



Press Clippings for the period of November 1<sup>st</sup> to 7<sup>th</sup> 2016 / Revue de presse pour la période du  
1 au 7 novembre 2016

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## **L'AFPC exige que Trudeau passe «de la parole aux actes»**

**Paul Gaboury, Le Droit, le 31 octobre 2016**

Plusieurs centaines de fonctionnaires fédéraux sont descendus dans la rue lundi midi pour montrer leur mécontentement devant le bureau du premier ministre Justin Trudeau, réclamant qu'il passe « de la parole aux actes ».

En ce 31 octobre, jour de l'Halloween et à la veille de la reprise des négociations en vue du renouvellement de la convention collective, plusieurs syndiqués de l'Alliance de la fonction publique du Canada (AFPC) étaient costumés pour cette bruyante manifestation, appuyés par des collègues représentant d'autres organisations syndicales. Ensemble, ils voulaient rappeler au gouvernement Trudeau qu'ils sont toujours en quête d'un nouveau contrat de travail alors que les discussions ont été amorcées il y a déjà plus de deux ans.

Les manifestants en avaient aussi gros sur le cœur en raison des problèmes avec le système de paie Phénix qui ne sont toujours pas réglés, malgré l'engagement de résoudre les 82 000 dossiers problématiques en ce jour du 31 octobre.

« Lors des dernières élections, la population a dit non aux coupes du gouvernement conservateur dans les services publics. Mais nos membres n'ont vu aucun changement depuis l'arrivée des libéraux. M. Trudeau est déguisé en Stephen Harper. Il est temps qu'il change son costume », a lancé la présidente de l'AFPC, Robyn Benson, qui a reproché au gouvernement libéral d'avoir recyclé le programme des conservateurs à la table de négociation. L'AFPC a décidé de retourner négocier mardi après avoir appris qu'un nouveau mandat a été donné aux négociateurs du Conseil du Trésor. « S'il n'y a pas d'entente cette semaine, nous allons devoir constater que c'est l'impasse dans les négociations », a indiqué la présidente Benson.

« Ce n'est pas acceptable. Un an après l'élection, nous sommes encore sans contrat de travail. On veut un contrat, et tout de suite. La lune de miel, il n'y en a pu, c'est fini. On veut voir quelque chose de concret sur la table, tout de suite », a souligné Larry Rousseau, vice-président exécutif de l'AFPC, région de la capitale nationale.

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Le pacte de solidarité entre les syndicats de la fonction publique tient toujours face au gouvernement fédéral, a rappelé M. Rousseau.

La présidente de l'Institut professionnel de la fonction publique, Debi Daviault, a insisté sur le fait que le gouvernement avait écarté les membres de son syndicat lors de la mise en oeuvre de Phénix. « Il serait temps qu'il les implique davantage pour trouver les solutions, parce que nous sommes résolus à faire partie de la solution, peu importe ce qui arrivera. Mais assez, c'est assez. Et que le gouvernement fasse preuve de respect aux tables de négociations », a indiqué M<sup>me</sup> Daviault.

## **PSAC goes back to contract talks with hopes of a "Liberal mandate"**

**Kathryn May, The Ottawa Citizen, October 31 2016**

The largest federal union says it has decided to return to the bargaining table this week with the federal government's promise of a "revised mandate" that could revive stalled contract talks.

Robyn Benson, president of the Public Service Alliance of Canada, said Treasury Board negotiators signalled the government may be willing to move on key issues, including the contentious issue of replacing the existing sick leave regime.

Benson says the Liberals' seeming change of heart came after the union launched an advertising campaign two weeks ago calling on the prime minister "to make good on his word." At that time, Benson threatened to pull out of deadlocked contract negotiations.

"We are open to going back to the table, but they need to come with a Liberal mandate and my understanding is they have a new mandate and we are quite prepared to see this new mandate and whether it is enough or not. I hope it is worth our while," Benson said.

Benson said PSAC is the first union to get a look at what that new mandate has to offer.

PSAC, however, picked up its campaign against Trudeau his week. The union expanded its advertising campaign, which began in Ottawa, Gatineau, Toronto and Halifax, to radio and newspapers across the country.

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“In the last election, Canadians rejected the Harper Conservative agenda of cuts to public services ... but our members, and all Canadians, have not seen the change promised by the Liberals,” Benson said.

On Monday, the unions staged a massive Halloween-theme rally outside Prime Minister Justin Trudeau’s office to turn up the pressure on the government to fix the botched Phoenix pay system once and for all. PSAC also had members calling on the government for more “respect” at the collective bargaining where talks had all but ground to a halt.

The 18 federal unions had high hopes when the Liberals came to power a year ago promising a new “golden age” for public servants and restoring the dignity and respect many bureaucrats felt had been trampled by a decade of Conservative cuts and legislation.

Benson has long argued the biggest letdown was at the bargaining table, where the Liberals have so far adopted the strategy and position of the previous Conservative government.

The Liberals picked up bargaining a year ago and have so far stuck with the same short-term disability proposal the Conservatives made — with some improvements.

Benson said PSAC had no further dates booked for bargaining until Treasury Board negotiators recently contacted the union with suggestions that the government was ready to make changes to its previous position.

With that, the bargaining team for the border guards at the Canada Border Services Agency meet with federal negotiators Tuesday. The rest of the bargaining teams have booked talks for Thursday and Friday and into the weekend.

Benson said she expects an updated position on the proposal to replace sick leave with a short-term disability plan. The proposal is fiercely opposed by unions, which have signed a solidarity pact against making concessions on the existing sick leave regime. PSAC has previously asked the government to take sick leave off the table to get negotiations going again.

But Benson said trust has become an issue clouding relations with the Trudeau government, especially with the Phoenix fowlups that have left thousands of employees overpaid, underpaid or not paid at all.

“If this was the private industry not paying their employees, it would be catastrophic and the government would be stepping in, but this is the government of Canada not paying their employees, so how can you trust your government and employer when you look at your bank account and there is nothing there?”

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## **Phoenix, we have a problem: feds bring in pay experts to deal with ongoing public service pay fiasco**

**Phoenix was projected to save the feds \$67.2-million a year. Now the government's expected to pay \$50-million just to fix the problem-plagued new government pay system, and 22,000 cases are still unresolved, down from 82,000.**

**Rachel Aiello, The Hill Times, November 7 2016**

With Public Services and Procurement blowing past its deadline to resolve the disastrous Phoenix pay system backlog issues, sources say some departments have hired back or brought in department-specific compensation staff to internally deal with payroll problems.

After pledging to clear up the backlog of public service employee pay issues by Oct. 31, about 22,000 cases are left to tackle, and *The Hill Times* has learned some departments may have gotten tired of waiting and have brought in their own pay help to move along their employees' files.

Late last week, one union source, who agreed to speak on the condition of anonymity, told *The Hill Times* there was speculation that the Treasury Board Secretariat was "about to give each of the departments the ability to process their own pay again."

"Probably there was mounting frustration not just going to the Treasury Board on the union's behalf but I expect the departments were probably voicing their displeasure in their unique way that they can to the Treasury Board," the source said of why the department could be considering this.

