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Tab 2

Minister of Labour Mandate Letter



Dear Ms. Tassi:

Thank you for agreeing to serve Canadians as Minister of Labour.

On Election Day, Canadians chose to continue moving forward. From coast to coast to coast, people chose to invest in their families and communities, create good middle class jobs and fight climate change while keeping our economy strong and growing. Canadians sent the message that they want us to work together to make progress on the issues that matter most, from making their lives more affordable and strengthening the healthcare system, to protecting the environment, keeping our communities safe and moving forward on reconciliation with Indigenous Peoples. People expect Parliamentarians to work together to deliver these results, and that's exactly what this team will do.

It is more important than ever for Canadians to unite and build a stronger, more inclusive and more resilient country. The Government of Canada is the central institution to promote that unity of purpose and, as a Minister in that Government, you have a personal duty and responsibility to fulfill that objective.

That starts with a commitment to govern in a positive, open and collaborative way. Our platform, *Forward: A Real Plan for the Middle Class*, is the starting point for our Government. I expect us to work with Parliament to deliver on our commitments. Other issues and ideas will arise or will come from Canadians, Parliament, stakeholders and the public service. It is my expectation that you will engage constructively and thoughtfully and add priorities to the Government's agenda when appropriate. Where legislation is required, you will need to work with the Leader of the Government in the House of Commons and the Cabinet Committee on Operations to prioritize within the minority Parliament.

We will continue to deliver real results and effective government to Canadians. This includes: tracking and publicly reporting on the progress of our commitments; assessing the effectiveness of our work; aligning our resources with priorities; and adapting to events as they unfold, in order to get the results Canadians rightly demand of us.

Many of our most important commitments require partnership with provincial, territorial and municipal governments and Indigenous partners, communities and governments. Even where disagreements may occur, we will remember that our mandate comes from citizens who are served by all orders of government and it is in everyone's interest that we work together to find common ground. The Deputy Prime Minister and Minister of

Intergovernmental Affairs is the Government-wide lead on all relations with the provinces and territories.

There remains no more important relationship to me and to Canada than the one with Indigenous Peoples. We made significant progress in our last mandate on supporting self-determination, improving service delivery and advancing reconciliation. I am directing every single Minister to determine what they can do in their specific portfolio to accelerate and build on the progress we have made with First Nations, Inuit and Métis Peoples.

I also expect us to continue to raise the bar on openness, effectiveness and transparency in government. This means a government that is open by default. It means better digital capacity and services for Canadians. It means a strong and resilient public service. It also means humility and continuing to acknowledge mistakes when we make them. Canadians do not expect us to be perfect; they expect us to be diligent, honest, open and sincere in our efforts to serve the public interest.

As Minister, you are accountable for your style of leadership and your ability to work constructively in Parliament. I expect that you will collaborate closely with your Cabinet and Caucus colleagues. You will also meaningfully engage with the Government Caucus and Opposition Members of Parliament, the increasingly non-partisan Senate, and Parliamentary Committees.

It is also your responsibility to substantively engage with Canadians, civil society and stakeholders, including businesses of all sizes, organized labour, the broader public sector and the not-for-profit and charitable sectors. You must be proactive in ensuring that a broad array of voices provides you with advice, in both official languages, from every region of the country.

We are committed to evidence-based decision-making that takes into consideration the impacts of policies on all Canadians and fully defends the *Canadian Charter of Rights and Freedoms*. You will apply Gender-based Analysis Plus (GBA+) in the decisions that you make.

Canada's media and your engagement with them in a professional and timely manner are essential. The Parliamentary Press Gallery, indeed all journalists in Canada and abroad, ask necessary questions and contribute in an important way to the democratic process.

You will do your part to continue our Government's commitment to transparent, merit-based appointments, to help ensure that people of all gender identities, Indigenous Peoples, racialized people, persons with disabilities and minority groups are reflected in positions of leadership.

