Government of Yukon to recruit hard-to-fill positions that would benefit the territory when no qualified Canadian or permanent resident is available for the position.

Additional response:

- The Government of Yukon does not currently use the Yukon Nominee Program to recruit for government positions, as the program had been fully subscribed.
 - The Public Service Commission, in collaboration with the Department of Economic Development, is working to create a pathway for the government to expand its recruitment options through the Yukon Nominee Program.
 - The Public Service Commission remains committed to recruiting highly skilled individuals for government roles to ensure effective service delivery for all Yukoners.
 - To address recruitment challenges in Yukon, particularly in Yukon communities, the People Plan includes a project aimed at improving the Government of Yukon's recruitment process.
-

Context—this may be an issue because:

- The government has announced changes to Yukon Nominee Program. The opposition has shown interest in how the program is being utilized and has raised concerns about the territory's health care system. Additionally, the Yukon Employees' Union has made inquiries about the program.
-

Background:

- The Yukon Nominee Program is available to municipal, First Nations and the territorial government but has historically been used primarily by the private sector.
-

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Yukon Nominee Program

TAB #22

Spring 2025

Public Service
Commission

- Administered by the Department of Economic Development in partnership with Immigration, Refugees and Citizenship Canada (IRCC), the program receives a set number of annual nominations to address labour market needs.
- In 2021, the Yukon Nominee Program utilized its full allocation for the first time since its inception.
- Demand continued to rise, with 581 nominations issued in 2023, including an additional 150 spots from a fall redistribution.
- On May 16, 2024, the Government of Yukon paused applications from Whitehorse-based employers after reaching the program's annual cap.
- Intake was scheduled to resume on January 29, 2025, but was postponed following a 50 per cent federal allocation cut, reducing available nominee spots to 215.
- The department also wanted to review the Office of the Auditor General's recommendations and take immediate action to improve transparency while better addressing the needs of employers and foreign nationals.
- In response, the government has introduced an Expression of Interest intake using a priority-based system instead of a first-come, first-served approach. Additionally, ten nomination spots have been set aside for regulated healthcare professionals, independent of specific employers.
- Regulated healthcare professions include nurses, physiotherapists, psychologists, dentists and others.
- If these nominations remain unused by October 1, 2025, additional invitations to apply will be issued from the Expression of Interest pool.
- Additionally, the Government of Yukon has updated the *Registered Nurses Profession Regulation*, streamlining licensure for registered nurses and nurse practitioners, including internationally trained professionals and new graduates, by removing the requirement for prior registration in another Canadian jurisdiction.

Approved by:

Meagan Lang

2025-03-27

Public Service Commissioner

Date Approved

Session Briefing Note**Spring 2025****Employee Benefits**Public Service
Commission

Recommended response:

- I am proud to say that the Government of Yukon offers one of the most comprehensive benefits plans in the country.
- For the 2025 plan year, there will be no increase to extended health premiums. Since last year, when there was a significant rate increase for extended health premiums, claim usage and costs have stabilized, which has been supported by a decline in out-of-country claims and increased availability of biosimilar drugs for high-cost specialty treatments.
- However, effective April 1, 2025, monthly premium rates for long-term disability, life insurance and dental benefits will be adjusted to reflect increased usage and rising claim costs.
- There will be no rate increases for the retiree plan in 2025.
- Our plan offers retirees the same extended health coverage as employees – a rare benefit that sets us apart from many other jurisdictions, where retirees either receive no coverage or pay a significantly higher share of costs.

Additional General Response

- Changes to benefit rates for retirees and employees have been communicated through newsletters released in November 2024 and February 2025, outlining the factors impacting premiums and providing detailed benefit information.
- Benefit premium rates are reviewed and adjusted annually based on past claims experience, projected future expenses, insurance reserve requirements and emerging trends.
- The Joint Management Committee (JMC)—comprised of both employee and employer representatives—administers the Government of Yukon's

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Commission

group insurance plans under the Public Service Group Insurance Benefit Plan Act. The JMC operates on a consensus basis to design the benefit plan and set premium rates.

- The JMC is supported by Mercer, a national benefits consulting firm, ensuring that Yukon's benefit programs remain cost-effective, competitive and aligned with industry standards.
 - The Government of Yukon remains committed to maintaining a robust benefits plan while balancing cost pressures and ensuring long-term sustainability.
-

Context:

- The Opposition and media have previously raised concerns about benefit rate increases, including the 52.8 per cent premium hike for extended health care in 2024. Similar attention may arise from the upcoming rate adjustments to dental care and long-term disability rate adjustments for 2025.
-

Background:

- The Government of Yukon typically covers about 85 per cent of benefit premiums for most employees; with cost-sharing and retiree contributions varying based on employee group and years of service.
 - Canada Life remains the benefit provider, with the group insurance benefits plan unchanged.
 - The JMC Chair or Vice Chair submits plan recommendations to the Minister of Finance, ensuring that premium rates remain sufficient to cover claims and expenses for the upcoming year.
 - Employee benefits premium rates are reviewed annually. The last premium increase, effective April 1, 2024, added \$7.6 million to the Government of Yukon's costs as an employer. This substantial increase was mainly due to claims exceeding premiums, requiring a rate adjustment to rebuild funding reserves.
-

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Spring 2025

Employee Benefits

Public Service
Commission

- In January 2025, the Joint Management Committee reviewed the benefit plan and recommended adjustments for the upcoming fiscal year.
- Effective April 1, 2025, the following premium rate adjustments will take effect:
 - No change to extended health care premiums for 2025 for retirees or employees.
 - Dental premiums will increase by approximately 11 per cent and life insurance premiums will increase by approximately 23 per cent, reflecting higher usage and rising claim costs.
 - Long-term disability premiums will increase by 35.4 per cent, driven by a higher number and longer duration of accepted claims, particularly for mental health and chronic health conditions.
- The average increase in employee costs will be approximately \$12–\$15 per month for Yukon Employees' Union members and around \$25 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, so do benefit costs.
- These increases align with national trends (Statistics Canada, 2022), which show widespread cost pressures across Canada.
- Mental health conditions account for 70 per cent of disability costs, with one in three claims in Canada related to mental illness.
- The People Plan serves as the overarching framework to advance psychological health and safety, ensuring integration into all human resource policies and services.

Approved by:

Meagan Lang

2025-03-03

Public Service Commissioner

Date Approved

Session Briefing Note**Spring 2025****Federal Pension Surplus/ 25-and-out**Public Service
Commission

Recommended response:

- The Public Service Commission is responsible for leading human resources management across the Government of Yukon, ensuring a strong, effective and well-supported public service.
- While the Treasury Board Secretariat of the Government of Canada drives changes to the Public Service Pension Plan, the Government of Yukon participates in the engagement process and will receive direction on the eligibility criteria for specific benefits.

Public Service Pension Surplus

- In March 2024, the Government of Canada's pension plan reached a "non-permissible" surplus, prompting the Treasury Board Secretariat to consider actions to address it.
- An updated report from the Office of the Chief Actuary regarding the pension plan surplus was presented to the Treasury Board Secretariat in the fall of 2024.
- On November 25, 2024, the Honourable Anita Anand, President of the Treasury Board, announced that the Government of Canada would transfer the non-permissible surplus from the Public Service Pension Fund to the Consolidated Revenue Fund. This action has effectively eliminated the non-permissible surplus.

Expansion of "25-and-out" Retirement Pension Benefits

- On December 18, 2024, the Government of Canada announced and confirmed legislative changes to the *Public Service Superannuation Act* to expand eligibility for the Operational Service Early Retirement Program under the Public Service Pension Plan.
- Commonly known as "25 and out", the proposal would allow eligible federal and territorial public servants to retire with a full pension after 25 years of service, regardless of age.

Session Briefing Note**Federal Pension Surplus/ 25-and-out**Public Service
Commission

- The proposed changes could apply to specific front-line operational roles, including corrections officers, paramedics and firefighters in the territories, the federal government is still finalizing eligibility criteria and the definition of “frontline” positions.
- The Public Service Commission continues to participate in Treasury Board discussions regarding the definition of frontline roles and potential Yukon positions that could qualify under the expanded program.
- Expanding early retirement eligibility for these additional groups will require amendments to the *Public Service Superannuation Act (PSSA)* and its regulations.
- Once the Treasury Board confirms its course of action, the Government of Yukon will be notified and provided with instructions, if required.
- The Public Service Commission will communicate any changes to affected employees and unions.

Context—this may be an issue because:

- The Opposition may raise concerns about the Government of Yukon’s involvement and its potential impacts of these issues, which have received attention in national media.

Background:**Public Service Pension Surplus**

- The Treasury Board reported a \$42.4 billion surplus as of March 2023, divided into two funds: an unfunded portion for service prior to 2000 (paid directly by the government), and a funded portion (invested by the Public Sector Pension Investment Board) for service after 2000.
- The “non-permissible” surplus of \$1.5 billion, as of March 2023, relates to the post-2000 fund.

Session Briefing Note

Spring 2025

Federal Pension Surplus/ 25-and-out

Public Service
Commission

- Contributing factors to the surplus include strong investment returns, sufficient contribution levels from both members and the employer, demographic trends, interest rates and prudent financial management.
- In 2023, the Government of Yukon’s consolidated employer contributions to the public service pension totaled \$41,687,000.

Expansion of “25-and-out” Retirement Pension Benefits

- Implementing these changes requires amendments to federal legislation, including the *Public Service Superannuation Act* and the *Income Tax Act*. No changes to Yukon laws are anticipated.
- The proposal stems from a confidential report by the Public Service Pension Advisory Committee acknowledging the unique and demanding nature of frontline duties.
- Eligible workers will be able to retire early without pension reductions, receiving a pension calculated at two (2) per cent per year of pensionable service, meaning a 25-year retiree would receive 50% of their average salary from their highest-earning five (5) years.
- Similar provisions currently exist for federal correctional officers, RCMP members and the Canadian Armed Forces.

Approved by:

Meagan Lang

2024-01-23

Public Service Commissioner

Date Approved

Topic

- The Government of Canada is currently evaluating how to manage a current public service pension surplus as well as potentially expand the "25-and-out" retirement pension benefits, which would allow public safety workers to retire with full benefits after 25 years of service.
-

Government of Yukon and the Public Service Pension Plan

- The Government of Yukon does not administer its own pension plan.
- Instead, it participates in the Government of Canada's Public Service Pension Plan (PSPP).
- This pension plan is governed by federal legislation under the *Public Service Superannuation Act*.
- As a defined benefit pension plan, the PSPP guarantees a specified pension payment, lump sum, or combination thereof upon retirement, calculated based on a formula that includes an employee's earning history, length of service and age.
- The Government of Yukon was granted regulatory authority and added as members of the PSPP in 1963. Under Schedule 1 of the *Public Service Superannuation Act*, the Government of Yukon is deemed as a Public Service crown corporation for the purposes of the *Public Service Superannuation Act*.
- While the Government of Canada's Treasury Board Secretariat drives any changes to the Public Service Pension Plan, the Government of Yukon participates in the engagement process and will receive direction on the eligibility criteria for specific benefits.

Public Service Pension Surplus

- The PSPP reached a 'non-permissible' surplus, prompting the Treasury Board to consider actions to address it.
- An updated report from the Office of the Chief Actuary on the pension plan and its surplus was presented to the Treasury Board Secretariat in the fall of 2024.
- When a surplus occurs, the Public Service Pension Board of Trustees has several options, including suspending government contributions, reducing member contributions, or transferring the excess funds to the Consolidated Revenue Fund until the surplus is within permissible limits.

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- On November 25, 2024, the Government of Canada announced the transfer of approximately \$1.9 million from the Public Service Pension Fund to the Consolidated Revenue Fund, effectively eliminating the non-permitted surplus.

Expansion of “25-and-out” Retirement Pension Benefits

- On December 18, 2024, the Government of Canada announced and confirmed legislative changes to the *Public Service Superannuation Act* to expand eligibility for the Operational Service Early Retirement Program under the Public Service Pension Plan.
- Commonly known as “25 and out,” the proposal would allow eligible federal and territorial public servants to retire with a full pension after completing 25 years of “deemed” operational service.
- This recommendation is based on a confidential report from the pension plan’s advisory committee.
- Currently, actual operational service can only be accrued by employees of Correctional Service Canada working in federal correctional institutions. Similar provisions are also available to members of the Canadian Armed Forces and the Royal Canadian Mounted Police.
- The proposed changes may apply to territorial firefighters, paramedics, and correctional service employees, although the federal government is still finalizing eligibility criteria and the definition of “frontline” positions.
- Currently, no changes to Yukon’s legislation are anticipated.
- Under this proposal, eligible workers could retire earlier without pension reductions. Pensions would still be accrued at two (2) per cent per year of pensionable service, meaning a 25-year retiree would receive 50% of their average salary from their best five (5) years of earnings.
- The Public Service Commission continues to participate in Treasury Board discussions regarding the definition of frontline roles and potential Yukon public service positions that could qualify under the expanded program.
- While the Government of Canada definition of “frontline” and specific eligibility criteria have not yet been finalized, it is expected that employees involved in Wildland Fire Management, Airport Firefighters, Correctional Services and Paramedics may be eligible for the “25 and out” option.

Information Note

Federal Pension Surplus/ 25-and-out

Public Service
Commission

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- The following table provides an estimate of the number of employees in each eligible group:

Eligible Group	Estimated Number of Employees
Wildland Fire (including seasonal staff)	145
Airport Firefighters	16
Paramedics	180
Correctional Services	165

- If passed, this change could serve as a recruitment incentive.

Session Briefing Note**Spring 2025****Pension Adjustment / T4**Public Service
Commission

Recommended response:

- In January 2023, during preparation for the Government of Yukon's 2022 annual T4 slips, an error was discovered in the pension adjustment calculation dating back to 2018.
- After discovering the error, the Public Service Commission conducted a comprehensive audit and any necessary pension adjustment amendments for the 2018-2023 tax years were submitted to the Canada Revenue Agency.
- The pension adjustment, reported in Box 52 on a T4, does not impact on an employee's pension or pay. It affects an individual's RRSP contribution limit as determined by the Canada Revenue Agency.
- Current or past employees affected by the amended T4 slips do not need to take any immediate action. The Canada Revenue Agency will recalculate the RRSP contribution limits and issue revised notices of assessment.
- The Public Service Commission communicated this information to employees through a global note and directly contacted those with reduced RRSP contribution limits.
- Additionally, relevant unions were informed to ensure their members are aware of the situation, promoting transparency and awareness among all stakeholders.

Additional response:

- The Public Service Commission is also exploring ways to improve the manual process through enhanced computer functionality to better manage the complexities involved.

Context—this may be an issue because:

- The Opposition may raise this issue during session, as recent media attention has focused on benefit rate increases and their impacts on retirees and employees.

