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VIDEO: Canada AM: 'Sleeves already rolled up'

CTV News, November 5 2015

Justice Minister Jody Wilson-Raybould says she is proud and honoured to have the responsibility of her important portfolio.

Video: <http://www.ctvnews.ca/video?clipId=742999>

CTV Question Period: Liberals will review controversial mandatory minimums: justice minister

Michelle Zilio, CTV Question Period, November 8 2015

VIDEO: <http://www.ctvnews.ca/politics/liberals-will-review-controversial-mandatory-minimums-justice-minister-1.2648279>

Newly appointed Justice Minister Jody Wilson-Raybould says the government will review the use of mandatory minimum sentences brought in under the former Conservative government's "tough on crime" agenda.

While Raybould-Wilson did not specifically say what the Liberals plan to do about the controversial law, [she told CTV's Question Period](#) that her department will "definitely" look at it.

"It's definitely going to be a subject of conversation, absolutely," said Raybould-Wilson.

In April, the Supreme Court of Canada struck down the law requiring mandatory minimum sentences for gun crimes, labelling the legislation "cruel and unusual." The gun-sentencing rules were introduced in 2008 as a part of one of the Conservative government's omnibus bills.

Reviewing mandatory minimums will be part of the Liberal government's larger renewed approach to the criminal justice system, according to Wilson-Raybould.

"I recognize the need to empower judges and to uphold the discretion that judges have in particular circumstances, and (will be) looking more fundamentally or broadly at the criminal justice system in terms of restorative justice and rehabilitation," she said. "Not just simply being tough on crime."

Wilson-Raybould said the criminal justice system has been particular hard on indigenous people.



AJC-AJJ
ASSOCIATION OF JUSTICE COUNSEL
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“I was fortunate to be a provincial crown prosecutor at the Main Street criminal court house in Vancouver and saw, certainly, an overrepresentation of indigenous people in the criminal justice system.”

As the first-ever indigenous justice minister, such issues are close to Wilson-Raybould’s heart. She also served as the B.C. Assembly of First Nations regional chief for six years. She said she realizes the significance of her appointment to the portfolio.

“I’m incredibly proud to be an aboriginal woman, proud to come from the We Wai Kai nation, and certainly recognize that there is a substantive new relationship that we, as government, need to embark upon with indigenous peoples in this country.”

High on her priority list is a Liberal commitment to launch a national inquiry into missing and murdered indigenous women and girls.

Wilson-Raybould said she wants to see justice for the affected families and a review of the root causes of the problem, including inequality and marginalization.

Doctor-assisted suicide legislation a priority

The Liberals are also under pressure to draft new laws after the Supreme Court struck down the law prohibiting doctor-assisted suicide last year.

Wilson-Raybould said she is acutely aware of the approaching February deadline for new legislation and that she’s already talked with her department officials about it. However, she did not say whether the Liberals would seek an extension past February.

“It’s a priority for myself and for our government. And we need to, as we did as a party before, look at this in a substantive way,” said Wilson-Raybould. “We understand the deadline is upon us and certainly we’ll look to proceed ... in the most appropriate way.”

Former regional AFN chief Jody Wilson-Raybould gets Justice

Alice Musabende, iPolitcs, November 4 2015

Justin Trudeau promised a cabinet that would strike a balance between rookie and seasoned politicians but also reflect Canada’s diversity — and a new way of doing politics. Liberal MP for Vancouver Granville Jody Wilson-Raybould, Canada’s first aboriginal woman Justice minister and Attorney General, embodies all of that.

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An aboriginal governance activist, Wilson-Raybould is the former BC Crown Prosecutor, treaty commissioner and AFN Regional Chief, and was a star Liberal candidate who won a strong victory in the new Vancouver riding, despite a strategic voting campaign that endorsed the local NDP candidate. Wilson-Raybould is a member of the We Wai Kai Nation, and one of eight aboriginal members of the Liberal caucus.

Wilson-Raybould's appointment as Canada's attorney general, as well as Trudeau's campaign promises of investing in rebuilding a new relationship with Canada's indigenous people, both signal that the Liberal government intends to redefine its relationship with First Nations and aboriginal people. Her appointment is even more significant since Wilson-Raybould was among the First Nations leaders who met with Prime Minister Stephen Harper during the Idle No More protests two years ago. She told the media later on that the disappointment she felt after the meetings with Harper is one of the reasons why she decided for the Liberals.

As Canada's new attorney general, Wilson-Raybould inherits one of the most important cabinet portfolios, one held by former PMs Pierre Elliot Trudeau and Jean Chretien in previous Liberal governments. Former Conservative leader Kim Campbell was the first and only woman justice minister. Given the sheer number of new legislation that Justin Trudeau has promised to introduce as soon as Parliament returns, as well as his commitment to reversing some of the Conservatives' laws, the new Justice minister should be very busy.