The source said if true, the unions would be "overjoyed," but also "stunned" by the possibility.

"Maybe they've come to the realization that this program that they had worked out... was as deeply flawed as we've been saying all along," the source said.

But Treasury Board President Scott Brison's (Kings-Hants, N.S.) press secretary Jean-Luc Ferland said in an email over the weekend that the feds "are not expecting to make such an

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announcement,” adding that the Treasury Board is “committed to working with Public Services and Procurement Canada to ensure the pay issues are resolved and public servants are paid what they deserve and on time.”

PIPSC and PSAC could not confirm the speculation.

Meanwhile, earlier last week and in effort to fix the problem, according to a departmental source not authorized to speak on the record, the Department of National Defence has hired 12 pay advisers, with six permanent positions, and six contract workers.

Chris Aylward, national executive vice-president of the Public Service Alliance of Canada (PSAC), said that department “has a bulk of the concerns.”

In the lead-up to Phoenix’s launch, the government laid off “over half of the compensation advisers,” Public Services and Procurement Minister Judy Foote (Bonavista-Burin-Trinity, N.L.) told reporters in the House of Commons foyer on Oct. 31.

Ms. Foote said those job cuts, made by the previous Conservative government, contributed to the pay system issues. The Phoenix system was projected to save the government \$67.2-million a year. However, the government is already expecting to pay \$50-million to resolve the fallout of the problem-plagued system, and says that total is expected to increase once the cost for compensation is included.

“If the decision had been made not to go for savings initially, the \$70-million annually, and if in fact the human resources personnel had been left there until the vision was actually achieved, I think we’d be seeing a different situation today,” Ms. Foote said.

These new staffers do not have direct access to the Phoenix pay system and are acting as go-betweens for departmental staff and the staff in the Miramichi, N.B. pay centre who are handling the backlog of pay cases.

These hired experts are considered internal are being hired at the departments’ expenses, sources indicated.

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Having them aboard has noticeably expedited cases, one person said, because they are able to clearly understand the nuance of the department's work environments and funnel that to the pay staff handling the cases.

Debi Daviau, president of the Professional Institute of the Public Service of Canada (PIPSC), said she's also heard of "a number" of departments, including Health Canada and the Treasury Board, bringing back pay experts formerly working within the departments that were part of the layoffs going into Phoenix. They are helping to handle what can be nuanced, complicated cases that employees might have previously had to call into the pay centre and speak with multiple advisors to resolve. She said not having experts on specific departmental requirements all along might have compounded the backlog.

"For example if you were a pay adviser in Health Canada, you would have understood very easily how the shift work and the premiums work for our northern nurses. But because those people didn't exist during this transformation, they were deeply impacted, so what they've done is they've found these former pay advisers ... and they've been dedicated to the issues of those departments," Ms. Daviau said.

She said it's likely the senior leadership in these departments, like the deputy ministers, would have made the calls to bring in additional help.

"I can't accept that my employees are suffering this way and what can I do to make a difference?' seems to be a little trend right now," Ms. Daviau said, adding that some of the employees that have been brought back were "happily retired" past pay experts that feel badly about the situation their former colleagues are in now.

To deal with the cases, that reached 82,000 by the summer, the department hired about 200 additional pay centre employees at temporary pay centres in Gatineau, Que., Montreal, Winnipeg, and Shawinigan, Que. The government was hoping many of these hires would be past departmental pay advisers. It is not clear if they are working on department-specific cases based on past experience.

Mr. Aylward said he's heard additional staff have been added in pay centres in Halifax and Vancouver as well.

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While Phoenix covers some 300,000 employees, there are still a number of factions in the public service that are not using Phoenix, which continue to use their own pay advisers and individual pay systems, including the Canadian Forces and the Canada Border Service Agency.

Ms. Daviau argued that if departments under Phoenix are going back to the old model of having their own internal experts help the pay process through, it throws into question whether the new centralized model is the way to continue going. She said the government needs to “rethink” the structure.

During last week’s briefing on the state of the pay problems, Public Services deputy minister Marie Lemay told reporters that until the pay backlog—82 per cent of which predates Phoenix—is cleared, that’ll be the focus of a “dedicated team of compensation advisers” at the headquarters in Miramichi.

“In the meantime, the rest of our compensation advisers, including those in our satellite offices, are turning their focus towards our steady state,” Ms. Lemay said, explaining the “steady state” as when the department is consistently meeting its service standards of having employees consistently receive their pay correctly and on time.

“There is still a lot of work needed to get us to our steady state, and there is no quick fix. That said, we expect steady improvement month over month from now on,” she said, declining to offer up a new deadline or plan for getting there, just saying the department is mindful of December for tax reasons.

For now, the department says it will keep on all the additional pay advisers it’s hired until “steady state” is reached, and according to Ms. Lemay: “If we see that we need more compensation advisers, we said that we would have to keep some.”

Ms. Foote said she’s not ruling out adding more permanent pay positions and that the plan the department is currently working on, which is expected in a few weeks, will lay out the department’s intention going forward.

As well, Ms. Lemay said she had communicated to departments that “it was very important” all managers responsible for inputting employee pay information into Phoenix complete the online training, but neither she nor the minister could say how many managers had done it.



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“We’re going to make sure that everybody that needs sufficient training will get it. So we’re going to work hard at that. ... But again, the first priority for us is to deal with the backlog of cases,” said Ms. Foote.

Compounding the frustration public servants are feeling over the prolonging of these pay problems, especially as tax season approaches, unions are also worried that the issue could be much bigger than the department is letting on, as the department is still unable to say how many new cases have come in since July.

Ms. Daviau said the number of cases seems lower than what she would expect, based on knowing that just one-third of the formal cases PIPSC is tracking have been resolved.

“It seems unclear to me that they actually have a good handle on the numbers. Either they’re playing a little bit of hide-and-seek with the numbers, or maybe things are just changing so quickly they’re having trouble tracking them, I don’t know, but the numbers seem awry.”

Auditor General Michael Ferguson, meanwhile, last week noted the Phoenix pay system’s “unacceptable” delays and errors and said he will be conducting a major investigation into the project, which is expected to be released in 2018, *The Ottawa Citizen* reported.

## **Phénix: 61 % des gestionnaires ont suivi la «formation obligatoire»**

**Paul Gaboury, Le Droit, le 1 novembre 2016**

Malgré tous les problèmes rencontrés avec le système de paie Phénix, à peine 61 % des gestionnaires du ministère des Services publics et de l'Approvisionnement du Canada (SPAC) ont suivi la « formation obligatoire » d'une heure offerte en ligne par l'École de la fonction publique du Canada pour se familiariser avec ce nouvel outil de travail. Chez les employés, le taux de participation est plus élevé, à 73 %, selon des données obtenues mardi par *Le Droit*.

Pour expliquer les ratés du système Phénix, les dirigeants de SPAC ont mentionné jusqu'à maintenant que la formation des employés dans l'ensemble des ministères utilisant le système Phénix n'avait pas été suffisante pour permettre de se familiariser avec le nouvel outil, écartant jusqu'à maintenant toute responsabilité du fournisseur IBM et du système PeopleSoft.