Session Briefing Note

Pension Adjustment / T4

TAB #25

Spring 2025

Public Service
Commission

Background:

- The pension adjustment rate was incorrectly calculated at 1.6% instead of the correct rate of 1.375% for salary below the Yearly Maximum Pensionable Earnings (YMPE), affecting the 2018 to 2021 tax years.
- Since the discovery of the error, the payroll unit has conducted a thorough audit and initiated system updates, and amended T4 slips requiring pension adjustment corrections over \$250 per tax year for affected employees.
- Some employees, both past and present, were not impacted and did not require amended T4 slips.
- Most individuals receiving amended notices of assessment will have a higher RRSP contribution limit, providing more room for contributions if desired.
- A small number of individuals may need to withdraw funds from their RRSP if they have exceeded their allowable limit.
- Employees over the age of seventy-one (71) will still be assessed by the Canada Revenue Agency and receive a response document.
- The table below outlines the estimated number of employees impacted each year and the necessary amendments required for the CRA.

Year	Type of Amendment Required for CRA	Estimated Number of Employees Impacted
2023	T4s & Pension Adjustments	~ 60
2022	T4s & Pension Adjustments	~ 125
2021	T4s & Pension Adjustments	~ 5,600
2020	Pension Adjustments	~ 5,400
2019	Pension Adjustments	~ 5,300
2018	Pension Adjustments	~ 5,000

- As shown in the table above, the bulk of adjustments will be in the 2018-2021 tax years.

Session Briefing Note**Spring 2025****Pension Adjustment / T4**Public Service
Commission

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- The Canada Revenue Agency is continuing to process the adjustments. The Public Service Commission is aware that some groups of employees and retirees have already started receiving their reassessments for the 2018-2020 tax years.

Approved by:Meagan Lang2025-01-20

Public Service Commissioner

Date Approved

Session Briefing Note**Spring 2025****Canada Pension Plan T4 Correction**Public Service
Commission

Recommended response:

- The Public Service Commission identified an error in some employees' 2024 T4s related to Canada Pension Plan earnings.
- In 2024, the federal government introduced an additional Canada Pension Plan earnings ceiling of \$73,200.
- Earnings between \$68,500 (the standard ceiling) and \$73,200 are subject to additional Canada Pension Plan contributions.
- Due to a system issue, T4s were generated using only the \$68,500 maximum amount. This has been corrected.
- The error does not affect employee pay or pensions Canada Pension Plan contributions were correctly deducted and remitted to the Canada Revenue Agency.
- Amended T4s are now available digitally to all impacted employees and have been mailed to affected current and former employees. Affected employees have also been notified via email.
- Employees with questions can contact the payroll support team at the Public Service Commission using the email provided in employee communications.

Additional response:

- Our union partners have been informed of the situation.
- The Public Service Commission is working on system improvements and increasing audits to reduce similar errors in the future.

Context—this may be an issue because:

- The Public Service Commission recently notified affected employees. This issue may be raised by the Opposition during session.
-

Session Briefing Note

Spring 2025

Canada Pension Plan T4 Correction

Public Service
Commission

Background:

- On March 13, 2025, the Public Service Commission identified an error affecting Box 26 on the T4 (Canada Pension Plan/Quebec Pension Plan pensionable earnings) on T4's.
- The issue was promptly corrected, and amended T4s were issued and mailed to all impacted employees on March 24, 2025.
- Approximately 4,300 to 4,800 T4s were amended and submitted directly to the Canada Revenue Agency for processing.
- Current and past employees who have not filed their 2024 taxes must use the amended T4 received by mail.
- Those who have already filed and whose only employer is the Government of Yukon should update their return using the corrected T4 to avoid discrepancies or potential repayment requirements. They are encouraged to visit **Canada.ca – How to change a return** or consult a tax professional.
- PSC provided information on how to amend returns using CRA's free online tools or services.
- Employees who choose to pay a third party for assistance do so at their own expense.
- The Canada Revenue Agency will reassess returns to reflect the corrected Canada Pension Plan contributions. However, this process may delay income tax refunds.

Approved by:

Meagan Lang

2025-04-17

Public Service Commissioner

Date Approved

Session Briefing Note

Yukon Association of Education Professionals Collective Bargaining

TAB #32
Spring 2025
Public Service
Commission

General response:

- I am pleased that a new collective agreement with the Yukon Association of Education Professionals was ratified in January.
- I commend the Conciliation Board for balancing employee concerns with responsible fiscal management.
- The new agreement provides educators with a 14.15 per cent wage increase over three years, including an 8.15 per cent increase for the current school year, and three per cent in each of the following two years.
- Additionally, Educational Assistants will receive a seven per cent wage increase, Teachers on Call will receive a ten per cent increase and First Nation language teachers will receive a \$5,000 allowance.
- This agreement reflects Yukoners' appreciation for educators; ensures they remain among the highest paid in Canada; and balances fiscal responsibility amidst economic challenges.

Additional response:

- We will continue to work with the Association to address the needs of educators and support the delivery of quality education in Yukon schools.

Context—this may be an issue because:

- Questions may arise regarding the recently ratified collective agreement.
-

Background:

- The previous agreement expired June 30, 2024.
- The *Education Labour Relations Act* governs bargaining, led by the Public Service

Session Briefing Note

Yukon Association of Education Professionals Collective Bargaining

TAB #32
Spring 2025
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Commission.

- Under the Act, either the Government of Yukon or the Yukon Association of Education Professionals (YAEP) can give up to three (3) months' notice to begin negotiations for a renewal of the collective agreement. Additionally, a Letter of Understanding G permits notice to be given four (4) months prior to the agreement's expiration.
- YAEP issued a notice of intent to bargain on March 5, 2024; negotiations began in September and concluded in October when the union formally requested assistance from a Conciliation Board to recommend monetary terms for the agreement.
- On December 16, 2024, the Conciliation Board unanimously recommended monetary terms, including an 8.15 per cent wage increase for the current school year.
- Throughout the process, the YAEP emphasized a need for improved compensation, citing inflation from 2021 to 2024 as a factor eroding buying power.
- During negotiations, the Government of Yukon offered general wage increases of just over 12 per cent over three years. The offer also included an annual retention allowance of \$5,000 for Yukon First Nations Language Teachers not paid on the teacher pay grid, a 40 per cent wage increase for Teachers on Call, and a \$2,000 annual allowance for Educational Assistants.
- In contrast, YAEP sought a 24 per cent general wage increase over three years, plus an additional 5 per cent in monetary improvements, for a total of 29 per cent over three years.
- The new agreement must be implemented within 90 days and expires on June 30, 2027.

Approved by:

Meagan Lang

Public Service Commissioner

2025-03-13

Date Approved

Session Briefing Note

TAB #33
Spring 2025

Yukon Association of Education Professionals 2023-2024 Confidence and Supply Agreement

Public Service
Commission

Recommended response:

- The Government of Yukon recognizes and values the significant role education professionals play in nurturing the intellectual, social and personal development of Yukon students.
- Under the 2023 Confidence and Supply Agreement, the Government of Yukon has committed to allocating an additional \$1 million to each budget of the Mains until 2025-26 to enhance recruitment and retention efforts for current and new rural education professionals across the Yukon.

Additional response:

- As part of collective bargaining, the Yukon Association of Education Professionals agreed to a new Letter of Agreement establishing a Rural Retention Allowance for employees (excluding teachers on call) for the duration of the Collective Agreement (July 1, 2024, to June 30, 2027).

Context—this may be an issue because:

- There may be interest from the Opposition regarding the status of the commitment to provide additional funds for enhancing the recruitment and retention efforts of new rural education professionals in the Yukon.

Background:

- The 2023 Confidence and Supply Agreement is in effect from January 31, 2023, until the passage of the 2025-26 Mains budget or until an election is called.
- This agreement reaffirms the Government of Yukon's commitment to strengthening the education system by allocating an additional \$1 million each

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Spring 2025

Yukon Association of Education Professionals 2023-2024 Confidence and Supply Agreement

Public Service
Commission

year to support recruitment and retention efforts for new rural education professionals.

- In the Spring of 2024, the Public Service Commission sought the Yukon Association of Education Professional's (YAEP) agreement for the Department of Education to implement a signing and retention bonus for new and current rural school staff for the 2023-24 school year.
- On March 5, 2024, the YAEP notified the PSC that they will not be a signatory to the agreement and gave notice to bargain a new collective agreement.
- The parties proceeded to negotiate a new collective agreement, effective from July 1, 2024 to June 30, 2027. The new collective agreement establishes a rural retention allowance, retroactive to July 1, 2024.

Approved by:

Meagan Lang

2025-01-30

Public Service Commissioner

Date Approved

Session Briefing Note**Spring 2025****Auxiliary On-Call Employees**Public Service
Commission

Recommended response:

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

Additional response:

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

Context—this may be an issue because:

- During the Opposition briefing in March 2024, concerns were raised about the use of auxiliary-on-call employees by departments and the benefits these employees are entitled to under collective agreements.
-

Background:

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

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Auxiliary On-Call Employees

Public Service
Commission

- AOCs lack a guaranteed set of working hours, differing in terms and conditions from regular employees. They generally have no set hours of work and are called in as needed.
- Other notable distinctions include:
 - AOCs receive pay in lieu of leave entitlements.
 - AOC positions are ineligible for pension.
 - Severance pay is calculated based on regular hours worked rather than continuous service.
 - A premium paid in lieu of extended health care coverage.
- Letter of Understanding “S” in the collective agreement establishes a joint committee to monitor the use of AOCs. The LOU outlines the process for dispute resolution if parties disagree on the intended use of an AOC.
- The Public Service Commission provides quarterly AOC reports to the YEU detailing the people employed, categorized by department, and number of hours worked. This process allows YEU to monitor AOC use effectively.
- As of December 31, 2024, there are approximately 801 AOC positions.
- Being “active in the system” does not necessarily indicate that individuals worked hours. The annual counts of AOC actual positions over the past three (3) years are as follows:
 - December 2021 (862) to December 2022 (862) - (0 per cent difference)
 - December 2022 (862) to December 2023 (821) - (4.76 per cent decrease)
 - December 2023 (821) to December 2024 (801) - (2.44 per cent decrease)
- AOCs are released after one year of inactivity.

Approved by:

Meagan Lang

Public Service Commissioner

2025-01-28

Date Approved

Recommended response:

- We are dedicated to fostering safe, respectful and healthy workplaces that support the delivery of high-quality public services to Yukoners.
- Our priorities include promoting constructive ways to manage conflict, ensuring equal access to conflict resolution support and addressing conflict promptly.
- The Government of Yukon's *Respectful Workplace Policy* is central to maintaining a healthy and productive work environment.
- We emphasize early intervention and alternative dispute resolution, with all public servants sharing the responsibility for respectful conduct.

Additional response:

- To prevent and address conflict, and disrespectful conduct, the Organizational Development Branch, in collaboration with various government departments, delivers comprehensive conflict management services. This collaboration ensures that we are taking comprehensive and coordinated steps to maintain respectful workplace standards.
- These services include coaching, group processes, facilitated conversations, mediation and training, all aimed at helping employees manage conflict in a healthy and productive way.

Context—this may be an issue because:

- Conflict support remains a high-profile concern for labour organizations.
-

Background:

- Services dealing with conflict management were previously provided by the Respectful Workplace Office. With the creation of the Investigations Office (which is responsible for investigating cases related to harassment, discrimination and

Conflict Support

serious interpersonal misconduct), the Respectful Workplace Office has been renamed “Conflict Management Services” and integrated into the Organizational Development Branch of the Public Service Commission.

- Conflict Management Services provides employees seeking support in addressing unhealthy conflicts or incivility in the workplace. Taking a restorative approach, these services focus on addressing and resolving behaviours that do not meet the criteria for serious interpersonal misconduct, offering constructive methods to promote healthier workplace interactions.
- Specifically, they include:
 - **Alternative Dispute Resolution Consultation:** An informal and confidential exploration of an employee’s situation and options.
 - **Conflict Coaching:** A structured process offering private and confidential sessions to help employees develop conflict competency.
 - **Facilitation:** A neutral third party facilitates dialogue between employees or within work teams, similar to mediation but less formal, allowing for open conversations without the need for formal agreements.
 - **Mediation:** A neutral third party assists in negotiating a mutually acceptable solution.
 - **Group Processes:** Collaborative interventions to resolve underlying issues through workplace engagement, followed by appropriate dispute resolution processes.

Approved by:

Meagan Lang

2025-01-10

Public Service Commissioner

Date Approved

Session Briefing Note

Spring 2025

Processes for Resolving Serious Conflict in the Workplace

Public Service
Commission

Recommended response:

- The Government of Yukon is committed to ensuring a safe and respectful workplace, with a duty to investigate and respond to serious allegations of discrimination, harassment and violence.
- In recognition of this duty, we have established an internal Investigations Office within the Public Service Commission, dedicated to effectively addressing serious interpersonal misconduct between employees in the workplace and ensuring a swift and comprehensive response.
- Conflict Management Services (formerly known as the Respectful Workplace Office) continues to take a restorative approach to interpersonal conflict, tailoring responses to each unique situation while the newly established Investigations Office focuses on serious cases.
- Where there is serious interpersonal misconduct between employees and external parties, it is treated in the same manner as reporting a hazard or incident in the workplace. Employees are required to report such incidents to their supervisor, who will investigate the matter and ensure appropriate mitigations are in place to prevent any ongoing hazards or incidents and to mitigate risk of injury to employees. PSC is currently working on a process to outline a clear procedure for responding to reports of violence or harassment from external sources.

Additional response:

- The Government of Yukon also updated the *Respectful Workplace Policy* - GAM 3.47 - to reflect these changes.
- The Investigations Office is fully operational, playing a crucial role in strengthening workplace safety and fostering a respectful work environment.

Session Briefing Note

Spring 2025

Processes for Resolving Serious Conflict in the Workplace

Public Service
Commission

Context—this may be an issue because:

- The Opposition has expressed concerns about the safety and well-being of 2SLGBTQ+ students within the Catholic school system.
-

Background:

- Historically, the Respectful Workplace Office managed investigations into disrespectful conduct, including discrimination and harassment, within the Government of Yukon. This encompassed a spectrum of behaviours, ranging from interpersonal conflict to more serious instances of disrespectful conduct and harassment.
- Recent investigations into serious allegations, including sexual harassment, have been handled by external investigators.
- The creation of an internal Investigations Office is intended to streamline and enhance the investigative process, making it more timely, cost-effective, trauma-informed and integrated with other services provided to the Government of Yukon employees.
- While investigations address serious incidents, the Conflict Management Services Office, (formerly known as the Respectful Workplace Office,) remains committed to offering conflict resolution services for issues that do not meet the threshold for a formal investigation.
- These services, including conflict coaching, facilitation, mediation, group processes, and training, play a vital role in supporting and nurturing respectful workplaces throughout the Yukon government.
- Serious interpersonal misconduct involving an employee and an external party is managed through established health and safety policy, standards and guidance as required. PSC is currently working on a process to outline a clear procedure for responding to reports of violence or harassment from external sources.