As Minister of Labour, you will help implement the Government's ambitious plan to create a stronger framework for economic growth and help working Canadians get ahead by making this country an even better place to work. This includes new protections and enhancements through the *Canada Labour Code*, as well as working directly with industry and organized labour to grow the middle class. You are also

responsible for advancing the positive economic outcomes that come from fair and collaborative collective bargaining processes.

I will expect you to work with your colleagues and through established legislative, regulatory and Cabinet processes to deliver on your top priorities. In particular, you will:

- Introduce legislation to create a new federal Family Day holiday.
- Improve labour protections in the *Canada Labour Code*. As part of this work, you will:
 - Increase the federal minimum wage to at least \$15 per hour;
 - Include mental health as a specific element of occupational health and safety;
 - Require federally regulated employers to take preventative steps to address workplace stress and injury;
 - Develop greater labour protections for people who work through digital platforms, whose status is not clearly covered by provincial or federal laws; and
 - Co-develop new provisions with employers and labour groups that give federally regulated workers the “right to disconnect.”
- Work with the provinces and territories on the ratification of the International Labour Organization Violence and Harassment Convention, 2019.
- Work with the Minister of Employment, Workforce Development and Disability Inclusion to support the Minister of Natural Resources and partners to advance legislation to support the future and livelihood of workers and their communities in the transition to a low-carbon global economy.
- Lead the implementation of the recently passed *Pay Equity Act*.
- Support the Deputy Prime Minister and Minister of Intergovernmental Affairs and the Minister of Employment, Workforce Development and Disability Inclusion to make progress on eliminating interprovincial trade barriers by harmonizing rules and regulatory requirements to better facilitate the mobility of labour across Canada.

These priorities draw heavily from our election platform commitments. As mentioned, you are encouraged to seek opportunities to work across Parliament in the fulfillment of these commitments and to identify additional priorities.

I expect you to work closely with your Deputy Minister and their senior officials to ensure that the ongoing work of your department is undertaken in a professional manner and that decisions are made in the public interest. Your Deputy Minister will brief you on the many daily decisions necessary to ensure the achievement of your priorities, the effective running of the government and better services for Canadians. It is my expectation that you will apply our values and principles to these decisions so that they are dealt with in a timely and responsible manner and in a way that is consistent with the overall direction of our Government.

Our ability, as a government, to implement our priorities depends on consideration of the professional, non-partisan advice of public servants. Each and every time a government employee comes to work, they do so in service to Canada, with a goal of

improving our country and the lives of all Canadians. I expect you to establish a collaborative working relationship with your Deputy Minister, whose role, and the role of public servants under their direction, is to support you in the performance of your responsibilities.

We have committed to an open, honest government that is accountable to Canadians, lives up to the highest ethical standards and applies the utmost care and prudence in the handling of public funds. I expect you to embody these values in your work and observe the highest ethical standards in everything you do. I want Canadians to look on their own government with pride and trust.

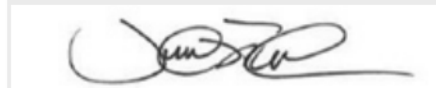
As Minister, you must ensure that you are aware of and fully compliant with the *Conflict of Interest Act* and Treasury Board policies and guidelines. You will be provided with a copy of *Open and Accountable Government* to assist you as you undertake your responsibilities. I ask that you carefully read it, including elements that have been added to strengthen it, and ensure that your staff does so as well. I expect that in staffing your offices you will hire people who reflect the diversity of Canada, and that you will uphold principles of gender equality, disability equality, pay equity and inclusion.

Give particular attention to the Ethical Guidelines set out in Annex A of that document, which apply to you and your staff. As noted in the Guidelines, you must uphold the highest standards of honesty and impartiality, and both the performance of your official duties and the arrangement of your private affairs should bear the closest public scrutiny. This is an obligation that is not fully discharged by simply acting within the law.

I will note that you are responsible for ensuring that your Minister's Office meets the highest standards of professionalism and that it is a safe, respectful, rewarding and welcoming place for your staff to work.