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Au 21 octobre dernier, seulement 52 % des cadres avaient pris une heure de leur temps pour suivre la formation, comparativement à 62 % chez les employés. Devant la faible participation, le ministère y annonçait d'ailleurs le report de la date butoir pour participer.

« Ceci est un rappel que cette formation est obligatoire pour tous les gestionnaires et employés. La date butoir pour compléter cette formation a été prolongée jusqu'au 7 novembre 2016. Nous vous prions de faire un rappel auprès de vos équipes sur l'importance de compléter cette formation », peut-on lire dans une note de service.

Sur le site gouvernemental, on rappelle aussi l'importance que « tous les employés et gestionnaires suivent la formation pour Phénix (...) afin de bien utiliser les nouvelles fonctions libre-service, notamment pour rapporter les heures supplémentaires et présenter les relevés de présence ».

Une formation en ligne plus spécialisée est aussi offerte « aux agents financiers, aux conseillers en rémunération et aux personnes exerçant des pouvoirs délégués ».

Il nous a été impossible d'obtenir mardi les taux de participation des gestionnaires et des employés dans les autres ministères et organismes qui utilisent Phénix.

## **Date butoir de Phénix : des fonctionnaires attendent toujours**

ICI Radio-Canada, le 31 octobre 2016

Alors que l'échéance que s'était imposée le gouvernement fédéral pour régler les problèmes du programme de paye Phénix est arrivée, des fonctionnaires soutiennent être toujours contraints de s'endetter pour payer leurs factures.

Les membres de trois syndicats de fonctionnaires fédéraux doivent se rassembler devant les bureaux du premier ministre au centre-ville d'Ottawa, lundi midi, afin de faire pression pour que les problèmes du système soient réglés une fois pour toutes.

Il y a deux semaines, la sous-ministre de Travaux publics et des Services gouvernementaux, Marie Lemay, avait admis que certains cas complexes [ne seraient pas réglés à temps pour le 31 octobre](#), comme le prévoyait initialement le gouvernement.

Sabrina Arrizza, une employée d'Affaires mondiales Canada, fait partie de ces cas. Elle affirme que le gouvernement lui doit toujours 4000 \$ en salaire non versé.

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« J'ai atteint un stade de désespoir complet [trad. libre] », souligne-t-elle. Elle précise avoir fait appel au crédit pour payer ses comptes.

J'étais dans une meilleure situation financière quand j'étais une étudiante sans emploi. [trad. libre]

Sabrina Arrizza, une employée d'Affaires mondiales Canada

Plus tôt cet été, Mme Arrizza a été avisée que son dossier faisait partie des cas complexes à régler. Elle affirme ne pas avoir reçu d'appels depuis de la part des employés, qui traitent son dossier, ce qu'elle déplore.

En mai dernier, Sabrina Arrizza est passée du statut d'employée occasionnelle à contrat à celui d'employée pour une période déterminée. Elle soutient ne pas avoir touché de paye pendant sept semaines.

Lorsqu'elle a finalement reçu un chèque, le salaire versé était moindre que prévu, selon elle. De plus, l'employée dit ne pas avoir été remboursée pour ses soins dentaires.

### **Un autre cas non réglé**

De son côté, Dean Ashby, gestionnaire à Mesures Canada, affirme que le gouvernement lui doit 18 000 \$ en salaire. Il soutient avoir dépensé toutes ses épargnes pour payer ses comptes et en être réduit à annuler les activités sportives de ses enfants, afin de sabrer ses dépenses.

C'est à la suite d'un retour au travail en avril dernier, après un congé de 18 mois, que les problèmes de paye de M. Ashby ont commencé. Il a passé sept périodes de paye sans recevoir de chèque. Lorsqu'il a finalement été payé en juin, le montant reçu était moins important que prévu.

« Je travaille et je travaille et je ne suis pas payé. On ne peut pas faire ça. C'est contre la loi [trad. libre] », déplore-t-il.

## **Government blows past Phoenix deadline**

**Now hopes to have problems fixed by year end**

**Canadian Press, iPolitics.ca, October 31 2016**

The federal government has missed its self-imposed deadline for clearing a backlog of payroll problems and is now looking to get things sorted out by the end of the year.

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Marie Lemay, deputy minister of Public Services and Procurement Canada, says there are still about 22,000 cases to be dealt with.

That's down from 82,000 recorded during the summer.

The advent of the government's new Phoenix payroll system left thousands of public servants with problems.

Some were underpaid, some were paid too much and others weren't paid at all.

Lemay says she is disappointed that the backlog couldn't be cleared sooner.

"We desperately wanted to reach our target," Lemay told a briefing Monday. "I want you to know we will continue to work tirelessly to close the remaining cases as quickly as we can."

She said she's looking at year-end as the new target for clearing the backlog.

"We're organizing all of our work, from all the transactions, the backlog also, to minimize tax implications, because the end of the year is really important and we're going to putting a lot of focus on that."

Lemay said the cases that remain are complicated and require time-consuming hand calculations. Some problems pre-date the implementation of the Phoenix system.

The government budgeted \$50 million to clear up the payroll problems and Lemay said that hasn't changed.

Another \$1 million was earmarked to cover employees out-of-pocket expenses cause by pay problems, but the final cost is expected to be about half that, said Alfred Tsang of the Treasury Board.

## **Millenials demand better treatment to join government ranks**

**Governments 'woefully behind' when it comes to digital and attracting millennials**

**Julie Ireton, CNC News, November 4 2016**

Nicolino Frate spends his day job as a director at the Canada Revenue Agency, but on the side, this millennial is trying to make building a career in government an attractive concept to members of the digital generation.



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After hours, Frate and 31 fellow public servants from more than a dozen different departments across the country work on a project called Leaders GC — a monthly social media chat that hosts government executives to talk about what they do, on Twitter.

"Millennials do make up a good percentage of our followers," said Frate, who is in his early 30s. "You have to show people what your environment is like so that they have an interest to actually join, and actually come in to the public service."

But Frate's Twitter chats notwithstanding, governments tend to be "woefully behind" when it comes to digital transformation and turning on millennials, according to a recent report out of IBM global business services.

Millennials — people between 18 and 35 — are replacing baby boomers in the workforce and after growing up digital, this new cohort has different expectations.

#### [Millennials to make bulk of workforce in 2025](#)

The next generation of public service leaders is demanding certain conditions when it comes to joining the federal government workplace, according to Beth Bell, vice president of the public sector for IBM.

"They're going to make up 75 per cent of our global workforce by 2025," said Bell. "As more of those people join the workforce and rise to leadership positions, they're envisioning how things might be done differently and their ideas and expectations are in a large part fueling the transformation we see in both private and public sector today."

Bell's research, which included a workshop and social media study of new public servants, led to the report, [Can the Millennial generation rescue government?](#)

Bell shared the survey results at this week's annual GTEC technology conference in Ottawa.

She said the study showed that millennials are looking for better use of new technology tools.

They want flexible hours, clear skill and career development plans and they want a quicker path to a secure, full-time position.

#### [Group may be more vocal, demanding in careers](#)

Bell acknowledges these are things many employees want, but this group may get more demanding.