Approved by:

Meagan Lang

Public Service Commissioner

2025-04-15

Date Approved

Session Briefing Note

Spring 2025

Psychological Health and Safety

Public Service
Commission

Recommended response:

- Psychological safety is an emerging area of workplace health and safety that directly impacts employee retention, injury rates and operational costs.
- In 2022, the Public Service Commission worked with a leading expert in psychological health and safety to assess Yukon government workplaces based on the thirteen (13) factors outlined in the National Standard of Canada for Psychological Health and Safety in the Workplace.
- These 13 factors address critical elements that influence employees' mental health, such as workload management, organizational culture, civility and respect.
- Several recommendations were made to improve psychological safety across all stages of the employment life cycle, from hiring and onboarding to exit and termination.

Additional response:

- Like physical safety, our responsibility for fostering workplace psychological safety is an ongoing obligation that lacks a singular, quick solution.
- The People Plan was identified as the overarching framework for addressing psychological health and safety, ensuring it is integrated into all human resource policies and services.
- In 2023-24, the Public Service Commission conducted a government-wide scan of psychological health and safety activities to set priorities for the 2024-2027 People Plan Operational Plan.
- A project identified under the People Plan is to integrate psychological safety into the health and safety management system. This project will:
 - Develop internal standards and data indicators for the employer.
 - Establish processes for reporting psychological health and safety incidents and hazards.

Session Briefing Note

Spring 2025

Psychological Health and Safety

Public Service
Commission

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- Create centralized responsive and proactive services such as training, advice and assessment services that the Public Service Commission will deliver.
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Context—this may be an issue because:

- The WCSA requires employers to address psychological health and safety in their safety management system. Over the last decade, YG's Workers' Safety and Compensation Board premiums have increased due to the costs associated with psychological injury claims.
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Background:

- In 2022, the Public Service Commission contracted Dr. Joti Samra, a leading Canadian psychologist to assess Yukon government workplaces using the 13 factors of psychological health and safety outlined in the National Standard of Canada for Psychological health and safety in the workplace.
 - Developed by the Mental Health Commission of Canada and the Canadian Standards Association, this voluntary standard provides a framework to address psychological factors in the workplace. Dr. Samra was a contributor to the development of the standard as well as credible assessment tools and training programs on psychological health and safety.
 - Numerous recommendations within each of the 13 factors were provided to the employer to consider when planning actions, program delivery, policy development and further assessment.
 - Expert advice emphasizes prioritizing specific actions and taking a phased, long-term approach, rather than attempting to implement the entire standard at once.
 - To address the findings, the Public Service Commission has undertaken several initiatives:
 - Revised GAM 3.48 (Workplace Health and Safety) to include psychological safety standards.
 - Updated GAM 3.59 (Disability Management and Accommodation) to reduce barriers for employees returning to work and foster inclusivity.
 - Redesigned its approach to harassment investigations by establishing an Investigations Office and launched online training on violence and harassment policies and procedures.
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Session Briefing Note

Spring 2025

Psychological Health and Safety

Public Service
Commission

- Developed a cumulative stress management program for employees in high-stress roles (e.g., Community Services, Education, Justice and Health and Social Services).
- Evaluated leadership programming and began redesigning Leadership Pathways with a focus on diversity, equity and inclusion.
- Delivered mental health awareness training for managers and supervisors.

Approved by:

Meagan Lang

2025-01-13

Public Service Commissioner

Date Approved

Recommended response:

- The Government of Yukon values the critical contributions of healthcare professionals in delivering high-quality healthcare across the territory.
- Guided by the Health Human Resource Strategy, we are strengthening efforts to recruit, retain and support the education of healthcare professionals, ensuring all Yukoners have reliable access to quality care.
- Allied Health Professionals represent a diverse group of healthcare workers who play an essential role in patient care and health services.

Additional response:

- Some Allied Health Professionals receive a \$1,000 annual retention allowance under the current collective agreement. These Allied Health Professionals are:
 - Educational Psychologist, Occupational Therapist, Physiotherapist, School Community Consultant, Positive Behaviour Intervention and Support Consultant and Speech Language Pathologist.
- There is also a retention allowance available for Audiologists of \$3,000 per year.
- Although the term of the current collective agreement expired on December 31, 2024, its terms remain in effect until a new agreement is ratified, including the annual retention allowances.
- We extend our appreciation to all frontline care workers contributing tirelessly to the health, safety, and wellbeing of Yukoners.

Context—this may be an issue because:

Concerns about wage disparities between allied health professionals and nurses were raised during the fall session 2024, by the Opposition.

Background:

- In the 2022-2024 fiscal years, the government allocated \$6 million to nursing staff bonuses:
 - \$15,000 for Registered Nurses and Nurse Practitioners (expired on March 31, 2024.)
 - \$8,000 for Licensed Practical Nurses (expired on March 31, 2024)

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- Signing bonuses of \$7,500 for new Registered Nurses and Nurse Practitioners and \$4,500 for Licensed Practical Nurses. Expires March 31, 2025
 - \$10,000 bonus for primary care nurses working in Yukon communities.
 - Reimbursement of exam fees for new nursing graduates hired by the Yukon government.
 - The collective agreement continues to address nursing turnover, high vacancy rates, rising overtime costs, reliance on agency nurses and incentivizes the hiring of new Registered Nurses with recruitment and retention bonuses.
 - The agreement includes new, separate Nurse Group pay grids, and a retention allowance:
 - Effective April 1, 2024, a **primary health care nurse** whose substantive position is headquartered in a Yukon community outside of Whitehorse is eligible to receive a retention allowance of up to \$8,000 per annum in addition to the Registered Nurse retention allowance.
 - Effective April 1, 2024, a **primary health care nurse in charge** whose substantive position is headquartered in a Yukon community outside of Whitehorse is eligible to receive a retention allowance of up to \$18,000 per annum in addition to the Registered Nurse retention allowance.
 - The signing bonus for newly hired nurses and exam fee reimbursement were extended for an additional year – until March 31, 2025 - to assist with ongoing recruitment issues, through a Letter of Agreement between the Public Service Alliance of Canada/Yukon Employees' Union and the Yukon government.
 - Recruitment incentives have reduced the Primary Health Care Nurses vacancy rate to 15 per cent by February 2024. This marks a significant improvement over the rates of 47 per cent in July 2022 and 32.7 per cent in July 2023.
 - However, despite these staffing improvements, Community Nursing and the broader health system continue to rely on agency nurses for support.
 - To address these costs, the Department of Health and Social Services has taken proactive measures, including wage increases and bonuses to hire and retain nurses.
 - The Department of Health and Social Services is also implementing a Health Human Resources Strategy to address the shortage of health care professionals across all disciplines.

Session Briefing Note

Allied Health Professionals

TAB #38
Spring 2025
Public Service
Commission

Approved by:

Meagan Lang

Public Service Commissioner

2025-01-29

Date Approved

Session Briefing Note
Nursing Recruitment
Bonuses/Retention Efforts

Spring 2025
Public Service
Commission

Recommended response:

- The Government of Yukon recognizes the essential role that health care professionals play in delivering high-quality care across the territory.
- To attract and retain these vital workers, the Government of Yukon offers competitive wages and benefits.
- A new Nurse Group wage grid, introduced in the 2022-2024 PSAC/YEU Collective Agreement, was part of a broader incentive package aimed to address wage gaps with other Canadian jurisdictions and tackle ongoing recruitment and retention challenges, providing incentives for nurses serving our communities.

Additional response:

- While this incentive specifically targets nursing positions such as Registered Nurses, Nurse Practitioners and Licensed Practical Nurses, we wish to express our sincere appreciation to all front-line care workers who tirelessly contribute to the health, safety and wellbeing of Yukoners.
 - Your dedication and hard work are truly commendable.
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Context—this may be an issue because:

- This matter has gained media attention, particularly regarding concerns raised by the Yukon Employees' Union about the administration of nursing retention and recruitment bonuses.
-

Background:

- The Letter of Agreement, effective from April 1, 2024, until March 31, 2025, extended recruitment incentives for nurses to address challenges such as turnover, high vacancy rates, rising overtime costs and reliance on agency nurses. This agreement has expired.
 - The expired agreement continued key incentives from the original Letter of Agreement signed on November 30, 2022, including signing bonuses and exam fee
-

Session Briefing Note

Nursing Recruitment Bonuses/Retention Efforts

Spring 2025
Public Service
Commission

reimbursement for Registered Nurses, Nurse Practitioners and Licensed Practical Nurses.

- Specifically, it provided 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 on a 12-month service commitment. If this service requirement is not fulfilled, the bonus was not recoverable on a prorated basis.
- It also offered reimbursement for exam fees incurred within 24 months prior to the job offer for new nursing graduates hired after December 1, 2022.
- This agreement followed the expiration of a prior temporary Letter of Agreement on March 31, 2024.
- It aligned with the most recent collective agreement between the Government of Yukon and the Public Service Alliance of Canada (PSAC)/Yukon Employees' Union (YEU), ratified on June 6, 2023. Although this agreement expired on December 31, 2024, it remains in effect until a new agreement is negotiated.
- The collective agreement introduced separate pay grids for the Nurse Group and established annual retention allowances ranging from \$3,000 for a Whitehorse-based RN to \$24,000 for a community-based Primary Health Care Nurse in Charge.
- Additionally, previous retention bonuses have been embedded into the new salary grid for nursing positions.

Approved by:

Meagan Lang

Public Service Commissioner

2025-04-15

Date Approved

Session Briefing Note

Spring 2024

Administrative Tribunals Support Service of Canada

Public Service
Commission

Recommended response:

- The Administrative Tribunals Support Service of Canada provides support to Government of Yukon's two labour boards: the Yukon Public Service Labour Relations Board and the Yukon Teachers Labour Relations Board, which manage collective bargaining and grievance adjudication.
 - While the Public Service Commission was working to renew the agreement for Administrative Tribunals Support Service of Canada services with the Federal Public Sector Labour Relations Employment Board, the Public Service Commission was informed that the Administrative Tribunals Support Service of Canada has no legal authority to continue providing these services to Yukon's labour boards.
 - The Government of Yukon recognizes the potential disruptions that may result from the loss of these services and is committed to ensuring that appropriate mechanisms for adjudicating labour relations disputes remain in place, providing all parties with access to fair and impartial processes.
 - The Public Service Commission will work with union stakeholders to consider other options for maintaining credible, independent administrative support for these boards.
-

Context—this may be an issue because:

- The Public Service Alliance of Canada/Yukon Employees Union (PSAC/YEU) and the Yukon Association of Educational Professionals (YAEP) may provide the opposition with notice.
-

Background:

- The Yukon Public Service Labour Relations Board and the Yukon Teachers Labour Relations Board are comprised of members from the Federal Public Sector Labour Relations Board (FPSLRB), established under the *Federal Public Sector Labour Relations and Employment Board Act*.
 - According to Yukon legislation, the Yukon Labour Relations Boards consist of members who are full-time members of the FPSLRB.
-

Session Briefing Note

Spring 2024**Administrative Tribunals Support
Service of Canada**Public Service
Commission

- The FPSLREB, an independent tribunal, manages collective bargaining and grievance adjudication for Canada's federal public service and Parliament and through agreement with the Government of Yukon. It also handles these tasks for the Yukon public service under Yukon-specific laws.
- Historically, the Government of Yukon has had a long-standing arrangement with the FPSLREB and its predecessors – the Public Service Labour Relations Board and the Public Service Staffing Tribunal.
- In April 2024, the Chairperson of the FPSLREB informed the Government of Yukon that there is no legal authority for the Administrative Tribunal Support Service of Canada (ATSSC) to continue providing administrative support to the Yukon Labour Relations Board and the Teachers Labour Relations Board.
- The ATSSC has agreed to continue its services until October 1, 2025, with the possibility of a further six-month extension. During this period, the PSC and union stakeholders will consider viable options for maintaining administrative support for the Yukon Labour Boards.

Approved by:Meagan Lang2025-02-28

Public Service Commissioner

Date Approved

Session Briefing Note**Spring 2025****YEU/PSAC 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 (PSAC/YEU) expired on December 31, 2024.
- PSAC/YEU served notice to bargain on September 16, 2024. Bargaining sessions took place in October, November and December 2024, as well as February and March 2025.
- Further bargaining sessions are scheduled for April and June 2025.

Additional response:

- The Government of Yukon is dedicated to negotiating a new agreement that is fair, balanced and fiscally responsible.
 - We are 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.
-

Background:

- The *Public Service Labour Relations Act* and the Yukon Employees' Union collective agreement govern the collective bargaining and grievance adjudication processes for the Yukon Public Service.
 - Negotiations are led by the Public Service Commission (PSC).
 - 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 PSAC/YEU and the employer.
-

Session Briefing Note

Spring 2025

**YEU/PSAC Collective
Bargaining**

Public Service
Commission

Approved by:

Meagan Lang

2025-04-11

Meagan Lang

Public Service Commissioner

Date Approved

Session Briefing Note

Spring 2025

Highways and Public Works (Ross River)/Economic Development Human Resource Issues

Public Service
Commission

Highways and Public Works (Ross River) response:

- We cannot provide information or confirm details about confidential internal human resources matters. This protects the privacy of individuals and ensures the integrity and impartiality of our processes.

Economic Development response:

- The Government of Yukon is unable to comment on confidential human resource matters.

General response:

- Yukoners expect that the Government of Yukon public servants will deliver programs and services with the highest standards of integrity, ethics and professionalism.
- In the summer of 2023, the Government of Yukon introduced a *Values and Ethics Code* for all public servants, outlining the common values that guide their work, the behaviours expected of them, and the legal and institutional frameworks in which they operate.
- We have also established an internal Investigations Office within the Public Service Commission to address allegations of serious interpersonal misconduct in the workplace.

Context—this may be an issue because:

- On August 22, 2024, Economic Development received a media inquiry about the employment status of an Economic Development employee.
- On August 6, 2024, Cabinet Communications received a media inquiry about allegations against a Highways and Public Works employee in Ross River.

Background:

- Employees' ethical obligations are outlined in the Government of Yukon's corporate human resources policies, the *Public Service Act* and other legislation.

Session Briefing Note

Spring 2025

Highways and Public Works (Ross River)/Economic Development Human Resource Issues

Public Service
Commission

- However, before the launch of the *Values and Ethics Code*, there was no single document that clearly defined professional conduct for the Government of Yukon public servants in plain language.
- The *Values and Ethics Code*, now a corporate human resources policy in the General Administration Manual (GAM) Volume 3, provides clear guidance on the common values and behaviours expected of all employees, as well as the legal and institutional frameworks within which they operate. It also enhances the employer's ability to resolve human resources issues effectively.
- The development of the *Values and Ethics Code* was a key action led by the Public Service Commission as part of the Safer Schools Action Plan.
- The creation of an internal **Investigations Office** aims to enhance the investigative process, making it more timely, cost-effective, trauma-informed and integrated with other services provided to the Government of Yukon employees.
- Previously, the Respectful Workplace Office managed investigations into disrespectful conduct, including discrimination and harassment, covering a range from interpersonal conflict to more severe cases, while external parties investigated serious allegations, such as sexual harassment.

