



April 11, 2024

VIA EMAIL: tracy.mcphee@yukon.ca

Hon. Minister of Health & Social Services
Yukon Government
Box 2703
Whitehorse, Yukon
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Dear Hon. Minister,

RE: Call for Meaningful Engagement with Unions on Health Authority

On behalf of the Yukon Federation of Labour, we urge the Yukon Government to ensure meaningful engagement with unions and worker representation in the transition to a health authority in Yukon.

As the voice of workers across various sectors in Yukon, the Yukon Federation of Labour emphasizes the crucial role that unions play in safeguarding the rights and interests of workers. In transitioning to a health authority, it is imperative that the perspectives of frontline healthcare workers, who are at the core of delivering quality care to Yukon residents, are actively sought and valued.

Based on the feedback we have received from unions impacted by the transition, there are significant concerns regarding the current level of consultation with unions and workers directly affected by this process. The perceived lack of engagement and unilateral decision-making by the government in establishing the Health Authority is worrisome and raises red flags regarding the success and consideration of this transition.

Effective engagement with unions will not only foster a collaborative approach to the transition process but also ensure that the expertise and insights of workers are integrated into the decision-making processes. By involving unions and worker representation, the Yukon Government can promote a smoother transition that prioritizes the well-being of both healthcare professionals and the communities they serve. A successful new Health Authority must prioritize Putting People First, addressing concerns such as the healthcare crises, extensive agency nursing, and casual worker abuse.

We respectfully request that the Yukon Government commits to a transparent and inclusive approach that includes regular consultations with unions, mechanisms for feedback from workers, and opportunities for meaningful input into the development and implementation of

policies related to the health authority transition, including representation on Advisory Committees, Transformation Networks, and any other working groups. This must include the existing unions representing healthcare workers directly impacted by the creation of a Health Authority including the Public Service Alliance of Canada and the Professional Institute of the Public Service of Canada.

The unions must be not only present in initial meetings but are actively involved in all aspects and discussions throughout the transition process. These engagements must not just be government briefing unions on how they will be engaged or how a health authority will be established but must allow for input, feedback and shaping of policy, legislation, and direction from those that represent the workers.

By working together with unions and prioritizing worker representation, we believe that the Yukon Government can create a more sustainable and effective healthcare system that meets the needs of all Yukoners.

Thank you for considering our concerns and for your attention to this important matter. We look forward to your positive response and to working collaboratively towards a successful transition to a health authority in Yukon.

Sincerely,

TERESA ACHESON

President

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CC:

Kate White, Leader of the Yukon NDP

Brad Cathers, Yukon Party Health Critic

Justin Lemphers, Yukon Employees Union President

Josée-Anne Spirito, PSAC North Regional Executive Vice President

Kathleen Chapman, PIPSC President of Yukon Hospital Corp Group

Jennifer Carr, PIPSC National President

Subject: Collaborative Approach to Health Authority Transition - Addressing Worker Concerns

The Federation of Labour is in support of the amendments calling for consultation with unions representing affected employees, we believe that it is essential to ensure that no employee will lose negotiated benefits or pensions during this transition. Furthermore, there should be a well-defined plan in place for the seamless transfer of workers and their benefits between employers to guarantee a smooth transition process both in and out of jobs in health care and the new Health Authority.

To ensure a fair and smooth transition, we propose the inclusion of the following provisions:

1. Employee Protection:

"Employees transitioning from any job displaced by a Health Authority shall retain their seniority, job status, and employment rights as per existing regulations."

2. Union Protection Provision:

"Unionized workers moving under the new Health Authority shall have their collective bargaining agreements honoured and union representation maintained throughout the transition."

3. Benefits Preservation Statement:

"Employees transitioning from the Yukon Hospital Corporation/Yukon Government shall continue to receive the same or improved level of benefits, including health insurance, retirement plans, and other employee benefits as per their previous employment."

4. Pension Security Clause:

"Pension rights of employees transitioning from the Yukon Government/Yukon Hospital Corporation shall be protected, ensuring seamless transfer or management of pension plans following applicable laws and regulations, ensuring no dollar-for-dollar loss."

5. Joint Representation on Committees:

"Unions representing existing healthcare workers will have voice and representation from their elected representatives on committees or working groups involved in planning this transition, policy development, and change management."

6. Union Representation & Protection of Workers:

"All employees (including casuals) be defined as employees and have the right of union representation in the Health Authority."