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"I don't know if they're in a position to demand it, but they're really eager for the public service to listen to their words and make some changes so they can make those careers in government that align to their value systems," said Bell.

Serial entrepreneur Dave Wilkin spoke at GTEC about his own start-up [tenthousandcoffees.com](http://tenthousandcoffees.com), a mentoring platform.

Wilkin, 28, told the government executives in the audience they need to bring together both the next generation and the established leaders to mentor.

Wilkin said today's public service managers are being pushed to find ways to engage the next generation in the workplaces, but said younger workers are hesitant to commit to the environment.

"People are leaving, talent is not retaining and [the millennials] are certainly not joining," Wilkin said.

## **Ottawa plans to reduce use of mandatory prison sentences**

**Sean Fine, The Globe and Mail, November 1 2016**

The Trudeau government intends to cut widespread use of mandatory minimum sentences by giving judges back their discretion over punishment, Justice Minister Jody Wilson-Raybould says.

The changes will undo a major element of the Harper government's tough-on-crime agenda. Judges will be given the "appropriate discretion to be able to impose sentences, engage and understand – as they do better than anybody else – the individual that is before them," the Justice Minister told The Globe and Mail in an interview as the Liberals near the end of their first year in power. "To base their decisions on the actual circumstances of the case before them and render judgment."

She said new legislation on mandatory minimums is coming soon, "certainly in the early part of next year." Last month, the government gave judges back the discretion they had lost in 2013 over the victim surcharge – a financial penalty from which judges once routinely exempted impoverished offenders, until it became mandatory.

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A new federal law rolling back mandatory minimum terms could cut the number of Canadians incarcerated, which is high despite falling crime rates. It could also reduce the rates of indigenous people behind bars. One in four federal prisoners is indigenous, although aboriginal people accounted for just 4.3 per cent of Canadians in the 2011 census.

Prime Minister Justin Trudeau asked Ms. Wilson-Raybould in his mandate letter to review 10 years of criminal-justice changes under the Conservative government of Stephen Harper. The Liberal justice agenda was dominated during the first year by the arduous process of passing the country's first federal law allowing assisted dying in some circumstances. In the past few months, Ms. Wilson-Raybould also took part in several roundtable discussions on the criminal justice system with lawyers, professors, community groups and judges, and several participants at one such meeting told *The Globe* the common messages were that too many people are incarcerated, and that the role of judges had been diminished.

Ms. Wilson-Raybould picked up on those themes when asked in the interview what her overarching goal is.

"Ensuring that – someone said this in one of my roundtables – we can inject the justice back into the justice system," she said, adding that too many people are in prison who should not be.

"I think that a lot of people that present themselves as offenders in the criminal justice system are there for other reasons than that they're inherently criminal. I think our justice system has become a catch-all for the challenges and problems we face in society." She cited marginalization because of mental illness, addiction, poverty and indigenous issues.

Ms. Wilson-Raybould said she has a long-standing belief in judges' ability to craft sentences tailored to the individual.

"I've always felt that, from the time I was a prosecutor to now being the Justice Minister. I think judges are in a unique position."

The Conservatives imposed 60 mandatory minimum sentences, in areas including drug and gun offences and sex crimes, during their decade in power. The Conservatives said mandatory minimums and other sentencing laws would toughen punishments by reducing judges' discretion and giving Parliament a greater say. The Supreme Court of Canada struck down the three-year minimum on illegal gun possession last year, and in April struck down the one-year minimum term for drug traffickers with a previous trafficking conviction, while saying that other mandatory minimum terms are similarly vulnerable.



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Conservative justice critic Rob Nicholson, a former justice minister, said in an interview the mandatory minimums are “consistent with the seriousness of the crime,” adding: “Parliament sets the penalties. Parliament has done this since the very beginning.” He said that, in the victim surcharge and other laws, the Conservatives were “standing up for victims and making people accountable for their crimes.”

Federal prisons had 12,671 inmates in 2006, and 14,865 as of April 1 of this year. In a speech to the Criminal Lawyers Association in Toronto last week, Ms. Wilson-Raybould said the justice system needs to work harder at keeping young people out of its clutches.

Anthony Moustacalis, president of the Criminal Lawyers Association, said in an interview that the Justice Minister’s proposed changes on mandatory minimums, coupled with her view of the social roots of crime, “swing the balance away from the Conservative view that crime is a moral problem to a more modern and realistic view that crime relates to poverty and mental illness and marginalization.”

## **Auditor General flags 'unacceptable' Phoenix pay glitches, PS pension costs**

**Kathryn May, Ottawa Citizen, November 3 2016**

Auditor General Michael Ferguson turned the spotlight on the pay problems of Canada’s public servants and the risks of the growing liabilities of their pension plans with the present low interest rates in his latest audit observations on the federal government’s books.

Ferguson, who audits the government’s financial statements, gave the 2016 Public Accounts a clean audit, but he flagged the delays and errors of the Phoenix pay system as “unacceptable” and praised the government for re-examining the assumptions in determining pension liabilities in the face of prolonged low interest rates.

Ferguson uses these notes or observations in his audit opinion to highlight issues for MPs to watch. Ferguson, along with senior bureaucrats from Treasury Board and Finance appear at the Commons public accounts committee Thursday to discuss the Public Accounts.

On pensions, Ferguson’s 2014 report urged the government to re-examine the design of the three defined-benefit plans for Canada’s public servants, military and RCMP to ensure it can manage risks that could affect the long-term affordability and “sustainability” of the plans.



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The government has since been updating the way it determines interest rates for its pension liabilities. The Public Accounts showed it revised its assumptions with lower interest rates, which increased the cost for unfunded pension liabilities. The government also revealed more details on its assumption that it has in the past.

Ferguson said he supports the update but he recommended the government consider the practices of the private and public sectors as well as the trends in the financial market. He said there should be consistency in the assumptions used in preparing the financial statements.

“Discount rates are used in establishing the values of several liabilities, especially long-term ones and can have a significant impact on the valuation of these liabilities,” he wrote.

“In our view, certain rates determined by the Government to value significant long-term liabilities are at the higher end of the acceptable range, when compared with market trends. Using a higher discount rate yields a lower estimate for long-term liabilities.”

The pension plans guarantee employees fixed pension incomes upon retirement, meaning any shortfall will leave taxpayers on the hook.

The biggest risks are prolonged low interest rates, lower than expected returns on assets and the increased longevity of public servants, which could have a significant impact on pension liabilities and the financial position of government.

The plans have a major impact on Canada’s debt and deficit. The three plans have liabilities totalling \$152 billion, the second-biggest liability after Canada’s market debt.

According to the Public Accounts, direct program spending was \$6.3 billion higher than projection from the April 2015 budget largely because of higher public service pension and benefit costs- including improved veteran benefits- and the reduction in long-term interest rates.

Liabilities for pensions and other future benefits increased \$4.6 billion in 2015–2016.

On Phoenix, the auditor general said his office tested pay transactions and found errors, delays, overpayments and underpayments. The government spends about \$45 billion on compensation, making it the single largest operating expense.

He said the audit found overpayments and underpayments because of input mistakes and delays in processing changes such as shift-work hours or eligibility for the bilingual bonus.