Approved by:

Meagan Lang

2025-01-13

Public Service Commissioner

Date Approved

Session Briefing Note
YEU Petition/Grievance -Clean
Drinking Water**Spring 2025**
Public Service
Commission

Recommended response:

- As per the collective agreement, the Government of Yukon has a formal grievance process in place to address concerns by the Yukon Employees' Union.
- The Government of Yukon is committed to following this process in all grievance matters.

Additional response:

- We are unable to provide any further comments on specific *grievances* as they will be addressed through the established procedures outlined in the collective agreement.
-

Context—this may be an issue because:

The Yukon Employees' Union and media have expressed concerns regarding the presence of lead in school drinking water. The Yukon Employees' Union has filed a grievance on the issue of lead in drinking water in Yukon workplaces with the Government of Yukon.

Background:

- Earlier this year, the government committed to testing the water supplies of thirty schools to ensure compliance with national lead level guidelines.
 - This issue gained public attention after students at Del Van Gorder School in Faro discovered elevated lead levels in their school's water during a science fair project.
 - Yukon Employees' Union President has highlighted the health risks of lead exposure. He criticized the government for not adequately assessing or addressing the risks in schools, which are both educational and workplace environments.
 - While some testing and remediation took place in 2018 and 2019, follow up testing was not conducted after guidelines were updated in 2019.
-

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YEU Petition/Grievance -Clean Drinking Water

Spring 2025
Public Service
Commission

- The union was advocating for the completion of water remediation efforts before the Christmas holidays and has initiated a petition to rally public support.
- The Department of Education supported the Department of Highways and Public Works and contracted a third-party firm to conduct water sampling in all Yukon schools, completing the process in December 2024. All results have been received.
- The Department of Education, in collaboration with Highways and Public Works, Environmental Health and the Chief Medical Officer of Health, are reviewing the findings to develop a recommended action plan and long-term water management plan. The long-term water management plan will include regular monitoring of potable water sources in Yukon schools.
- Results are showing that fixtures at eight Yukon schools and programs met Health Canada's Guidelines for Canadian Drinking Water Quality. However, 10 schools had one fixture requiring remediation, mitigation, or replacement; eight had two to three non-compliant fixtures; and six had five or more.
- The Government of Yukon has already begun addressing non-compliant fixtures and remains committed to completing remediation work in the coming weeks and months.
- A long-term school drinking water monitoring program is in development, following established protocols and best practices to ensure water quality meets Canadian guidelines.
- The government also launched a separate, proactive water testing project initiative for the Government of Yukon buildings in the last year. This project focuses on 24/7 facilities and buildings that rely on wells or holding tanks for their water supply.

Approved by:

Meagan Lang

Public Service Commissioner

2025-03-24

Date Approved

CONFIDENTIAL
Session Briefing Note
Health and Safety

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Public Service
Commission

Recommended Response:

- The Public Service Commission is responsible for establishing workplace safety policies, setting standards and providing advice to promote a consistent approach to health and safety across the Government of Yukon.
- This includes delivering targeted training programs that equip employees, supervisors and Health and Safety Committees to identify, evaluate and mitigate workplace hazards to prevent injury and reduce risks.

Additional response:

- The Public Service Commission collects government-wide health and safety data and provides quarterly reports to health and safety committees, Deputy Ministers and departmental safety personnel.
- The Health and Safety Leadership Committee, comprising the Public Service Commissioner, a Deputy Minister and presidents of the Yukon Employees Union and Yukon Association of Education Professionals, reviews safety information and data, and provides recommendations on government's health and safety system.

Context—this may be an issue because:

The Yukon Employees Union (YEU) and opposition parties have raised concerns about workplace safety incidents, including the Whistle Bend Place propane leak and safe drinking water in schools.

Background:

- Under the *Workers' Safety and Compensation Act (WSCA)*, employers must implement a health and safety management system to assess hazards and reduce physical and psychological risks.
- The General Administration Manual policy 3.48 Workplace Health and Safety was updated in July 2023 to include psychological safety, clarify employer responsibilities and enable the Public Service Commission to set government-wide safety performance standards to improve training, communications, safety culture, data collection and performance monitoring.

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Session Briefing Note
Health and Safety

TAB #44
Spring 2025
Public Service
Commission

- The government has established 62 Health and Safety Committees that conduct monthly workplace inspections, review health and safety reports, investigate complaints and make safety recommendations.
- The Public Service Commission is enhancing government safety measures by developing Incident Reporting and Management Software to standardise reporting, identify safety trends and improve reporting accessibility across all work sites through a mobile platform, with a phased rollout planned for 2025-26.
- A Psychological Health and Safety Project is being led by the Public Service Commission, aligned with the 2024-2027 People Plan Operational Plan and recommendations from Dr. Joti Samra's 2022 Work Environment Assessment Report to establish internal standards, reporting processes, and proactive training and support services to be delivered by the Public Service Commission.
- The Public Service Commission delivers various health and safety training programs, including Health and Safety Committee functions, Health and Safety Management for Supervisors and Managers, Standard First Aid, Workplace Hazardous Materials Information System (WHMIS), and psychological health and safety awareness.
- The Public Service Commission is further enhancing the government's safety culture across the public service by implementing Health & Safety Committee and Incident Management performance standards and are currently developing and seeking feedback on Hazard Management and Violence Threat Risk Assessment performance standards.
- The Workers' Safety and Compensation Board officers inspect and investigate employers' health and safety practices, working with them to resolve any identified deficiencies.
- The Health, Safety and Wellbeing branch of the Public Service Commission supports departments by providing resources, training and guidance to ensure compliance with safety orders and meet the required deadlines.
- A Health & Safety Management System Review was completed in 2023, with full reviews scheduled every three (3) years.

• **Approved by:**

•

• Meagan Lang

• Public Service Commissioner

2024-02-06

Date approve

Session Briefing Note

Spring 2025

Support for New Health Authority

Public Service
Commission

Recommended response:

- The Public Service Commission is supporting the Department of Health & Social Services in strategically planning the overall human resources management function for the new, independent health authority, Shāw Kwä'a - Health & Wellness Yukon.
- Our support includes a range of critical labour-related impacts and strategies, such as pensions, benefits, union engagement, classification, personnel transfer, legislation and human resources management systems.

Additional response:

- We recognize that our staff may have questions about the upcoming changes. We want to assure you that the well-being and support of our workforce remains a top priority as we navigate this transformation.
- Preserving similar levels of pay, benefits and pensions is one of our key transformation goals. We are committed to ongoing consultation with unions and will keep you informed as we move forward on these details.
- It is important to note that, under the *Canada Labour Code*, successorship rights are in place for all bargaining unit employees from both the Department of Health & Social Services and the Yukon Hospital Corporation, giving protection to terms and conditions of employment through a transfer of operations.
- Unionized employees will continue to be unionized and maintain their negotiated collective agreement entitlements, a comparable pension benefit and a comparable benefits package. If inequities arise - such as different pay for similar work – they will be addressed through bargaining with the unions representing the employees.
- We are also committed to protecting the rights of management and confidential excluded staff. Every member of our team - whether frontline,

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Support for New Health Authority

Public Service
Commission

support, or management - plays a critical role in ensuring we can continue to provide high-quality person-centered health care to Yukoners.

Key activities for 2025:

- While a launch date for Shāw Kwä'ą has not yet been determined, preparatory work will continue throughout 2025, focusing on the following priorities:
 - **Developing governance and operational frameworks** to guide the organization's structure and decision-making processes.
 - **Drafting essential regulations**, including those needed to establish the initial Board of Directors.
 - **Securing necessary accreditations** for all components of the health system to ensure compliance and readiness.
 - **Advancing the exploration of pension and benefits packages.**
 - **Maintaining ongoing engagement with the unions.**
 - **Integrating data systems** and strengthening information technology governance to support seamless operations.
 - **Building a cohesive organizational culture** among health service providers to promote collaboration.
 - **Identifying service delivery improvements** across the territory, as recommended in *Putting People First*, which may help guide decisions about what services to include under the Health Authority.
- The wellbeing of the workforce is central to our transition planning. This work is not a cost savings or workforce reduction exercise.
- The target operational date will be widely communicated once it is established.

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Support for New Health Authority

Public Service
Commission

Pension:

- We are dedicated to preserving a similar level of pension benefits for all employees affected by this transition.
- The Yukon Hospital Corporation has a different pension plan from the one available to Government of Yukon employees working in the Department of Health and Social Services.
- The Yukon Hospital Corporation pension plan is sponsored by the Corporation and overseen by its Board of Trustees through a Pension Committee. In contrast, Government of Yukon employees participate in the federally sponsored Public Service Superannuation Plan.
- A final decision on the pension plan for Shāw Kwä'ą has not yet been made.
- Further financial and legal analysis is required to determine any potential impacts to employees.
- We have identified the existing Yukon Hospital Corporation Pension Plan as an attractive solution for expansion to Shāw Kwä'ą.
- We are currently analyzing the Yukon Hospital Corporation Pension Plan and are consulting with the Yukon Hospital Corporation, the Public Service Alliance of Canada and the Professional Institute of Public Service of Canada before making a final determination.
- The Yukon Hospital Corporation Pension Plan was designed to mirror the Public Service Superannuation Plan as much as reasonably possible.
- In keeping with the goals of Putting People First, Shāw Kwä'ą will operate at arm's length from the Government of Yukon. As such, its employees will not be classified as public servants, and the federal government has confirmed they are not currently eligible to participate in the Public Service Superannuation Plan.
- There is an established precedent for transfers from the Public Service Superannuation Plan to the Yukon Hospital Corporation Pension Plan.

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Support for New Health Authority

Public Service
Commission

- Once a final decision about the pension solution for Shāw Kwä'ą is made, we will communicate with all affected staff about their pension options and any potential impacts.

Benefit premiums

- Shāw Kwä'ą will offer a similar level of benefits to those currently provided by the Government of Yukon and the Yukon Hospital Corporation.
- A benefits provider has not yet been determined for Shāw Kwä'ą.
- It is too early to tell what, if any, impact the transfer will have on premium rates.

Union engagement:

- We started communication with the Yukon Employees' Union in February 2022 regarding *Putting People First* and the transition to an independent health authority.
- As the transition has progressed, we have increased the frequency of engagement, maintaining regular communication with the Yukon Employees' Union since fall 2023.
- In accordance with our collective agreement, we are committed to consulting with the Yukon Employees' Union and will provide formal notice of consultation regarding the transfer of any programs involving bargaining unit employees when appropriate, focusing on matters such as pay, benefits, and pensions.
- Beginning in March 2024, the Department of Health & Social Services hosted several staff engagement sessions open to all employees from both the Department of Health & Social Services and Yukon Hospital Corporation to share information and respond to concerns.

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Support for New Health Authority

Public Service
Commission

- Similar efforts will continue as we move through transition planning and implementation.
- Since May 23, 2024, the Health & Wellness Yukon Employer-Union Working Group has met monthly to discuss the labour impacts of the transition to a Health Authority.
- This group includes representatives from the Public Service Commission, 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. These meetings will continue throughout the transition period and for up to one year after the transfer is complete.

Impacts on other Government of Yukon departments:

- We are currently assessing the potential implications of establishing a new health authority on other government departments.
- Since the full range of programs to be transferred has not yet been finalized, it is too early to fully determine the effects on those who do not transfer.
- Public servants who remain within the Government of Yukon will continue to be protected by their applicable collective agreement and terms and conditions of employment.
- We anticipate that remaining Health and Social Services public servants will continue to provide excellent service to Yukoners and support the successful launch of Shāw Kwä'ą.

Context—this may be an issue because:

- In connection with the passing of the *Health Authority Act* during the Spring sitting in 2024, concerns were raised about consultation with staff and unions, and the protection of pensions given that Health Authority employees will not be public servants under the *Public Service Act*.

Background:

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Support for New Health Authority

Public Service Commission

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- A key recommendation from the *Putting People First* report is the establishment of an arm's length government organization for the delivery of specific health and social services – Health & Wellness Yukon.
 - Health & Wellness Yukon will be established as a corporate entity, not an agent of the Government of Yukon. The new entity will oversee the existing three hospitals under the Yukon Hospital Corporation, primary care, long-term care and treatment facilities currently under the Department of Health & Social Services, and potentially other programs responsible for the direct delivery of health care.
 - The creation of this integrated health authority aims to enhance coordinated care across hospital facilities, long-term care homes and social services.
 - Key areas of support by the Public Service Commission that include labour impacts and strategies:
 - **Pension:** Reviewing pension options and providing a labour relations analysis for options provided.
 - **Benefits:** Reviewing benefit options and providing a labour relations analysis for the transition to the new entity.
 - **Classification:** Currently, classification is a corporate function within the Public Service Commission. In an effort to build capacity and support development in job evaluation and classification for the future entity, the Public Service Commission has embedded Health and Social Services employees hired as Classification Analysts to train and work alongside Public Service Commission classification staff until March 2026 (extension possible).
 - **Personnel Transfer:** Conducting a labour relations analysis of the legal requirements and overall strategy to transfer employees to a new entity.
 - **Legislative Implications:** Determining potential legislative impacts on Health & Wellness Yukon such as the *Canada Labour Code*, *Public Service Act*, *Public Service Labour Relations Act*, *Public Service Superannuation Act*, *Public Service Group Insurance Benefit Act* and *Public Interest Disclosure of Wrongdoing Act*.
 - **Human Resource Management Systems:** Conduct an analysis of the current state of the Government of Yukon Human Resource Management systems to support and inform Health & Wellness Yukon's Human Resource Management systems planning and implementation.
 - The transition to Health & Wellness Yukon will impact two current employers: the Government of Yukon and the Yukon Hospital Corporation, as well as Shāw Kwā'ą as a future third employer.
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Support for New Health Authority

Public Service
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- Government of Yukon employees are represented by the Public Service Alliance of Canada (PSAC)/Yukon Employees' Union (YEU). Some Yukon Hospital Corporation employees are represented by PSAC/YEU while others are represented by the Professional Institute of the Public Service of Canada (PIPSC).
- The Public Service Commission is collaborating closely with the Department of Health & Social Services and the Yukon Hospital Corporation to ensure that our employees are treated fairly during the transition to Health & Wellness Yukon.
- Health & Wellness Yukon will assume responsibility for administering its own human resources policies to promote healthy work and safety practices, in compliance with its collective agreements.

