



## PRESS RELEASE

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For Immediate Release

# Leadership & Action Needed Now

## A return to collaboration will follow decisive review.

Yukon Employees' Union is pleased that the Minister responsible for the Public Service Commission has taken our concerns about staffing within Yukon government seriously. YEU has been actively engaged in resolving concerns in a collaborative way for a long time; temporary staffing and the long term non-competitive hiring practices have proven to be barriers to collaboration and decision making. These practices also have a profound effect on the work life of our members in every department of government.

Deputy Ministers and other leaders in the organization are responsible for administering the Collective Agreement and the government's own policies. All too often however, lack of experience, knowledge or interest result in an ever-changing landscape where the employer's rules are applied inconsistently, or not at all. When it comes to employee matters, supervisors at all levels are told to seek advice from their HR units. However, there is a concerning lack of capacity in the HR field in Yukon government; bad HR advice aggravates situations and contributes to distrust and unhealthy workplaces.

YEU has been actively participating in YG's corporate Disability Management Leadership Committee for more than four years, working with YG to establish and implement policy to accommodate injured or disabled workers. Despite all of these efforts, there is no consistency across departments and people continue to be harmed by adversarial attitudes. Right now, workers are sitting at home, without pay, while the PSC debates who is responsible for helping them and for providing an appropriate accommodation.

YEU has stepped away from these consultations because our duty is to our members, and our collaborative approach is not working. Yukon government has made legal commitments to its employees in the Collective Agreement, and it has made public commitments to Yukoners to improve the function of the Public Service Commission.

We know real solutions will take time to fully implement. In the meantime, we urge YG to take immediate steps to ensure those in leadership belong there. Empower them to make effective decisions to improve working conditions for our members and to improve the efficient operation of its government. The employees and taxpayers of this territory deserve a fully operational Public Service.

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