I know I can count on you to fulfill the important responsibilities entrusted in you. It is incumbent on you to turn to me and the Deputy Prime Minister early and often to support you in your role as Minister.

Sincerely,

A handwritten signature in black ink, appearing to be 'Justin Trudeau', written on a white rectangular background.

Rt. Hon. Justin Trudeau, P.C., M.P.
Prime Minister of Canada

Tab 3

KELOWNA

Nanaimo

WELCOME TO
**PRINCE
GEORGE**
B.C.'s Northern Capital

CRANBROOK
Welcomes You

Terrace BC

Fort St. John

Vancouver

CHAMBER OF COMMERCE

REGIONAL CONSULTATION SESSIONS

SUMMER | FALL 2019

CONSOLIDATED SUMMARY NOTES

GOVERNMENT RESPONSE TO CHAMBER POLICY ISSUES

Note: Content included has been reviewed by
all relevant ministries.





CONSOLIDATED SUMMARY NOTES
GOVERNMENT RESPONSE TO CHAMBER POLICY ISSUES
Regional Consultation Sessions
BC Chamber of Commerce (BCCC) and Province of British Columbia (the Province)

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SUMMARY NOTES – GOVERNMENT RESPONSE TO CHAMBER POLICY ISSUES
Regional Consultation Sessions
BC Chamber of Commerce (BCCC) and Province of British Columbia (the Province)

1. INTRODUCTION

The BC Chamber of Commerce (BCCC) is the largest and most broadly-based business organization in British Columbia representing more than 125 chambers of commerce and boards of trade, and 36,000 businesses of every size, sector and region of the province. Each year BCCC produces a Policy and Positions Manual which contains informed opinions and policy statements adopted by members during their annual general meeting. Previously these policy statements were submitted to senior level representatives across all levels of government with government, in turn, responding via a formal written reply to each of policy resolutions.

In the spring of 2019, a decision was made to modernize the written consolidated government response to the Policy and Positions Manual and replace it with face-to-face regional meetings. The objective was to give B.C. government the opportunity to understand the top priorities and goals for chambers in every region of the province while also providing chamber members the opportunity to directly engage with senior executives to discuss areas of interest.

Seven regional consultation sessions were held between August and September (Kelowna, Nanaimo, Prince George, Cranbrook, Terrace, Fort St. John, Vancouver). These sessions included 78 provincial representatives on behalf of 18 ministries (including 6 DMs and 14 ADMs) and 104 delegates from 62 chambers.

While there were many joint discussions across the various topic areas, this document includes 92 formalized responses as approved by the ministries.

An outline of the discussion topics and high-level summary responses from each ministry as they relate to the policy positions and recommendations put forward by BCCC are included on the following pages. These responses are summarized in the interest of mutual constructive and collaborative discussion.

- Government acknowledges that access to labour is a huge issue in BC and Canada in general, in every sector and region in the province. B.C. is virtually at full employment. Government is working to remove barriers to employment by supporting affordable childcare, retraining workers, increasing productivity and looking at automation on the supply side.
- Under the Provincial Nominee Program, B.C. is allocated 65,000 spots annually. The government has ensured that the full allocation is use every year, some provinces and territories don't do this. B.C. is sometimes able to fill spots that are not filled by other provinces.
- Government has recently implemented a new 2-year entrepreneurial program for those who want to start a business in B.C. This has been quite successful so far. A number of communities have expressed interest in these areas.
- A pilot for skilled immigrants has also been a success.
- Government Provincial Nominee Program staff are happy to meet with anyone to discuss these issues and successes.
- There is always a need for skilled immigrants. A challenge government works to address is if we fill a need in one sector there can be unintended consequences in other sectors as there is a labour need everywhere.

⇒ MOBILIZING RURAL INVESTMENT CAPITAL

- Government has multiple programs to support growth and investment. The ministry is committed to working with local stakeholders and chambers to support communities and increase awareness of government programs and education opportunities.