Approved by:

Meagan Lang	2025-04-24
Public Service Commissioner	Date Approved

Session Briefing Note**Spring 2025****List of Departmental
Accomplishments**Public Service
Commission

Accomplishments:

- March 14, 2025: Led the 2024 Indigenous Employees' Awards of Honour. The event also featured Culturalpalooza, a cultural awareness initiative with interactive activities.
- January 12 - February 9, 2025: Led and organized the 2024 Long Service Awards, recognizing and celebrating employees' long service with the Yukon government.
- December 19, 2024: Worked through the conciliation process to jointly recommend for ratification a collective agreement with the Yukon Association of Education Professionals.
- December 4, 2024: Launched the first-ever Elder-in-Residence program to foster a culturally safe and inclusive workplace across the Yukon government.
- December 2024: Introduced a new online safety training course, "Respectful Workplaces – Yukon Government's Violence and Harassment Policy," to educate all employees on the policy, as well as their roles and responsibilities within Yukon government.
- November 17, 2024: Yukon government recognized as one of Canada's Top 100 Employers for 2025 for its exceptional recruitment and retention allowances, retirement assistance planning and flexible work options.
- November 4, 2024: Published the first edition of My Benefits & More, a newsletter showcasing government employee benefits and wellness initiatives.
- October 25, 2024: Released 2024 Employee Engagement Survey results.
- August 30, 2024: Delivered performance management training to human resources teams and managers across all departments.
- August 2, 2024: Completed a comprehensive review and update of managerial terms and conditions of employment (Section M).
- July 30, 2024: Organized the 2023 Premier's Award for Excellence and Innovation, recognizing exceptional accomplishments and teamwork of Yukon government employees.
- July 12-14, 2024: Upgraded the E-Recruitment system to version 18.0, enhancing usability and navigation.
- July 8, 2024: Facilitated the recruitment and appointment of three new Chairs for the Classification Appeal Board.

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List of Departmental Accomplishments

Public Service
Commission

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- June 12, 2024: Released the People Plan, including a 10-year Strategic Plan (2024-2034) and a three-year Operational Plan (2024-2027) plan, to guide recruitment practices and streamline human resource processes.
 - June 12, 2024: Led Public Service Week activities to honour and celebrate the dedication of Yukon government employees.
 - June 5, 2024: Established a new Investigations Office to address serious workplace misconduct and revised the *Respectful Workplace Policy* (GAM 3.47) accordingly.
 - June 2024: Finalized the second Breaking Trail Together operational plan (2023-2026), addressing barriers in hiring practices and improving experiences for Indigenous employees within the government.
 - May 2024: Revised General Administration Manual 3.59 – *Disability Management and Accommodation* – along with the accompanying guidelines, to establish a consistent approach for addressing the needs of employees with disabilities and to clarify shared responsibilities among all parties.
 - April 24, 2024: Supported the creation and implementation of a Memorandum of Understanding between the Government of Yukon, Yukon Hospital Corporation, Public Service Alliance of Canada and Professional Institute of the Public Service of Canada for the Health and Wellness Yukon Employer-Union Working Group.
 - April 1, 2024: Standardized and classified seven new finance job descriptions to provide consistency across the finance community.
 - January 12 to February 9, 2024: Organized the 2023 Long Service Awards that celebrates employees long service with the Yukon government.
 - January 11, 2024: Led the 2023 Indigenous Employees' Award of Honour and the Naats Tl'áa Award to recognize outstanding Indigenous Yukon government employees.
 - November 17, 2023: Yukon government recognized as one of Canada's Top 100 Employers for 2024 for its health benefits, retirement planning and employee retention efforts.
 - November 1 to December 15, 2023: Completed public engagement on the *Public Interest Disclosure of Wrongdoing Act*.
 - October 27-30, 2023: Successfully upgraded PeopleSoft, improving user interface and navigation.
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List of Departmental Accomplishments

Public Service
Commission

- July 17, 2023: Launched a new *Values and Ethics Code* that integrates existing laws and policies which guide the conduct of public servants, accompanied by online training on the Code – a recommendation identified from the leading expert in psychological health and safety.
- July 11, 2023: Amended GAM 3.48 *Workplace Health and Safety* to strengthen health and safety governance in response to recommendations from the leading expert in psychological health and safety.
- June 26, 2023: Launched a public engagement to learn more about barriers faced by Indigenous Yukoners in territorial government hiring practices and to gather feedback on the overall experience of Indigenous public servants employed by the Yukon government (Breaking Trail Together project).
- June 20, 2023: Supported the implementation of the Safer Schools Action Plan by being the lead department on actions three, eight, nineteen, twenty, twenty-one and twenty-three.
- June 16, 2023: Led the 2023 Premier’s Award for Excellence and Innovation.
- June 13, 2023: Organized Public Service Week activities to recognize and honour the efforts and commitment of public servants.
- June 6, 2023: Negotiated, ratified and implemented a new collective agreement with the Yukon Employees Union, supporting recruitment and retention.
- April 26, 2023: Launched online training on Preventing Sexual Harassment in the Workplace.
- March 9, 2023: Amended the Coroners Act and the Public Service Act to remove the Oath of Allegiance to the Crown, promoting inclusivity.

Approved by:

Meagan Lang

2025-03-14

Public Service Commissioner

Date Approved

Housing Landscape

Yukon Housing Corporation

Recommended response:

- Access to housing remains a priority, and work continues to address key challenges, including:
 - Expanding housing with support services for those in need.
 - Increasing the supply of affordable rental units.
 - Helping Yukoners navigate housing costs.
- Yukon Housing Corporation and its partners are adapting to high construction and borrowing costs by finding innovative ways to develop and maintain housing.
- The corporation's five-year strategic plan, *Creating Home*, is driving a more client-focused and collaborative approach to affordable housing and integrating support services to improve outcomes for Yukoners.

Additional response:

- Governments and stakeholders are working together to develop new land, expand housing options, and respond to the findings of the 2022 Office of the Auditor General Report on housing.
- Housing projects continue to move forward to meet the needs of Yukoners.

Context:

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

Background:

Section 1: Yukon population

- In June 2024, the estimated Yukon population was 46,640; an increase of 1,354, or 3.0%, compared to the revised figure for June 30, 2023 (45,286).
- The Yukon's population is forecast to increase to 51,520 by 2030.
- While the population of most age groups is expected to increase over this period, the number of seniors and people between the ages of 55 and 64 is expected to grow the fastest.

Housing Landscape

Yukon Housing Corporation

Section 2: Housing statistics

Average Whitehorse house prices (YBS)

	2023 Q4	2024 Q4	% Change
Single-detached house	\$627,400	\$657,900	3.0%
Condominium	\$416,000	\$611,900	7.2%

Yukon rents and vacancies (YBS)

	October 2022	April 2023	October 2023	April 2024
Median rent (all types)	\$1,300	\$1,325	\$1,350	\$1,420
Vacancy rate (all types)	1.9%	2.2%	1.8%	1.8%

New residential permits issued, Yukon (YBS)

Year	# of new residential permits
2020	657
2021	635
2022	416
2023	429

Residential building construction, Yukon (YBS)

	January-December 2023	January-December 2024
# residential permits issued*	988	839
\$ value of new permits*	\$81.1 million	\$156.2 million (92% increase)

*In addition to new dwelling units, residential permits include renovations, garages, and additions.
The totals do not include permits issued for plumbing or stoves.

City of Whitehorse, new housing completions ([CMHC](#))

Year	Homeowner	Rental	Condo	All
2018	66	100	61	227
2019	55	78	110	243
2020	80	116	152	348
2021	86	57	53	196
2022	111	194	181	486
2023	129	189	126	444
2024	73	19	151	243

Section 3: Capital projects recently completed by YHC or partners

Since 2022:

- 10 YHC-led projects have been completed, creating a total of 77 new residential units; and
- 8 major Housing Initiatives Fund partnership projects have been completed, creating over 276 new units.

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Spring 2025

Housing Landscape

Yukon Housing Corporation

YHC projects completed 2022-2024

YHC Project	Construction Start Date	Construction Completion Date	Number of Units
401 Jeckell Street, Whitehorse	May 2020	December 2022	47
RHI affordable triplex, Whitehorse	June 2021	June 2022	3
RHI affordable triplex, Watson Lake	June 2021	March 2022	3
RHI affordable triplex, Mayo	June 2021	March 2022	3
Accessible duplex, Mayo	July 2022	June 2023	2
Accessible duplex, Carmacks	August 2022	July 2023	2
RRDC staff trailer, Ross River	June 2023	December 2023	3
10-plex*, Old Crow (*Asset owned by HPW/ managed by YHC)	Summer 2021	Jan 2024	10
Accessible duplex, Faro	Summer 2023	Spring 2024	2
Affordable duplex, Dawson City	August 2022	June 2024	2
Total units completed (YHC projects):			77

Major partnership projects completed 2022-2024

Project (Lead)	Construction Completion Date	Number of Units
Bringing Citizens Home, Whitehorse (Champagne and Aishihik FN)	Summer 2022	20
Cornerstone multi-use building, Whitehorse (Opportunities Yukon)	July 2022	53
Normandy Living seniors' supportive residence, Whitehorse (KBC)	December 2022	84
Boreal Commons apartments, Whitehorse (536754 Yukon Inc)	January 2023	87
Affordable modular housing, Mayo (Na-Cho Nyäk Dun FN)	March 2023	8
Jëje Zho 12-bed men's shelter, Dawson City (Tr'ondëk Hwëch'in FN)	July 2023	8
VGFN elders complex, Old Crow (Vuntut Gwitchin FN)	January 2024	9
VGFN mobile homes, Old Crow (Vuntut Gwitchin FN)	March 2024	7
Total units completed (major partnerships):		276

Section 4: Underway or upcoming housing capital projects for YHC and partners

YHC projects underway

Project	Start Date	Anticipated Completion Date	Number of Units
Watson Lake - 10-unit supportive living residence (TAB #20)	Summer 2023	Winter 2025	10
Dawson - 34-unit housing project - Korbo lot (TAB #19)	Fall 2024	2026-27	34
Whitehorse - 45-unit Ryder replacement	Fall 2024	Spring 2026	45
Burwash Landing - 1 staff duplex (TAB #25)	Fall 2024	Summer 2026	2
Whitehorse - Purchase of 190 Olive May Way (TAB #5)	July 2024	February 2025	18
Total units underway:			109

Major partnership projects underway or completed

Project	Start Date	Anticipated Completion Date	Number of Units
Safe at Home Society's supportive housing "The Hearth"	March 2024	Spring 2026	67

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Spring 2025

Housing Landscape

Yukon Housing Corporation

Safe at Home Society's supportive housing at 408 Alexander	May 2024	Completed	17
DDDC's affordable rental project "Winter Crossing"	Spring 2024	Spring 2026	105
Northern Community Land Trust Society's affordable homeownership "Project 1096"	June 2024	December 2025	32
HIF-7 funding recipients	Spring 2024	Fall 2026	78
Total units:			299

YHC projects planned

Project	Anticipated Start Date	Anticipated Completion Date	Number of Units
Teslin – 6-plex with Village and Teslin Tlingit Council	Design – 2025/26	2027/28	6
Carcross – 6-plex	Lot selected, YESAB approval in progress	2027/28	6
Mayo – 10-Unit Community Housing Project	Lot selected, Design – 2027/28	2029/30	10
Ross River – duplex	2026/27	2028/29	2
Haines Junction – 6-plex	2027/28	2029/30	6
Whitehorse – Accessible Triplex at 44-13 th Ave.	Deferred due to lack of city sewer/water infrastructure, plan to upgrade in 3-5 years.		3
Total units planned:			33

Section 5: Support for new residential land development

September 2024	As part of the Government of Yukon's ongoing commitment to increase land and housing availability and support business growth, new residential and industrial lots are being released in communities across the Yukon in partnership with municipalities and Yukon First Nations. <ul style="list-style-type: none"> seven residential lots in Haines Junction, Mayo and Watson Lake; and three industrial lots in Teslin and Haines Junction This is the sixth lot release this year and is a direct result of the Government of Yukon's historic investment in land development. Since 2021, 685 lots have been released through lotteries and tenders, with over 1,000 expected by 2026. (TABS # 37 & 38).
August 2024	As part of its efforts to work in collaboration with municipalities and Yukon First Nations governments to address housing and business space needs across the territory, the Government of Yukon has released 33 new residential lots across the Yukon. <ul style="list-style-type: none"> Twelve lots are available in Carmacks and Faro 21 country residential lots are available in the Lone Tree subdivision north of Teslin.
June 2023	Government of Yukon partnered with the Government of Canada and the City of Dawson to develop four new residential lots in Dawson.
February 2023	120 lots, including single family, multi-family and townhouse lots in Whistle Bend made available through public lottery.

Section 6: Tenants in Yukon Housing RGI units

YHC Unit Status as of April 24, 2025

Breakdown	Employee	RGI	Total
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Spring 2025

Housing Landscape

Yukon Housing Corporation

Occupied	166	664	830
Under Allocation	2	13	15
Under Capital	2	9	11
Under Repair	3	25	28
Total	173	711	884

Length of RGI tenancy as of April 24, 2025

Length of RGI tenancy in years	Non-Senior	Senior	Total
<1 Year	79	41	120
01-02 Years	96	39	135
02-03 Years	38	33	71
03-04 Years	29	15	44
04-05 Years	18	17	35
05-10 Years	78	97	175
10-15 Years	21	25	46
15-20 Years	8	13	21
20+ Years	7	9	16
Total	374	289	663
Average Years	3.7	5.6	4.5

*The longest running tenancy is 29 years.

Section 7: Waitlist

YHC waitlists for seniors and non-seniors as of April 24, 2025 (TAB #13)

Community	Non-Senior	Senior	Total
Carcross	1	0	1
Carmacks	4	0	4
Dawson City	13	9	22
Haines Junction	2	2	4
Ross River	1	0	1
Watson Lake	16	3	19
Whitehorse	180	93	273
Total	217	107	324

As of April 24, 2025, 13 employees are on the waitlist (TAB #10)

Community	Employee
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Spring 2025

Housing Landscape

Yukon Housing Corporation

Dawson City	6
Faro	1
Haines Junction	3
Pelly Crossing	1
Ross River	1
Teslin	1
Total	13

*Note Beaver Creek, Destruction Bay, Old Crow and Pelly Crossing do not have Rent-Geared-to-Income units and Whitehorse does not have employee housing units.

RGI Waitlist based on Priority Status as of April 24, 2025

Priorities	Non-Senior	Senior	Total
Affordability	136	59	195
By-Name List/Homeless (Community)*	5	2	7
Priority – Medical	11	17	28
Priority – Mobility	10	31	41
Priority – Gender-based violence	56	1	57
TOTAL	218	110	328

*Note this category is used to identify homeless priority in the rural communities outside of Whitehorse. This does not represent the total number of individuals and/or households on the Community By-Name List. Individuals who are homeless may be included in the affordable category until information is shared from the Coordinated Housing Access Team.