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He concluded the payment errors didn't have a material impact on the books and payroll expenses were "presented fairly" but noted the project was only partially implemented when his audit was done. He said, however, the situation was intolerable.

"In our view, the extent of errors and delays in processing corrections to employee pay and other pay actions that we identified in our audit is not acceptable given the direct effect on employees," he said in the observations.

"We encourage the government to continue its efforts and quickly address the identified weaknesses in pay administration, in order to pay employees the right amount, on time."

He said a project the size and complexity of the pay overhaul comes with "challenges" but he was concerned about the backlog at the Miramichi pay centre, which was growing before the pay system went live.

The audit found pay requests proportionally increased more than the employee files that were moved there between March 2015 and March 2016. About 200,000 employees files have been moved to Miramichi pay centre but half of those were transferred in the year ending March 2016.

The audit also found the backlog increased dramatically between March and July after the Phoenix pay system went live. Phoenix was rolled out to departments in two stages, one in February and another in April.

Senior bureaucrats at Public Services and Procurement Canada originally downplayed the delays and errors as growing pains typical of such a complex project. The department finally acknowledged in July that thousands weren't being paid properly and set an [Oct 31 deadline to clear the backlog](#) that affected 82,000 public servants.

PSPC has since missed Halloween deadline and has 22,000 cases to resolve.

Ferguson said he will be watching the impact of Phoenix in his upcoming audit of the 2017 financial statements. He is also undertaking a major investigation into Phoenix and the whole pay transformation project — at the request of Public Services Minister Judy Foote — to find out how the project went off the rails. It's unclear when that report will be completed.

## **Ottawa faces class-action lawsuit over fired LGBT civil servants**

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**Lawsuit comes as Liberal government considers historic apology to persecuted individuals  
Murray Brewster, CBC News, November 1 2016**

The Trudeau government is about to be hit by a class-action lawsuit involving former public servants and members of the military who lost their jobs because of their sexual orientation.

Doug Elliot, a longtime gay rights activist and Toronto lawyer, is leading the case, which will be announced Tuesday on Parliament Hill in Ottawa.

The Liberal government is planning an apology to the LGBT community for the past discrimination, but it's unclear when it will act.

One of the outstanding questions is whether the apology will be tied to some form of compensation.

Gay and lesbian civil servants were driven out of the Canadian military and public service beginning in the 1950s, but the practice continued after homosexuality was removed from the Criminal Code in the 1960s.

A report presented to the Liberals last June by the human rights group Egale only urged the government to examine how to compensate those who'd suffered past discrimination. The organization said such a plan could involve individual compensation, funding for programs and services or a mixture of both.

Last week, the House of Commons defence committee voted unanimously for the Liberal government to amend the service records of LGBT ex-military members who were given dishonourable discharges because of their sexual orientation.

Canada's military ombudsman estimated that such an order would affect up to 1,200 service members.

The military directive specifically banning homosexuality in the ranks was passed in an overhaul of the system in 1976.

It wasn't until the mid-1980s that members were required to consent to discharge because of their sexuality. Those that did not agree were allowed to remain but had career limitations put in place.

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### Policy not overturned until 1992

That policy was not overturned until 1992, when the courts ruled the ban on gay soldiers was a violation of the Charter of Rights.

Defence Minister Harjit Sajjan wouldn't commit to restoring the service records of those who were kicked out, saying the decision must be made in lockstep with other government departments.

Officials involved in the lawsuit declined to comment late Monday, but it is expected to involve at least two former members of the military. A class-action lawsuit must be certified by a court before it can proceed.

Martine Roy told interviewers last spring that she went through hours of interrogation about her sexual orientation. She was dishonourably discharged in 1985 for homosexuality.

A former sailor, Todd Ross, told the Globe and Mail newspaper last summer that as a 19-year-old he was strapped to a polygraph machine and forced to admit he was gay to his interrogator.

Ross was later discharged from the navy. After he was expelled he says he was depressed and contemplated suicide.

## Protection des journalistes: Justin Trudeau envisage un projet de loi

**Lina Dib, Le Devoir, le 2 novembre 2016**

Plusieurs têtes à Ottawa se penchent sur les moyens de mieux protéger les journalistes et leurs sources, et le premier ministre Justin Trudeau s'est montré ouvert à la possibilité de revoir les lois.

À son arrivée à la rencontre hebdomadaire de ses députés, mercredi matin, M. Trudeau a été invité à commenter ce qu'on a baptisé l'affaire Lagacé.

*« On va regarder attentivement les conversations qui vont avoir lieu entre l'hôtel de ville de Montréal et les services de police de Montréal, mais [...], comme on a dit plusieurs fois, ce*



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*gouvernement [se porte] à la défense de la liberté de la presse et on va faire ce qui est nécessaire pour l'encadrer, s'il y a d'autres étapes nécessaires », a-t-il déclaré.*

Les bloquistes à Ottawa dépoussièrent un projet de loi sur la protection des journalistes et de leurs sources, projet de loi mort au feuillet en 2008. « *C'est le projet de loi de Serge Ménard qui avait été déposé en 2007 [...] qui a été actualisé (et) déposé pour vérification au bureau du légiste », a expliqué le leader par intérim du Bloc Rhéal Fortin à son arrivée au parlement. M. Fortin a dit espérer déposer son projet de loi dans un peu plus d'une semaine, le parlement ne siégeant pas la semaine prochaine.*

### **Projet de loi dépassé**

Mais selon le sénateur indépendant André Pratte, le travail des élus bloquistes est dépassé. « *C'est peut-être une base intéressante, mais depuis ce temps-là, il y a eu deux jugements de la Cour suprême qui ont changé pas mal de choses. Et en plus de ça, et M. Ménard le dit lui-même, il y a des technologies aujourd'hui qui sont très différentes, donc il faudrait le changer pas mal », a dit le sénateur, au cours d'une entrevue, mercredi.*

Le sénateur note cependant un aspect intéressant de cet ancien projet de loi : il renverserait le fardeau de la preuve. « *Il n'appartiendrait pas aux journalistes de démontrer que la liberté de presse l'emporte sur l'intérêt public, mais ça reviendrait aux policiers qui cherchent à obtenir un mandat de démontrer que l'intérêt public, dans ce cas-ci, l'emporte sur la liberté de presse », a détaillé M. Pratte.*

S'il était démontré qu'un changement aux lois est nécessaire, M. Pratte serait prêt à s'atteler à la tâche, mais il préférerait que le gouvernement fédéral lui-même s'en charge, « *parce qu'il a pas mal plus de ressources que moi ».*

« *Cette question d'une loi pour protéger les journalistes et leurs sources est dans le paysage depuis des décennies, a-t-il fait remarquer. On est passé à côté de ça à de nombreuses reprises. Chaque fois qu'il y a un cas comme celui-là, on soulève la question et quand l'émotion est retombée, on oublie », s'est désolé l'ancien journaliste aujourd'hui législateur.*



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### **Situation dénoncée**

Chez les conservateurs et les néodémocrates, on dénonce aussi la situation, mais sans aller jusqu'à réclamer précisément un projet de loi.