⇒ ADDRESSING BARRIERS TO SUCCESSION PLANNING FOR SMES (WITH FIN)

- Government has multiple supports for SME's but none specific to succession planning. Any new program would need to be designed in a way to ensure that investors don't get two credits for one investment. The tax structure related to succession planning is complicated, and any change has the potential danger of creating tax loopholes.

⇒ AEROSPACE INNOVATION CLUSTER IN KELOWNA CREATES NEW BUSINESS FOR B.C. & CANADA (2019)

- Aerospace is an important industry in B.C.'s economy which generates \$1.9 billion in revenues and 9,000 direct jobs, including high paying careers that are difficult to fill. Government has provided \$5 million in funding to drive industry growth and research and provided financial aid programs to support more individuals to fulfil the necessary education to work in the industry. Increased promotion of aerospace careers in schools is being encouraged.

MINISTRY OF LABOUR

⇒ WORKSAFE BC: REFUND OVERFUNDED SURPLUS TO EMPLOYERS

- The surplus has benefited employers for many years by offsetting premium costs, meaning that any rebates would automatically result in higher premiums the next year. WorkSafeBC has determined that they require a 130% surplus to weather financial downturns. The current government is focused on reviewing the workers' compensation system. Government is analyzing the options presented in a recently published expert report and will conduct additional public consultation and system review prior to making any decisions.

➤ **KEEP THE SAME DATE FOR B.C. FAMILY DAY**

- For 2019, the government decided to align B.C.'s Family Day with other jurisdictions, so that people can celebrate with their families who may live in other provinces and because the different dates were disruptive for companies who operate across multiple jurisdictions. The date is unlikely to change back.

➤ **PROVIDING SALARY AND WAGE CONSISTENCY FOR FIRE AND POLICE COLLECTIVE AGREEMENTS IN BC'S LABOUR MARKET (WITH FLNRO, PSSG)**

- The mandate for Fire and Police collective bargaining is set by municipal governments, not by the province. The Province does not currently have a mechanism to intervene in these decisions. In the event of a work stoppage, the *Fire and Police Services Collective Bargaining Act* provides that the Minister can order the parties proceed to binding interest arbitration under the Act to avoid a disruptive work stoppage. The majority of renewal collective agreements are negotiated voluntarily or there is mutual agreement to proceed to binding arbitration without ever triggering the Act. While the ministry is monitoring arbitrations under the Act, there are no plans to review the Act at this time. The issues of concern about wage rates and wage increases for Fire and Police should be raised with municipalities.

➤ **STABILIZING MINIMUM WAGE HIKES (WITH FLNRO, FIN)**

- The Fair Wages Commission has set a path to a minimum wage of at least \$15.20 by June 2021. The FWC recommended a process to ensure continued predictability for business by using a model such as CPI increases going forward. That has not yet been decided by government but will be soon (after receipt of the third FWC report expected before end of 2019).
- It is understood that when increases were restarted and raised by \$2.25 in 13 months it was a burden on industry.

-

MINISTRY OF MENTAL HEALTH & ADDICTIONS

➤ **SAFE COMMUNITIES AND STRONG ECONOMIES – MENTAL HEALTH AND ADDICTIONS IN B.C.**

- The government has created a ministry of mental health and addictions, escalated the response to the overdose crisis and created a coordinated mental health and addictions strategy: *A Pathway to Hope – a roadmap for making mental health and addictions care better for people in British Columbia*. Government is taking an all of government approach and working across ministries to better coordinate care.
- *A Pathway to Hope* includes four areas for immediate action over the next three years: improved wellness for children, youth and young adults; supporting Indigenous-led solutions; better care for substance use; and improving access and quality across the system.
- These actions include improving access to team based primary care and affordable community counselling, using mobile response teams, expanding the use of virtual and digital care, and enhancing the crisis line network in the north.
- Additionally, the Province is working on a housing first approach to address homelessness; government is building new social housing units and is open to chamber input on locations.

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