Time on Waitlist based on Secondary Status

Breakdown	Affordable	By-Name List	Medical	Mobility	Gender-based violence	Total
<1 Year	129	6	16	21	25	197
1-3 Years	51	0	9	13	28	101
3-5 Years	8	0	3	2	1	14
5-7 Years	7	1	1	2	0	11
7+ Years	1	0	0	0	0	1
Total	196	7	29	38	54	324
Average Years	1.2	1.2	1.4	1.4	1.0	1.2

* The By-Name List category identifies homeless priority in the rural communities outside of Whitehorse.

Section 8: Canada-Yukon Housing Benefit (TAB #9)

- The program helps low-to-moderate-income Yukoners in private market rental housing who cannot afford rent. Applicants can receive \$200, \$400, \$600 or \$800 per month, which will be paid directly to the individual.

Housing Landscape

Yukon Housing Corporation

- Applicants must provide proof of income to be eligible.
- Since the program's launch in November 2020, over 300 households have been supported.
- As of April 24, 2025:
 - 206 households were approved for the original benefit.
 - 18 households were approved for the gender-based violence stream.

Canada-Yukon Housing Benefit - Rental stream breakdown by benefit level as of April 24, 2025.

Benefit Level	# of Clients	Monthly Budget
200	77	\$15,400.00
400	38	\$15,200.00
600	47	\$28,200.00
800	44	\$35,200.00
Total	206	\$94,000.00

Canada-Yukon Housing Benefit - Rental stream recipients as of April 24, 2025.

Community	Non-Senior	Senior	Total
Dawson City	5	4	9
Haines Junction	3	0	3
Watson Lake	1	1	2
Whitehorse	149	43	192
Total	158	48	206

Section 9: Loans and Grants programs

1. **Yukoner First Home Program (TAB #6)** – Launched on April 23, 2024, the Yukoner First Home Program is a new program that provides a deferrable, low-interest loan to first-time buyers who have a pre-approved mortgage and need down payment support.
2. **Developer Build Loan (DBL) Program** – Provides loans for short-term construction financing to Yukon developers who may be unable to secure funding from traditional lenders. The program is for land and infrastructure development for residential purposes or building homes and multi-unit residential buildings. The loan is fully repayable to Yukon Housing Corporation.

Developer Build Loan Program

Applications	2020-21	2021-22	2022-23	2023-24	2024-Jan25	Total	%
Approved	1	1	1	0	2	5	46
Declined	0	0	2	1	0	3	27
Cancelled	0	2	0	1	0	3	27
TOTAL	1	3	3	2	2	11	100

Housing Landscape

Yukon Housing Corporation

3. **Home Ownership Loan Program** – A spring 2024 review found it was not adequately supporting the needs of Yukoners, prompting the transition to the new program. The program has been replaced by the Yukoner First Home Program.

4. **Municipal Matching Rental Construction Program (MMRCP)** – This is a one-time capital grant for projects that receive a municipal development incentive. It is meant to help increase the supply of rental housing in communities.

MMRCP

Applications	2020-21	2021-22	2022-23	2023-24	2024-Jan 25	Total	%
Approved	13	12	17	12	10	64	64.6
Declined	2	1	3	4	0	10	10.1
Cancelled	1	0	12	10	2	25	25.3
TOTAL	16	13	32	26	12	99	100

5. **Home Repair Program** – Funding to repair or upgrade primary residence. This program includes emergencies, accessibility and wildfire grants and a home repair loan. *Note: Three intakes have been completed for the fiscal year 2023-2024.*

Grants stream:

Applications	2020-21	2021-22	2022-23	2023-24	2024-Jan 25	Total
Approved/Pre-Approved	40	46	34	17	3	140
Declined	0	2	3	3	2	10
Cancelled	6	14	9	8	8	45
Total	46	62	46	28	13	195

Loans stream:

Applications	2020-21	2021-22	2022-23	2023-24	2024-Jan 25	Total
Approved/Pre-Approved	0	6	8	10	2	26
Declined	0	5	10	12	5	32
Cancelled	0	25	32	24	20	101
Total	0	36	50	46	27	159

Accessibility stream:

Applications	2020-21	2021-22	2022-23	2023-24	2024-Jan 25	Total
Approved/Pre-Approved	10	8	14	7	5	44
Declined	0	1	2	1	2	6
Cancelled	1	3	8	14	1	27
Total	11	12	24	22	8	77

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Spring 2025

Housing Landscape

Yukon Housing Corporation

Emergency stream:

Applications	2020-21	2021-22	2022-23	2023-24	2024-Jan 25	Total
Approved/Pre-Approved	10	6	6	5	3	30
Declined	0	2	6	11	6	25
Cancelled	1	1	4	36	11	53
Total	11	9	16	52	20	108

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Spring 2025

Housing Landscape

Yukon Housing Corporation

Wildfire Grants stream:

Applications	2020-21	2021-22	2022-23	2023-24	2024-Jan 25	Total
Approved/Pre-Approved	n/a	n/a	n/a	11	10	21
Declined	n/a	n/a	n/a	0	1	1
Cancelled	n/a	n/a	n/a	16	4	20
Total	n/a	n/a	n/a	27	15	42

6. **Housing Initiatives Fund (HIF)** – Provides capital construction grants for planning and development of new affordable home ownership or rental housing. Affordable is defined as at or below the median market rent or house price. All projects funded under HIF must remain affordable for 20 years. (TAB #26)

Approved by:

Samantha Paterson
President, Yukon Housing Corporation

April 25, 2025
Date Approved

Session Briefing Note

Our Clean Future Implementation

Tab 58 Spring 2025

Environment and Energy,
Mines and Resources

Recommended response:

- Yukoners recognize that our territory, alongside jurisdictions around the world, is facing a climate emergency that is increasingly impacting our communities and way of life.
- In 2020, the Government of Yukon released Our Clean Future, the territory's first climate strategy that is guiding our response to climate change and climate adaptation.
- We continue to make significant progress on implementing Our Clean Future. In November 2024, we shared the 2023 Our Clean Future progress report that highlights our progress in adapting to climate change impacts and reducing greenhouse gas emissions.
- As of the end of 2024 we:
 - Registered 597 zero emission vehicles in the territory and all road-connected communities are equipped with fast chargers;
 - Provided over 1500 rebates for electric bikes;
 - Completed over 300 high performance residential retrofits including over 50 high performance commercial and industrial building energy retrofits;
 - Installed 219 smart heating devices in homes and buildings;
 - Installed 10 megawatts of renewable electricity through the Micro-Generation Program.
- In addition, we recently launched a new income tested heat pump rebate, which was fully subscribed within a month, providing 84 households with funding for heat pumps this year and next.

Session Briefing Note

Our Clean Future Implementation

Tab 58

Spring 2025

Environment and Energy,
Mines and Resources

- By the end of 2023, the Government of Yukon has completed 68 Our Clean Future actions, 105 are in progress or ongoing and 5 have not yet been started.

Additional response:

- As we continue to address climate change, it is important for us to look back on our progress and continue to assess how we can better respond to climate change and reduce our emissions.
- In 2023, we announced the addition of 42 new actions to help us reach our climate goals, which brings the total number of climate actions to 178.
- These new actions are a product of the important work of the Yukon Climate Leadership Council, the Yukon Youth Panel on Climate Change, Navius Research and the findings in the Climate Risk Assessment report.
- The new actions focus on reducing the Yukon's emissions, supporting accessible, reliable and affordable renewable energy, climate adaptation and transitioning to a green economy.
- By the end of 2024, we have made significant progress, including:
 - Completed flood maps for the Southern Lakes region, Teslin and Carmacks. Flood hazard maps are underway for Old Crow, the City of Dawson and the Klondike Valley, and Mayo.
 - Worked with municipalities and First Nations governments to finalize the Community Wildfire Protection Plans in Faro, Haines Junction, Teslin, the City of Dawson and Whitehorse. Plans for Beaver Creek, Mayo, Old Crow, Watson Lake, Destruction Bay and Burwash Landing are underway.

Session Briefing Note

Our Clean Future Implementation

Tab 58

Spring 2025

Environment and Energy,
Mines and Resources

- Advanced climate change preparedness by initiating development of a permafrost monitoring system for key public buildings, and guidelines to address climate hazards in major infrastructure projects.
 - Established a geohazard mapping program to understand risks from climate change to the Yukon's transportation corridors.
 - Completed flood risk mapping for all transportation corridors in the Yukon.
- We are committed to efforts to reduce greenhouse gas emissions and we support Yukoners in the transition to cleaner transportation options and energy efficient homes and buildings.
- In 2024, we:
 - We passed legislation to set a target of a 45 per cent reduction in mining sector emissions per unit of production by 2035.
 - Began providing rebates for medium-duty electric vehicles.
 - Installed electric vehicle chargers in every road-accessible community in the Yukon, enabling zero-emissions travel throughout the territory. 20 fast charging stations are now operational throughout the territory, and one new Level 2 charger in Swift River. (See EMR BN #30)
- Since 2020, we have provided rebates for 543 energy efficient new homes, exceeding our 2030 target of 500.

Session Briefing Note

Our Clean Future Implementation

Tab 58
Spring 2025

Environment and Energy,
Mines and Resources

Third response:

- Existing actions put us on track to reduce the Yukon's emissions by 30 per cent by 2030. However, there is still significant work required to meet our target reduction of 45 per cent by 2030.
- One of the major drivers of emissions is population – more people means more cars on the road and more homes to heat.
- However, as the population of the Yukon continues to grow, we aren't seeing the rate of emissions increase that we would expect.
- We are seeing lower emissions per Yukoner than we saw in 2010; this is a promising sign that the emissions intensity of everyday life for Yukoners may be starting to decrease.
- We will continue to build on Our Clean Future as we learn more and implement new actions. This will be reflected in the annual reports.
- We will continue to find opportunities to reach our targets as we work with experts, stakeholders and partner governments across the territory and beyond.

Context — this may be an issue because:

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

Background:

- Our Clean Future was released on September 14, 2020, and now has 178 actions, of which 136 are original actions and 42 are new actions. These actions seek to reduce greenhouse gas emissions and support the Yukon to be highly resilient to the impacts of climate change by 2030.

Session Briefing Note

Our Clean Future Implementation

Tab 58

Spring 2025

Environment and Energy,
Mines and Resources

- The Government of Yukon reports annually on progress for the implementation of Our Clean Future. Four Annual Reports have been published to date, with the latest report released on November 12, 2024 (capturing 2023 data).
- The Our Clean Future website was launched in December 2023, which shows the government's commitments and successes towards fighting climate change.

Approved by:

Dennis Berry

February 5, 2025

Deputy Minister, Environment

Date approved

Paul Moore

February 5, 2025

Deputy Minister, Energy, Mines and Resources

Date approved

**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.
- Our government is deeply committed to advancing reconciliation through collaboration and partnership with Indigenous governments and groups.
- We continue to share our progress toward addressing the Truth and Reconciliation Commission's Calls to Action, most recently through a progress report and Pathways magazine both released in fall 2023.
- The magazine and report provided an update on the actions being taken across the Yukon government and in collaboration with Yukon First Nations governments in areas including child welfare, health, education and justice.

Additional response:

- The Government of Yukon and Yukon First Nations governments are leaders in demonstrating a collaborative approach to reconciliation.
- While there is still work to do, targeted investments are resulting in meaningful change and creating better programs and services for all Yukoners.
- We will continue our collaborative work to implement and report on the Calls to Action, including through work on the Yukon Forum joint priorities and by implementing the *Putting People First* recommendations.

Context—this may be an issue because:

- The 2023 mandate letters include a commitment to fulfill the Truth and Reconciliation Commission's (TRC's) Calls to Action. The 2023 Confidence and Supply Agreement includes a commitment to working with Yukon First Nations to continue to implement the recommendations of the Truth and Reconciliation Commission through targeted investments.
-

Background:

Truth and Reconciliation Commission – Update on Calls to Action

Executive Council
Office

- The TRC report *Honouring the Truth, Reconciling for the Future* was released in 2015 and 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.
- The Government of Yukon and Yukon First Nations (YFNs) collaborated on addressing the Calls to Action under the 2017 Yukon Forum Joint Priority Action Plan and through other reconciliation initiatives, such as supporting the important work of the YFN-led Yukon Residential Schools and Missing Children Project.
- The Government of Yukon has taken additional steps to address the Calls to Action, including:
 - establishing the position of Assistant Deputy Minister of First Nations Initiatives at the Department of Education, signing an agreement to establish a YFN School Board and entering into education agreements with all YFNs (speaks to Calls 7 and 10 directed to the federal government);
 - supporting Indigenous athletes and the North American Indigenous Games (Call 88);
 - implementing the YFN Procurement Policy (relates to Call 92) and the Representative Public Service Plan: *Breaking Trail Together* (relates to Call 7);
 - working with YFNs and Yukon Indigenous women's groups to implement the Yukon's *Missing and Murdered Indigenous Women, Girls and 2-Spirit+ People Strategy* (MMIWG2S+ Strategy) (relates to Call 41);
 - participating at the Trilateral Table on the Wellbeing of YFN Children and Families to address gaps for culturally appropriate parenting programs (Call 5); and
 - receiving input from YFNs on Health and Social Services programming through the Mental Health Advisory Committee (relates to Call 19).

Approved by:

Justin Ferbey

Deputy Minister, Executive Council Office

2025 01 30

Date

Session Briefing Note
Inflation and Affordability
(Corporate Note)

Finance

Recommended response:

- The Government of Yukon remains committed to supporting Yukoners with day-to-day affordability.
- While inflation has improved, high shelter and food costs remain the largest drivers of overall inflation. These elevated prices continue to stretch the budgets of Yukon households, with lower-income households often feeling the greatest impact.
- We are pleased to report that price pressures eased throughout 2024, with local inflation averaging 2 per cent for the year – well below 2023’s rate of 4.9 per cent.
- [Inflation stabilized in March after rising to 3.5 per cent in February. Further moderation is expected for April following the elimination of the consumer carbon price.](#)
- The Government of Yukon continues to monitor inflation and its impact on Yukoners to ensure we can take effective steps to ease financial burdens.

Additional response:

- Budget 2025-26 builds on existing supports for Yukoners by ensuring access to essential services at affordable prices.
- This year’s budget includes investments to advance housing projects across the territory. This includes affordable housing initiatives such as the replacement of the Ryder Apartments in Whitehorse and the recently completed supportive housing project in Watson Lake. It also supports ongoing residential land development projects, including Whistle Bend Phases 12 and 13 in Whitehorse, the Mountain Ridge

Session Briefing Note
Inflation and Affordability
(Corporate Note)

Finance

Development in Haines Junction, and the Frances Avenue
Development in Watson Lake.