*« On exige [...] que ce gouvernement fédéral fasse les mêmes efforts que Québec et annonce quelque chose qui nous permette de renforcer les règles en ce qui concerne la surveillance des journalistes », a réclamé le chef néodémocrate Thomas Mulcair.*

Le chef adjoint conservateur Denis Lebel a été plus timide. *« Les droits des citoyens canadiens doivent être respectés. C'est au gouvernement actuel à voir à ce que ça se fasse. Et on va voir comment ils vont travailler avec ce qui est en place », a-t-il dit à sa sortie de caucus, mercredi après-midi.*

## **Cost of Constitutional Challenges Too High, Says Brian Day's Backer**

**Funder of lawsuit that could transform health care says most Canadians can't afford such cases.**

**Andrew MacLeod, the Tyee.ca, November 3 2016**

The head of an organization backing a court challenge that could reshape health care in Canada says it has become too expensive for regular people to be able to argue their cases in front of a judge.

"The cost is prohibitive for any individual Canadian to launch a case like this," said Howard Anglin, the executive director of the [Canadian Constitution Foundation](#). "It's certainly not ideal. I do think it's a problem an individual Canadian would find it beyond their means to litigate a constitutional case."

Vancouver doctor Brian Day has been the public face of the Cambie Surgeries Corporation's challenge to sections of the Medicare Protection Act being heard in the B.C. Supreme Court. The trial began in September and is expected to continue until April.

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The corporation is arguing that laws preventing patients from paying extra for speedier treatment violate their constitutional rights.

Day has been quoted saying he's taken a \$1-million mortgage out on the Cambie clinic to pay legal bills for the challenge. But when The Tyee asked him about the figure in September, he said fundraising was happening through the CCF's Charter Health website.

Anglin said various contributors had initially supported Day's battle, but the Canadian Constitution Foundation is now the main funder for the challenge, which has taken about six years to get to court.

"We raised quite a bit of money before the case started," he said. "There've been a lot of delay tactics that have eaten up a lot of funding."

Anglin said he was unsure what the CCF has spent. If it weren't for lawyers working for reduced fees, it would have cost millions, he said. That would be out of reach for most individuals, and that's not good for access to the justice system, he said.

### **Fighting the government**

Defending against the challenge are three parts of the B.C. government: the Medical Services Commission, the health ministry and the Attorney General.

With a few exceptions, the Medicare Protection Act prohibits doctors from charging patients directly for services that are insured through the public system. The law says people should have "reasonable access" to care that is universal and unimpeded by user fees or extra billing.

In 2012, a B.C. Medical Services Commission audit stemming from a 2008 complaint found Cambie Surgeries Corporation and the closely related Specialist Referral Clinic (Vancouver) Inc. were guilty of extra billing on a "recurring basis" and had broken the act.

A health ministry spokesperson said Wednesday she couldn't provide a figure Wednesday for the government's anticipated spending on the case. In September, a ministry spokesperson said the government is committed to defending the Medicare Protection Act "and the benefits it safeguards for patients in this province" and would see the case through to its resolution.

Anglin said the province appears to have as many 20 lawyers working on the case. "Whatever it costs us in the end, it's going to cost taxpayers a lot more on the government side," he said.



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The B.C. Health Coalition, part of a group participating as an intervener in the case to defend public health care, has previously said it was raising \$550,000 to cover its legal costs.

### **Connections to Kochs, Harper**

The CCF's involvement has received little public attention, though the website [Press Progress](#) in September detailed some of the organization's connections.

Linking to a CBC [story](#), Press Progress said "The CCF has... received funding from and is a member of the Atlas Network, an international network of libertarian and Tea Party groups sharing information, resources and distributing funds." It noted that donors to the network include the American oil tycoons Charles and David Koch.

Press Progress also highlighted Anglin's background as the chief of staff to former Conservative cabinet minister Jason Kenney and as a staff member in the Prime Minister's office under Stephen Harper.

Anglin, who was deputy chief of staff to Harper, has written about the experience for [Policy Options](#), in a book review where he argues aides should be in the background lest they distract from the elected officials and the government's policies.

Anglin became executive director of the CCF, which is headquartered in Alberta, this past July. He said his time in politics is not secret and helped him develop a thick skin and in some ways it led him to his current position.

"I took this position because politics spoils you," he said. After being involved in interesting issues that have the potential to be transformative, he was less interested in returning to a private legal practice, he said. "I feel very fortunate to be doing what I'm doing."

Other cases the organization has worked on involved civil forfeiture laws, freedom of speech and barriers to inter-provincial trade, he said. He acknowledges the CCF takes positions on cases that many libertarians would support, but he balks at being labelled. "Everybody hates labels and I'm no different."

The Cambie case is a good fit for the organization, Anglin said. "It falls within our mandate to defend constitutional rights of Canadians," he said.

The organization takes on a limited number of cases, not more than four or five at a time. "We try to choose ones with the broadest possible impact. This is that kind of case potentially, we think."

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The challenge builds on the Supreme Court of Canada's decision in the 2005 Chaoulli case that overturned Quebec's ban on selling private insurance to cover medically necessary care, a ruling that only applied in Quebec, Anglin said. "We think it's a case not only whose time has come but is probably overdue given the Supreme Court ruling in Chaoulli was more than a decade ago."

Outside of Quebec, there have been no significant changes to provincial health care systems in the wake of that ruling and it's unfair to prevent patients on long waiting lists from taking steps to find the medical care they need, he said.

"There's a growing recognition there are problems in the system," he said. The government could eliminate wait lists through public health care, he said. "If that were happening, we wouldn't be in court. We wouldn't have a case."

In B.C., private clinics have operated under NDP and BC Liberal governments since the late 1990s, Anglin said.

"There's been a de facto private option in B.C. that doesn't exist in other parts of Canada," he said. "What we're fighting for is to maintain the status quo, which is the operation of these clinics."

The foundation wants doctors to be able to work in both the public and private systems, he said. Patients or their private insurance companies should not be blocked from paying for treatments that are covered under the public system, he said.

Like other participants in the challenge, Anglin expects the case will end up in the Supreme Court of Canada. "In some ways, this is just the rehearsal," he said.

At this stage the goal is to get as much evidence on the record as possible, which can be influential as the case progresses to higher levels. "That's why we're not cutting corners," Anglin said. "We're going through the full exercise and the Crown is as well."

## **CSIS broke law by keeping sensitive metadata, Federal Court rules**

**Head of CSIS says agency informed public safety minister of program but Stockwell Day says 'they did not'**

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**Jim Bronskill, CBC News, November 3 2016**

A Federal Court judge says Canada's spy agency illegally kept potentially revealing electronic data about people over a 10-year period.

In a hard-hitting ruling made public Thursday, Justice Simon Noel said the Canadian Security Intelligence Service breached its duty to inform the court of its data-collection program, since the information was gathered using judicial warrants.

CSIS should not have retained the information since it was not directly related to threats to the security of Canada, the ruling said.

"Ultimately, the rule of law must prevail," Noel wrote, adding, "without it, the actions of people and institutions cannot be trusted to accurately reflect the purpose they were entrusted to fulfil."