- The budget provides more than \$47.3 million for early learning and child care programs, including the Yukon Early Learning and Child Care Infrastructure Fund to expand and improve child care spaces. The universal child care program continues to lower costs, reducing fees to an average of less than \$10 per day.
- Budget 2025-26 allocates \$4.8 million to the National School Food Program, helping support families and ensuring every child has access to nutritious meals at school.
- We are also making life more affordable through the Yukon-wide dental program, which remains a national leader with \$5.4 million in continued funding for 2025-26.
- To support workers, the Temporary Paid Sick Leave Rebate has been extended again, ensuring more Yukoners can stay home when they are ill.
- The Interim Electrical Rebate is being replaced by the new Winter Electrical Affordability Program to help Yukoners manage higher electricity costs during peak winter months.
- The government continues to support the free transit program, launched last year by the Department of Community Services, which provides free bus passes to Yukoners.
- Also, the Government of Yukon is working with partners such as Connective and the Safe at Home Society to expand supportive housing options in Whitehorse.

Session Briefing Note
Inflation and Affordability
(Corporate Note)

Finance

Third response

- The Government of Yukon has also remained responsive to higher inflation in recent years through its various grants and subsidies, which are indexed to inflation. These include:
 - Subsidies for medical travel
 - The Yukon Child Benefit
 - Social Assistance Payments
 - Student Financial Assistance
 - Seniors' benefits
 - The Pioneer Utility grant
 - The Comprehensive Municipal Grant Regulation
 - Residential rent caps
- The Yukon's minimum wage is also responsive to price changes, as its annual change is tied to inflation in the previous year.
- After growing 6.8 per cent in 2023, the minimum wage increased a further 4.9 per cent in 2024 and will again increase on April 1, 2025, to \$17.94 per hour.
- The Yukon's minimum wage is the second highest in Canada, behind only Nunavut's minimum wage of \$19.00 per hour.
- These increases also contribute towards the strong earnings growth we continue to see in the territory. Average weekly earnings grew 5.3 per cent over the first eleven months of 2024, the third strongest growth in the country.

Session Briefing Note

Inflation and Affordability (Corporate Note)

Finance

Context—this may be an issue because:

- Inflation has fallen from historic highs, but Yukoners are still dealing with higher prices for goods and services following a lengthy period of elevated inflation.
- The moderation of inflationary pressures that began to take hold late in 2023 continued throughout 2024. Growth in the Whitehorse Consumer Price Index (CPI) was much lower in every month in 2024, and annual inflation of 2 per cent was much improved from 2023.
- Both nationally and in Whitehorse, Inflation has picked up in the first three months of 2025. While inflation declined nationally in March compared to February, Inflation of 3.5 per cent for Whitehorse was unchanged from February, and remains the highest in the country for a second-straight month.

Background:

Inflation – Recent performance and outlook

- Following ten increases in the overnight rate since March 2022, the Bank of Canada made five rate cuts in 2024, with the overnight rate dropping from 5.0 per cent to 3.25 per cent. As of March 12, 2025, there have been two additional cuts of 0.25 percentage points and further rate cuts are expected this year, given economic uncertainty around tariffs. These cuts will further reduce pressure on shelter prices as mortgage rates decline.
- Both locally and nationally, price pressures lessened in 2024, with inflation near historic norms.
- After much improved inflation figures throughout 2024, inflation has moved higher over the first three months of 2025. March's inflation of 3.5 per cent for Whitehorse was unchanged from February and remains the highest in the country for a second-straight month.

Session Briefing Note
Inflation and Affordability
(Corporate Note)

Finance

- Nationally, inflation fell from 2.6 per cent in February to 2.3 per cent in March, with inflation down in most jurisdictions.
- Shelter costs continue to be a major driver along with restaurant prices and traveller accommodation.
- With the consumer carbon price ending at the end of March, lower gasoline and fuel oil prices in April should weigh on overall Whitehorse inflation. April data will be released on May 20, 2025.
- The current outlook for the Whitehorse CPI reflects expectations of a return to 'normal' levels of inflation, with the inflation forecast of 2 per cent in 2024, much improved from 4.9 per cent in 2023 and 6.8 per cent in 2022. Annual inflation is expected to average 2 per cent over the period 2025 to 2029.

*** Programs that support affordability listed below ***

HOUSING

Capital projects supporting housing affordability

- Programs such as the Housing Initiatives Fund and investments through the Permanent Affordable Housing program support Yukon Housing Corporation's five-year strategic plan, *Creating Home*, which prioritizes innovative projects and partnerships to expand affordable housing, close gaps in the housing continuum, and increase homeownership opportunities for Yukoners. These partnerships address housing needs and support economic development.
- Eighteen new units in Whistle Bend have been purchased to support a range of housing needs along the continuum.
- Work has begun on the old Korbo lot in Dawson City, which will provide an additional 34 Rent Geared to Income units, scheduled for completion in 2026.
- Groundwork began at the old Ryder Apartments in Whitehorse in September 2024 and we are aiming for completion in spring 2026. When completed, the new complex will deliver 45 new affordable housing units.

Session Briefing Note

Inflation and Affordability

(Corporate Note)

Finance

Supportive Housing (Health and Social Services & Yukon Housing Corporation)

- \$1.5 million for Safe at Home will go towards establishing temporary supportive housing at 408 Alexander Street.
- As well, we are contributing \$900,000 in 2025-26 of a total \$12.9 million dollar commitment towards Safe at Home Society's 67-unit project (*The Hearth*), which will provide safe, supportive and permanent housing in Whitehorse.
- Construction of a 10-unit housing complex in Watson Lake was completed in January 2025 which will open its doors in spring 2025.

Canada-Yukon Housing Benefit Rental Subsidy (Yukon Housing Corporation)

- The Canada-Yukon Housing Benefit offers a rental subsidy for low-to-moderate income renters.
- Funded through the National Housing Strategy, the Canada-Yukon Housing Benefit rent subsidy has helped over 300 low- to moderate-income Yukoners with affordability challenges since 2020.
- In addition, the Canada-Yukon Housing Benefit gender-based violence rent subsidy helps survivors access safe housing, so they are not forced to return to unsafe situations due to housing costs.

Winter Electrical Affordability Rebate (Yukon Development Corporation)

- As a replacement for the Interim Electrical Rebate, Yukon Development Corporation will launch the Winter Electrical Affordability Rebate to assist Yukoners with electricity costs in the winter months.

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

- Funding that supports reducing energy costs is available for the transportation sector, renewable heating sector, home and building owners, and the construction industry.

Session Briefing Note

Inflation and Affordability (Corporate Note)

Finance

- Innovative programs like the Better Buildings Program that offer up-front funding, combined with our Good Energy rebates, make energy retrofits more accessible and affordable for Yukoners.
- For existing homes, the Energy Branch offers the Good Energy Rebate Program for high performance heating systems and upgrades to thermal enclosures including insulation and windows, and high-performance new homes. Taking these measures will save homeowners money by reducing their energy costs.

Affordable Heat Pump Program (Energy, Mines and Resources)

- The Affordable Heat Pump Program aims to help low-to-middle-income households cover the cost of purchasing and installing a heat pump, a device that has the potential to significantly reduce a homeowner's energy costs.
- Since the launch of the Affordable Heat Pump Program late last year, the response has been overwhelming, with over 90 applications.
- The program quickly reached its funding capacity and we are working with our federal partners to seek consideration for additional funds.
- People can still apply to a waitlist and applications will be approved in the order they are received. The program website remains the best way to stay informed about the program.

HEALTH AND WELLBEING

Dental Care program (Health and Social Services)

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

Yukon Seniors' Income Supplement (Health and Social Services)

- The Yukon Seniors' Income Supplement provides a monthly income supplement for eligible Yukoner senior's receiving Old Age Security (OAS) and the Guaranteed

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Inflation and Affordability

(Corporate Note)

Finance

Income Supplement (GIS) from the federal government. This amount is adjusted for inflation in October, each year.

Social Assistance Review (Health and Social Services)

- Health and Social Services is undertaking a review of the Yukon's Social Assistance rates to inform options to improve the delivery of the program and ensure it is meeting the needs of program clients.
- While the review is underway, the department is providing a \$100 monthly increase to eligible Social Assistance recipients.

FAMILIES AND EDUCATION

Universal Child Care Program (Education)

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

Yukon Early Learning and Child Care Infrastructure Fund (Education)

- The Department of Education has a three-year agreement covering the years 2023-24 to 2025-26 with the Government of Canada that will see \$7.7 million in new funding flowing to the Yukon that can be used to create spaces and increase accessibility for not-for-profits and First Nations governments.
- This partnership with the Government of Canada will support a mutual vision of high-quality early learning and child care that is affordable, accessible, and inclusive.

Food in Schools program (Education)

- Good nutrition is vital for students' mental and physical health and increases all students' learning potential.
- On April 1, 2024, Canada announced a \$1 billion investment over five years to create a National School Food Program.

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Finance

- The new National School Food Policy outlines principles and objectives to support the vision of every child having access to nutritious food in school
- Budget 2025-26 includes \$4.8 million for the National School Food Program.

Fertility Tax Credit (Finance)

- We are committed to improving access to fertility and surrogacy treatments for Yukoners.
- The value of the refundable credit will be 40% of eligible expenses to a maximum of \$10,000 per year per taxpayer with unlimited lifetime availability.
- This generous support is in addition to the new medical travel coverage for fertility treatment and enhances existing support in the tax system, such as the Medical Expense Tax Credit and Northern Residents Deduction.
- Alongside the recently announced medical travel coverage for fertility treatments, the tax credit in this bill will help relieve financial pressures for Yukon families who are accessing these treatments.

Yukon Child Benefit (Health and Social Services and Finance)

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

Out of Home Childcare Increases (Health and Social Services)

- To offset inflationary cost of living increases and provide sufficient financial resources to meet the needs of children placed in their care, Health and Social Services provided an ongoing 10 per cent increase to monthly payments to caregivers of children in out of home care in 2023-24, on top of the annual indexed increase. Combined, this amounted to a 16.46 per cent rate increase for community and extended family caregivers.
- Rates are indexed annually to the Whitehorse Consumer Price Index, most recently increased by 2.4 % in October 2024.

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BUSINESSES and COMMUNITIES

Paid sick leave program (Economic Development)

- The Paid Sick Leave Rebate program is now extended until March 31, 2026.
- On April 1, 2023, the Department of Economic Development launched the Paid Sick Leave Rebate as a temporary program offering up to 40 hours of paid sick leave to employees and self-employed Yukoners that earn less than the average private-sector wage of \$33.94/hour.
- The program includes all illnesses (and injuries not covered by any other Act, benefit, or program). The program is available to employees regardless of whether their employer offers paid sick leave, though employees must use all paid sick leave available to them through their employer before they are eligible for the Paid Sick Leave Rebate.

Yukon Trade Resilience Program (Economic Development)

- In preparation for the potential of tariffs on Canadian goods being considered by the United States or other negative impacts on trade, the Department of Economic Development is creating a program to support Yukon businesses.
- The US remains the territory's most important international partner. We are working closely with our federal, provincial, and territorial partners to ensure that we have programming available to mitigate the impact on the Yukon by ensuring support is available if needed.
- The program is still in early stages and will evolve in response to outside factors.

Curbside Recycling (Community Services)

- The Yukon government is supporting the City of Whitehorse with up to \$2.4 million over two years, through 2024 and 2025, for a curbside collection program. The City's program is now in place and the Yukon government's support reduces the cost for Whitehorse households by roughly 50 per cent.

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(Corporate Note)

Finance

Approved by:

Jessica Schultz

April 15, 2025

Deputy Minister, Finance

Date Approved

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Carbon Pricing (Corporate Note)

Environment & Finance

Recommended response:

- The Government of Yukon has supported carbon pricing to help reduce emissions and reach our climate targets. We remain committed to taking action on reducing emissions across the territory and to meeting our commitments outlined in *Our Clean Future*.
- However, we anticipate that the consumer carbon price in Canada will likely end in the near future.
- As Minister of Finance, I have asked Canada to provide certainty with respect to how and when carbon pricing will end and also what actions will be taken to contribute to emission reductions in lieu of carbon pricing.
- We will continue to monitor federal actions on carbon pricing diligently and are committed to keeping Yukoners informed about any changes that may affect them. This includes recent comments by Prime Minister-designate Carney to end the consumer carbon tax “immediately”.

Additional response (federal government changes in policy):

- The Government of Yukon will continue to work with our federal counterparts to ensure we remain compliant to any evolving regulations or changes to carbon pricing programs at the federal level.
- All federal Liberal party candidates, along with the federal leaders of the other parties, have signaled that they will end or significantly change the consumer carbon pricing program. The end of the federal carbon price means that the Yukon would no longer receive revenues to sustain the carbon rebate program.

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(Corporate Note)**Environment & Finance

- The Yukon's carbon rebate is revenue neutral, and on average, Yukoners receive more than they pay in carbon pricing levies.
- We have written to the federal government, requesting collaboration on a systematic wind down of the Yukon carbon rebate program. We have also urged the cancellation of the carbon levy increase planned for April 1, 2025.
- Carbon pricing is just one tool to address climate change. Our plans outlined in Our Clean Future extend beyond any federal programming. Our government will continue to aspire to meet our greenhouse gas emissions target by 2030.

Third response:

- The departments of Environment and Finance continue to work with federal counterparts to assess the implications of carbon pricing on large industrial emitters that are subject to the Output Based Pricing System in the territory and ensure the needs of the Yukon are recognized in national policy.
- The Output Based Pricing System is separate from the consumer carbon price. Canada is currently conducting a review of that system.

Context—this may be an issue because:

- On February 25, Yukon's Minister of Finance issued a statement confirming that he had written to the federal government, requesting collaboration on a systematic wind-down of the Yukon carbon rebate program and urging the cancellation of the planned carbon levy increase set for April 1, 2025.
- Carbon pricing remains a sensitive topic across the country with many provinces and territories voicing their own perspective on how they would like to see this pricing mechanism handled moving forward.

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Carbon Pricing (Corporate Note)

Environment & Finance

- The federal carbon pricing system is expected to be a central talking point as part of any forthcoming federal election.

Background:

- Most provinces and territories, including British Columbia and the Northwest Territories, have publicly opposed the federal carbon pricing system.
- Recently, federal liberal leaders have committed to ending the federal carbon tax in Canada.
- On April 1, 2025, the carbon levy will increase from \$80 to \$95 per tonne.
- [The new Liberal leader and other federal party leaders have expressed their commitment to end or change the consumer carbon levy.](#)
- [The new federal Liberal leader has indicated the consumer carbon levy would be eliminated "immediately". No specific dates or timelines have been provided yet.](#)
- Given that the end of the federal carbon price means that the Yukon will no longer receive revenues to sustain the carbon rebate program, on February 24, 2024, Minister of Finance Sandy Silver wrote to federal Ministers Guilbeault and LeBlanc asking for collaboration in winding down the Yukon's carbon rebate program, including a request to cancel the scheduled April 1, 2025, increase to the carbon levy.
- On February 25, 2024, Minister Silver issued a statement outlining the Yukon's request to federal Ministers.

Approved by:

Dennis Berry

Deputy Minister of Environment

March 10, 2025

Date approved

Jessica Schultz

Deputy Minister of Finance

March 10, 2025

Date approved

Session Briefing Note

Eagle Gold Mine – Impacts

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Recommended response:

- We recognize the seriousness of the heap leach failure and continue to treat our response to the situation with the appropriate urgency.
- Our priorities are to ensure the health and wellbeing of Yukoners and to protect the environment.
- We are committed to working with the First Nation of Nacho Nyak Dun to develop remediation strategies for the failure. A joint team of technical experts hired by the Government of Yukon and the First Nation meet on a regular basis to inform our actions.
- We have full confidence in the court process governing all aspects of the Receivership proceedings, including the appointment of PricewaterhouseCoopers as the Receiver.
- As the Eagle Gold situation continues to unfold, we will continue to assess and improve our understanding of the impacts on Yukoners and the local economy.
- For the most up-to-date information on the situation at Eagle Gold Mine and actions that we are taking, you can visit Yukon.ca.

Additional responses:

- An Independent Review Board has been established to investigate the heap leach failure that occurred at the Eagle Gold mine.
- The Board has developed its own work plan and timeline to

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Eagle Gold Mine – Impacts

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conduct its review, and we respect the Board's autonomy in this regard. (See EMR BN #1)

- Impacts on human health and on the environment are being monitored by technical experts from the Government of Yukon, the First Nation of Nacho Nyak Dun and the Government of Canada.
- Our government continues to monitor labour market data, such as the number of unemployed and the number of Employment Insurance claimants, for potential impacts of the mine closure.

Context — this may be an issue because:

- The June 24, 2024, heap leach failure at the Eagle Gold Mine affects the environmental and socio-economic wellbeing of Yukoners – from an environmental and business perspective.

Background:

- The Yukon.ca website is updated with information bulletins to inform the public on the Victoria Gold heap leach failures current situation.
- See 'historic overview' section for an overview of key dates.

Economic and labour market

- The Eagle Gold Mine heap leach failure has changed the outlook for mineral production in the Yukon and resulted in a notable downward revision in the medium-term outlook for the Yukon's real Gross Domestic Product (GDP).
- The effect of closure on the labour market has been minimal, as displaced workers were reabsorbed into the Yukon's tight labour market. At 4.3 per cent in 2024, Yukon's unemployment rate was the lowest in the country. The economy continued to add jobs with employment up by 5 per cent annually.

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- At the close of 2023, Victoria Gold had 471 direct hires and another 134 on contract.
 - Of the more than 600 employed, the company reported that about 34 per cent were local, amounting to approximately 200 local workers. This represents about 0.8 per cent of territorial employment in 2024.
 - As of January 16, 2025, there are 30 liens against Victoria Gold worth over \$60.2 million.

Finances

- PwC manages project finances and procurement for the site in its capacity as the court-appointed Receiver and as an officer of the court must ensure funds are being spent responsibly.
- As approved by the Court, the Government of Yukon has advanced \$105 million to the Receiver for urgent works on site in 2024-25.
- Financial security for the Eagle Gold Mine totaled \$104 million. In 2024-25 the Government of Yukon accessed \$55 million of these bonds. The remaining \$48.7 million balance of the Surety Bonds has been accessed and will offset the costs for the loans to the Receiver in 2025-26.
- Additionally, the Receiver had access to \$29.2 million in cash assets of Victoria Gold Corporation to fund receivership activities in 2024-25. The Receiver utilized all of these assets in the 2024-25 fiscal year.
- \$118 million is included, as part of Energy, Mines and Resources' budget 2025-26, to continue to respond to the heap leach failure.
- Funding advanced to the receiver has a net zero impact on the government's surplus and net financial debt, as the Government of Yukon has priority to recover these advances from the assets of the company.
- Interest applies to all loans advanced to the Receiver at a rate of nine per cent. An estimated \$3 million of interest will be accrued in 2024-25 and \$9.5 million is forecast to be accrued in 2025-26.

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Local procurement

- As part of the agreements established under the receivership order, the Government of Yukon requires that the receiver take steps to maximize local benefits and report to the Government of Yukon on those metrics.
- To date, \$20.8 million has been provided to local contractors under the receivership.
- The Receiver has contracted nine local contractors and in the past month, 72 per cent of the contracted work force were local Yukon contractors.

Independent Review Board

- An Independent Review Board was launched under the Government of Yukon's Guidelines for Mine Waste Management Facilities.
- The Independent Review Board will provide a thorough and expert review of the heap leach failure. It will operate with full autonomy, with contracts managed by the court-appointed receiver, ensuring impartiality in the process.
- The Terms of Reference can be found in the Second Report of the Receiver on the Receiver's website at pwc.com.
- In accordance with the terms of reference, the IRB will provide its report to the Receiver, the First Nation of Nacho Nyak Dun and the Minister of Energy, Mines and Resources by June 15, 2025. The Receiver will make public the report on its website by July 15, 2025.
- Highly qualified experts are on the Independent Review Board. The Independent Review Board Members are:
 - Dr. Jean-Marie Konrad, M.Sc., Ph.D., FCAE, FEIC
 - Mark E. Smith, P.E., P.Eng.
- More information about the Board Members can be found on Yukon.ca.
- There has been no decision as to whether an inquiry will also be established under the *Public Inquiries Act*.

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- If the Office of the Auditor General decides to conduct an audit, we will support its requests for participation and information.

Historic overview

- On June 24, 2024, a failure occurred at the heap leach facility of the Eagle Gold Mine operated by Victoria Gold Corporation.
- On July 30, 2024, the Premier provided remarks to the Council of Yukon First Nations' General Assembly on a variety of topics including mining and the incident at Eagle Gold Mine
- On August 5, 2024, the Premier provided a statement on mining activity in the Traditional Territory of First Nation of Nacho Nyak Dun.
- On August 12, 2024, the Government of Yukon submitted an application for receivership of Eagle Gold Mine, which was supported by the First Nation of Nacho Nyak Dun.
- On August 14, 2024, PricewaterhouseCoopers Inc. was appointed by the court as Receiver of the assets and property of Victoria Gold Corp. The Receiver is responsible for overseeing remediation of the heap leach failure and its environmental impacts, including compliance with territorial and federal orders.
- On October 1, 2024, PricewaterhouseCoopers released a report that shared receiver's communications with former Victoria Gold Corp's employees, advising they may be eligible to make a claim for outstanding wages up to \$8,500.00, vacation and/or severance pay under the *Wage Earner Protection Program Act*.
- On December 20, 2024, the Yukon Water Board approved the Receiver's application for an emergency amendment to the site's water licence to allow for the discharge of partially treated water. The amended discharge criteria expired on March 31, 2025 and is no longer in effect.

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- On December 28, 2024, PricewaterhouseCoopers issued a notification to the Government of Yukon and the First Nation of Nacho Nyak Dun regarding a potential leak in a newly constructed containment pond.
- As of February 18, 2025, the Government of Yukon has done 11 technical briefings to continue to keep Yukoners informed with up-to-date information.

Approved By:

Sierra van der Meer	April 29, 2025
Deputy Minister Energy, Mines and Resources	Date Approved
Justin Ferbey	2025 04 22
Deputy Minister Executive Council Office	Date Approved
Jessica Schultz	April 25, 2025
Deputy Minister Department of Finance	Date Approved

Canada and United States Relations – Corporate Response

Executive Council Office

Recommended response:

- Canada and the United States (U.S.) have one of the strongest and mutually beneficial relationships of any two countries in the world.
- The U.S. is Canada's largest trading partner, and I hope to see more Yukon companies benefiting from that relationship.
- The Premier has been meeting regularly with Premiers and the Prime Minister to inform a united Team Canada approach to U.S. relations.
- Our government is doing its part to ensure the relationship between our countries remains secure and prosperous.
- The Yukon has had a lot of success over the last four years with the U.S. government, including a trade mission, solving border issues, and funding the Alaska Highway.
- Our interests in Arctic security, a healthy environment, critical minerals, robust transportation infrastructure and access to tidewater serve both our jurisdictions as investment and geopolitical focus remain on the North.
- We are working together to advance shared priorities that will improve the prosperity, stability and wellbeing of both jurisdictions.
- We continue to engage regularly with Governor Dunleavy, Alaskan congressional officials, and the U.S. Consul General in Vancouver.

Response to Tariffs

- On April 2, 2025, the U.S. Administration decided to push forward with unjustified and short-sighted global tariffs.

Canada and United States Relations – Corporate Response

Executive Council Office

- While we are relieved that the “Reciprocal Tariffs” Executive Order does not result in new tariffs for Canada, we remain concerned about the considerable tariffs which remain.
- The tariffs imposed by the U.S. administration challenge the U.S.’s reliability as a trading partner.
- As the U.S. Administration continues to be impulsive in their decisions relating to tariffs on Canadian goods, we will hold steady on our response until all threat of tariffs have been removed.
- U.S. tariffs on Canadian imports are deeply concerning and will harm workers and businesses on both sides of the border.
- These tariffs are unjustified, harmful to economic stability, and run counter to the spirit of free and fair trade that has defined our relationship for decades.
- While we value our relationship with the United States, we will not accept unfair trade practices that threaten Canadian jobs and prosperity.
- The Government of Yukon has developed a path forward to support a strong Team Canada response to see these tariffs lifted and to limit the impact on Yukoners.
- As part of our initial response, our government will:
 - Reduce purchasing products of American origin, such as liquor;
 - Limit U.S. business access to government procurement;
 - Mitigate impacts on Yukon businesses through the development of an assistance program;

Canada and United States Relations – Corporate Response

Executive Council Office

- Support the development of buy local campaigns; and
- Work to break down interprovincial and trade barriers.
- Additionally, in response to U.S. tariffs on automobiles and auto parts, we are reducing our reliance on U.S. companies by:
 - Suspending our EV rebate program for Tesla vehicles.
 - Suspending all Yukon government X accounts; and
 - Cancelling YG Starlink contracts except for those essential for emergency services and business continuity
- We are also working closely with the federal, provincial, and territorial governments to push back against U.S. tariffs.
- The only acceptable solution is the removal of all tariffs for Canada and Canadian products and businesses.

Economic and Trade Impact of Tariffs

- The imposition of U.S. tariffs on key Canadian exports creates uncertainty for Canadian businesses, discouraging investment, slowing growth, and straining cross-border economic relationships.
- We saw the damaging impact of past tariffs in 2018, and we will not hesitate to take strong action to protect Yukon jobs and industries.
- Retaliatory measures are never our first choice, but we will defend our economic interests, as necessary.
- CUSMA was signed to ensure fair and open trade between our countries. The United States should uphold its commitments under this agreement.

First Ministers' Meetings

Canada and United States Relations – Corporate Response

Executive Council Office

- The Premiers, the Prime Minister and key federal ministers have held regular discussions, both virtually and in person, since U.S. tariffs were first threatened in November 2024.
-

Context—this may be an issue because:

- Canada-US relations and threats from the Trump administration have seized all leaders in Canada.
 - First Ministers have met regularly to discuss Canada-U.S. relations, which has been well covered by local and national media.
-

Background:

Canada-US relations

- Summary of U.S. tariffs imposed on Canada to date:

Type	Rate	Date of entry into effect
Fentanyl/Migration tariffs – non-CUSMA compliant goods	10% for potash & energy 25% for all other goods	March 4
Fentanyl/Migration tariffs – CUSMA compliant goods	0%	March 7
Steel and aluminum	25%	March 12
Autos	25% on all autos that do not meet the CUSMA rules of origin 25% on the value of non-U.S. content, for autos that qualify for CUSMA preferential treatment, but only once the Commerce Secretary certifies the determination of U.S. content on a model-by-model basis	April 3

Canada and United States Relations – Corporate Response

Executive Council Office

Auto Parts	0% for auto parts that qualify for CUSMA preferential treatment	To be announced in Federal Register, but May 3 at the latest
Reciprocal Tariffs	10% baseline does not apply to Canada (and Mexico) due to the current Fentanyl/Migration Tariffs	April 5

- On April 3, the U.S. Administration announced they will impose expansive country-specific tariffs ranging from 10 to 49 per cent on global trading partners, but did not levy any additional tariffs against Canada and Mexico. The U.S. stipulated that exemptions will continue for goods from Canada and Mexico that are compliant under the Canada-United States-Mexico (CUSMA) free trade agreement.
- The Prime Minister of Canada announced new countermeasures on April 3 to protect Canadian workers and businesses and defend Canada's economy. These countermeasures include:
 - Twenty-five per cent tariffs on non-[CUSMA](#) compliant fully assembled vehicles imported into Canada from the United States.
 - Twenty-five per cent tariffs on non-Canadian and non-Mexican content of CUSMA compliant fully assembled vehicles imported into Canada from the United States.
 - Canada's intention to develop a framework for auto producers that incentivizes production and investment in Canada.
 - Every dollar raised from these tariffs will go directly to support our auto workers.
- The evolving tariff situation has prompted diplomatic efforts and political discourse. Canadian officials are engaging in negotiations to seek clarity and potential exemptions, while U.S. policymakers deliberate on the broader implications of the proposed tariffs.

Canada and United States Relations – Corporate Response

Executive Council Office

- The Yukon-U.S. two-way merchandise trade in 2023 stood at \$150.1 million, down from \$240.5 million in 2022. Roughly 85 to 95 per cent of this annual trade is with Alaska.

Yukon government's April 3, 2025 response

- In response to U.S. auto tariffs, YG will: Immediately suspend our EV rebate program for Tesla vehicles, suspend all Yukon government X accounts (formerly known as Twitter) and cancel YG Starlink contracts except for those essential for emergency services and business continuity.

Yukon government's March 4, 2025 response

- Reduce purchasing of products of American origin: Direct the Yukon Liquor Corporation to stop placing orders of U.S.-made alcohol and to remove U.S.-made products from all Government of Yukon liquor stores. Because we do not want to hurt local businesses, licensees may continue to sell American-made products they already have in stock, but no new orders for U.S.-made alcohol will be placed.
- Limit U.S. business' access to government procurement: Direct the Department of Highways and Public Works to update territorial government procurement policies to encourage the purchase of more goods and services from local businesses and non-U.S. companies and minimize the purchase of U.S. goods and services.
- Mitigate impacts on Yukon businesses: Our government is allocating \$1 million to develop an assistance program, complementary to federal support programs, to help Yukon businesses adapt to the uncertain economic environment created by these tariffs. The goal of this funding is to keep support as flexible as possible, to be tailored to the specific needs of affected businesses. This program is funded through Budget 2025-26 and subject to legislative approval. Contingency funds in Budget 2025-26, also subject to legislative approval, will also be available to support Yukon businesses.

Canada and United States Relations – Corporate Response

Executive Council Office

- Support "Buy Yukon" campaigns: Support the development of buy local campaigns organized by local chambers of commerce.
- Break down interprovincial and international trade barriers: Through the Department of Economic Development, work with Yukon chambers of commerce and provincial and territorial partners to reduce barriers to internal trade and promote access to non-U.S. markets.

Approved by:

Justin Ferbey

2024 04 07

Deputy Minister, Executive Council Office

Date Approved