At a press conference in Ottawa Thursday afternoon, CSIS Director Michel Coulombe said the agency accepted the court's decision and has "taken immediate actions to respond."

"I deeply regret the court's serious concerns with respects to meeting our duty of candour, and I commit to continuing my efforts with the deputy minister of justice to address this concern," Coulombe said.

- [Read the redacted Federal Court ruling \(PDF\)](#)
- [Read a summary of the Federal Court ruling \(PDF\)](#)

"All associated data collected under warrants was done legally," he said. "The court's key concerns relates to our retention of non-threat-related associated data linked with third-party communication after it was collected."

"CSIS, in consultation with the Department of Justice, interpreted the CSIS Act to allow for the retention of this subset of associated data. It is now clear that the Federal Court disagrees with this interpretation."

Associated data, or metadata, includes information such as telephone numbers and email addresses but not recordings of conversations or the content of those emails. In this case, it is difficult to determine the precise nature of the metadata involved due to heavy redactions to the 126-page court ruling.

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Coulombe said CSIS has halted all access to, and analysis of, the data in order to assess the "operational" impact of the ruling and to determine the way forward.

"We are working closely with the Department of Justice to make sure that we meet our obligations with the court," he added. "The trust of Canadians is essential in the fulfillment of our mandate."

Asked how Canadians can be reassured that CSIS is not still retaining metadata about people that it is not authorized to keep, Robert Frater, chief general counsel for Justice Canada, told reporters the agency now understands its limits.

"We've heard the court loud and clear," said Frater, who attended the press conference with Coulombe. "We are taking steps to improve our practices and we will meet that standard."

### Data retention and analysis

CSIS crunched the data beginning in 2006 using a powerful program known as the Operational Data Analysis Centre to produce intelligence that can reveal specific, intimate details about people the spy service investigates, the judge writes.

The ruling said the CSIS data analysis grew out of the spy service's concerns in the early 2000s that the information it collected was not fully utilized and should be processed using modern techniques.

Coulombe said his agency did inform its political masters about the data retention and analysis.

"The minister, in fact it is in the court ruling, in 2006 we actually wrote to the minister at the time explaining to him the program and successors were also informed about the program," Coulombe said.

In 2006 the minister of public safety was Conservative MP Stockwell Day.

Appearing on CBC News Network's *Power & Politics* later Thursday, Day was asked twice by host Rosemary Barton if he was in fact informed about the program and the retention of data.

"Well, any data that's ever collected is kept for some period of time, I would assume, and just as he just admitted, he said: 'I thought we told the court, hmmm, I guess we didn't — so I would suggest, if he is suggesting, or anybody, that they thought they told me something inappropriate was going on, yeah, I would suggest they did not.'"

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In his ruling, Noel said that just because CSIS could get more intelligence value out of the metadata with modern techniques, it did not mean the agency's mandate, as approved by Parliament had been expanded.

"The evolution of technology is no excuse to flout or stretch legal parameters. When the information collected does not fall within the legal parameters delimiting the agency's functions and actions, it cannot legally be retained."

In the decision, Noel said he considered ordering the destruction of the associated data collected since 2006, but decided against it because, in part, he did not hear legal arguments on the question.

He suggested it may be time to revisit the CSIS Act of 1984, which is "showing its age" in a technologically advanced world.

"Canada can only gain from weighing such important issues once again," Noel wrote. "Canadian intelligence agencies should be provided the proper tools for their operations but the public must be knowledgeable of some of their ways of operating."

In a statement issued late Thursday Public Safety Minister Ralph Goodale welcomed the ruling, saying the federal government would not be appealing the decision.

"I also take very seriously the explicit finding by Justice Noel that CSIS had failed in its duty to be candid with the court," Goodale said in the statement.

"In matters of security and intelligence, Canadians need to have confidence that all the departments and agencies of the government of Canada are being effective at keeping Canadians safe, and equally, that they are safeguarding our rights and freedoms."

## **Why I hate referendums — and why you should too**

**Why let politicians dodge the tough decisions?**

**Don Newman, iPolitics.ca, October 31 2016**

Referendums are bad public policy. Referendums let elected officials escape their responsibilities. Referendums are a precedent for future referendums.

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For the judgment of people who have an informed interest in the subject matter in question, referendums substitute the uninformed opinions of people who may have only a passing (and likely superficial) interest in the matter.

And referendums attract many votes that are cast for a variety of reasons other than responding to the main question being asked — effectively distorting whatever public opinion might actually *be* on the issue.

For all of those reasons, whatever the House of Commons Special Committee on Electoral Reform recommends when it reports on December 1, those proposed changes should *not* be put to a national referendum.

If all of that sounds like a call for “an elite accommodation” trumping the voice of the people, it’s not. What is the House of Commons there for, if not to represent the voice of the people? Since the enactment of the Charter of Rights in 1982, governments and individual MPs have been trying to slough off taking stands on tough issues like abortion or assisted suicide — acting only after the Supreme Court ruled that they had to and outlined what that action should be.

Now, if a decision on a potentially controversial issue — like how we elect members to represent us in the House of Commons — is going to be punted to the public at large, MPs will be even further neutered. And they will have done it to themselves.

And why should we allow MPs to dodge what could be a controversial bullet? After all, there have been many changes made to the laws governing elections in Canada since Confederation, some of them more far-reaching than others.

**“***In a referendum, what would constitute a win? Would fifty per cent plus one be enough? Think of the reaction in provinces that voted ‘no’ in a referendum — but then had a new electoral system imposed on them.*

Take the decision to expand the franchise to include women. Suffragettes had campaigned for years for the right of women to vote, often breaking a variety of laws to make their point. But it wasn’t until Robert Borden and his Unionist government realized they could use more votes in the conscription election of 1917 that the law was amended to let any woman with a son or brother already serving in the First World War cast a ballot. Mindful of their self-interest, and that of their relatives overseas, women voted heavily in favour of Borden and conscription.

Five years later, the law was amended again to allow all women of voting age to cast ballots. Since then, Parliament has acted numerous times to change the Elections Act.

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Among the significant changes: aboriginals were given the vote; the voting age was lowered from 21 to 18; the minimum length of election campaigns was shortened; the hours polls are open in various parts of the country was changed; and election results from parts of the country where the polls are closed can now be broadcast in areas where the polls remain open.

All of these changes were achieved by passing acts of Parliament. So should any change in the way members are elected — whether it is a change to enact proportional representation (whereby parties win seats equal to the proportion of the total votes they receive) or a change to a transferable ranked ballot.

There's a further argument against holding a referendum on any proposed electoral change. In a referendum, what would constitute a win? Would fifty per cent plus one be enough?

Think of the reaction in provinces that voted 'no' in a referendum — but then had a new electoral system imposed on them. That probably would lead to court challenges claiming that any subsequent election held under the new system was unconstitutional.

Here's one further reason to simply change the electoral system by an act of Parliament: Suppose that, once tried, the new system is found to be unsatisfactory. Another act of Parliament, and the system is changed back again.

## **Les édifices fédéraux devront être alimentés à l'énergie propre d'ici 2025**

**ICI Radio-Canada, le 2 novembre 2016**

Dans un discours devant l'Association canadienne de l'énergie éolienne mercredi, à Calgary, la ministre de l'Environnement Catherine McKenna a indiqué que ce virage devrait être fait d'ici 2025 pour toutes ses installations, comme les bases militaires. Mme McKenna a soutenu qu'en utilisant de l'énergie propre, le gouvernement entend prêcher par l'exemple et veut envoyer un signal fort aux marchés, afin d'encourager la croissance de ce secteur d'activités.

Le gouvernement s'est fait avare de détails, toutefois, sur les modalités et les coûts d'une telle initiative.

Mme McKenna a simplement rappelé que ce programme s'intègre dans la stratégie gouvernementale sur le développement durable, annoncée en septembre dernier. Cette stratégie prévoit notamment une réduction de 40 % des émissions de gaz à effet de serre de l'ensemble des activités du gouvernement (édifices, flottes de véhicules) sous les niveaux de 2005 d'ici 2030. Et peut-être même d'ici 2025, espère-t-on chez les libéraux.

La stratégie prévoit aussi des investissements d'un milliard de dollars pour moderniser les systèmes de chauffage et de climatisation dans plus de 80 édifices gouvernementaux de la région de la Capitale-Nationale, ce qui réduirait leurs émissions de presque moitié, selon les libéraux.





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Le gouvernement souhaite aussi augmenter sa flotte de véhicules électriques ou hybrides, et aménager des bornes de recharge dans les bâtiments gouvernementaux. Il veut par ailleurs encourager le télétravail au sein de la fonction publique.

« Pour s'assurer d'atteindre ses objectifs, le gouvernement du Canada crée une nouvelle équipe dont le mandat sera de se pencher sur les mesures pratiques et les actions concrètes dont le gouvernement peut se servir pour être à l'avant-garde en matière d'écologisation des activités », a indiqué la ministre McKenna.

« Cette équipe assurera une coordination à travers le gouvernement et fournira le leadership nécessaire pour permettre au gouvernement d'atteindre ses objectifs de réduction des émissions. »

## **Low-carbon government promised by 2025**

**Kathryn May, Ottawa Citizen, November 2 2016**

The Liberal government is aiming to reduce greenhouse gas emissions from federal operations by 40 per cent within a decade.

The [‘greening government’](#) strategy was announced by Environment Minister Catherine McKenna in Calgary where she promised a government that will eventually be run on renewable energy. While in Ottawa, Treasury Board President Scott Brison vowed to track departments’ progress in meeting the target with the creation of a new Centre for Greening Government.

Brison said the government is leading by example and the target marks the government’s contribution to the climate change strategy.

“The government must do its part to meet the challenges of climate change to leave a prosperous and sustainable economy and a strong middle-class for the next generations,” said Brison.

The government has had various green or energy efficiency initiatives over the years and some say the easy reductions have largely been made. This plan, includes some major investment, and is aimed at all operations — buildings, military bases, vehicles, devices, procurement and unnecessary travel to encouraging employees to walk, bike, take public transit to work and using video and teleconference services whenever possible.

The new Centre for Greening Government is being set up in Treasury Board where it will monitor and coordinate the drive to reduce emissions. A similar office was housed at Public

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Services and Procurement Canada, but Brison said he felt the office would be more effective in “driving” the changes housed in a central agency.

Treasury Board will be holding departments’ feet to the fire with demands for ongoing reporting on the drive’s results.

The government has been tracking its emissions and last year departments and agencies reduced emissions from their buildings and fleets by 4.6 per cent compared to 2005-2006. This amount has since been revised to 15%, based on internationally accepted best practices in accounting for greenhouse gas emissions.

Brison said the government is committed to reaching the 40 per cent reduction in emissions by 2030, but is aiming to reach that target by 2025.

The first step is reducing emissions by using clean energy to power federal buildings and reduce consumption. Public Services and Procurement Canada, the government’s landlord and purchasing arm, will be using clean energy for all the electricity used to power the buildings it owns.

Most of the government’s emissions come from its buildings. National Defence and PSPC — which own and operate the bulk of buildings — account for more than 75 per cent of all government’s greenhouse gas emissions.

Brison said the greening of operations will be central to the \$2.1 billion the government earmarked in the last federal budget to to repair and renovate government buildings.

The government is also spending \$1 billion to modernize six heating and cooling plants that serve 80 buildings in the National Capital Region. That is expected to reduce emissions by 45 per cent.

National Defence will be switching to renewables for much of the electricity used at Alberta bases in Calgary, Edmonton, Cold Lake and Suffield.

The government will also be shifting the fleets of departments to electric and hybrid vehicles and will be installing charging stations in all government buildings. Brison said departments will now have to focus on ‘life cycle costs’ rather than initial up-front costs. An electric car may cost more, but it will be cheaper in the long run.

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The government is also creating a team to coordinate, as well as explore, new ways to make further reductions. Brison said the government will also act as a “test bed” for new clean technologies.

Other steps include:

- creating a public inventory of federal greenhouse gas emissions and energy use
- review procurement practices to ensure the government is buying green
- designate energy managers for all military bases
- retrofit federal workplaces to reduce energy consumption.

## **All federal government buildings to run on green power by 2025: environment minister**

**McKenna says 'government needs to be a key player to support the acceleration of clean growth'**

**CBC News, November 2 2016**

Environment Minister Catherine McKenna said Wednesday the federal government will run all its operations on renewable energy by 2025, but that doesn't mean we should expect solar-powered tanks and fighter jets.

"We're talking about greening buildings," McKenna told CBC Calgary, after making the announcement at the Canadian Wind Energy Association earlier in the day.

That said, McKenna noted military buildings will be part of the commitment.

"[Defence] Minister [Harjit] Sajjan, he was very committed to how we can green the military," she said. "He sees this as a real opportunity."

Few details were immediately available on how the program would work or what its cost implications might be, however.

McKenna said the actual costs would be dependent on what the market will bear when power purchases are put to tender in the future, but she noted renewable electricity generation has become "very competitive already" with fossil-fuel generation, and she only expects that to continue.

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"By 2025, you're going to see renewables on par with traditional sources, and so it's just a good opportunity to do our part to reduce emissions," she said.

"It's all about leadership. We can't just be telling provinces and territories, municipalities and Canadians that we all have to do our part. We have to lead by example."

McKenna said the move is part of the government's overall sustainable development strategy released in September.

That plan includes pledges to reduce greenhouse gas emissions from federal government buildings and fleets by 40 per cent below 2005 levels by 2030, possibly as early as 2025. It also promises to spend \$1 billion modernizing heating and cooling systems in more than 80 locations in the Ottawa region, which the Liberals say would reduce emissions from those buildings by about a third.

The government has also said it will buy clean power for all Public Services and Procurement Canada's facilities by 2025 and modernize its fleet with an eye to using more electric vehicles. It also wants to encourage low-carbon practices within government, such as telecommuting instead of travelling.

"By using renewable energy, we send a strong signal to markets that Canada is serious about reducing emissions, and supporting a clean-growth economy," said McKenna.

"Canadian companies that supply green goods and services will see new opportunities to do business with governments, driving growth in this industry."