First, Wilson-Raybould is going to have to draft a law prescribing the conditions under which physician-assisted death would be allowed, since the Supreme Court of Canada gave the government only one year to come up with legislation. That deadline expires on February 6, 2016. The Liberal government is said to be considering asking for a six-month extension, though questions remain as to what they would do within that time frame. The Tories had previously appointed a three- person panel, two members of which were said to be advocating against assisted death.

Wilson-Raybould will also have to get going on legalizing marijuana, a Liberal campaign promise but a file that, so far, Canadians haven't heard many details on. Earlier this year, the Supreme Court decided in favour of allowing the use of medical marijuana in any and all forms, but questions remained as to individuals growing their own cannabis plants. The previous government had decreed that only federally-approved farms can produce medical marijuana, a field that experts say will be seeing a lot of private investments in the future, needing clearly outlined regulations.

The new minister of justice will also have to weigh in on the niqab issue — again. The Harper government, which banned the wearing of the niqab while taking the oath of citizenship back in 2012, lost its appeal of a Federal Court ruling striking down the ban in October and had promised to take the issue to the Supreme Court.

Other key files that Wilson-Raybould will have to deal with soon concern the Liberal promise to set up an inquiry on missing and murdered aboriginal women and the implementation of all

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the recommendations of the Truth and Reconciliation Commission, a file on which she has worked as a regional chief of the AFN.

Finally, as the Liberals promised during the campaign, Wilson-Raybould will have to work on amending some of the regulations set by the previous government as part of their "tough on crime" agenda, including mandatory minimum sentences.

Public service union hopes for fresh start negotiating with new minister

Largest public sector union plans to start over with Brison in charge of Treasury Board
Julie Ireton, CBC News, November 5 2015

The head of the largest public sector union said Wednesday she's excited and ready to start fresh with a new president of the Treasury Board, the department that oversees the federal public service.

PSAC president Robyn Benson said she's never met Scott Brison, the veteran Nova Scotia MP and cabinet minister who took over the Treasury Board portfolio, but said there's a lot to be done and she's ready to get to work.

"We were at logger heads with [the Harper] government, every time we turned around they were cutting a program, they were cutting bodies, they were disrespectful, treating them with disdain and disregard," said Benson. "Canadians overwhelmingly said they want change, so did we."

Following Prime Minister Justin Trudeau's first meeting with his new cabinet, Brison said the Liberal government plans on re-establishing a culture of respect "for and within our public service."

The new government will recognize Canada's "world-class public service," he said.

"The previous government gratuitously attacked the public government at every opportunity. It's hard to be disrespectful publicly and then expect responsible, fair engagement privately. You can't move a progressive agenda for Canada forward without the full engagement of your public service."

Sick leave biggest issue

Sick leave policy for federal workers was one of the most contentious issues between the Harper government and unions.

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Earlier this year, the Conservatives booked close to \$1 billion in savings with plans to scrap the current sick leave program — in the midst of contract negotiations.

That led unions to take the government to court and it's one of the issues Brison and the new Liberal government will have to address.

"So the Trudeau government should be coming to us with a new mandate. If they come with the same mandate that will certainly set a tone that I'll certainly be shocked at. So what I believe will happen is the new Treasury Board president will talk to his staff, look at where they've been and where they want to be," Benson said.

Other issues also on the table

Benson also said there has been no hiring in most departments, veteran's affairs offices have been closed, search and rescue units shut down and there were big changes to employment insurance and old age security under the Conservatives.

"There's a lot of work that this government needs to undo," she said, adding the Liberals will need to be respectful, open and transparent.

In a statement Wednesday, Trudeau wrote, "Openness and transparency will be our constant companions, and we will work to restore Canadians' trust in their government and in our democracy."

He said his government is committed to bringing a new tone to Ottawa and a renewed sense of collaboration.

Benson said she's going to keep an open mind "until proven otherwise," but at the same time, she knows what she wants to see.

"If they were smart, in my humble opinion, they'd come, negotiate a collective agreement, take sick leave off the table, and have no unrest," said Benson, who noted they've polled members on the issue.

"They're 100 per cent behind their sick leave."

Public sector unions looking to reset relationship with federal government

Selina Chignall, iPolitics.ca, November 6 2015

Unions representing federal public servants say they're looking forward to mending fences with the federal government after a rocky nine-year relationship with the Conservatives.



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“We are in positive spirits as a result of the change in government,” said Debi Daviau, president of the Professional Institute of the Public Service of Canada, whose 55,000 members work mostly in the federal public service.

PIPSC is holding its annual general meeting today with a theme of “restoring the balance”.

“We have some successes to celebrate,” Daviau said, referring to the defeat of the Harper government after almost a decade of conflict with public servants over cutbacks, sick leave and other issues.

Daviau said she is hoping for a more congenial tone with the Trudeau government on a range of issues.

“I certainly think we will have an opportunity to talk about them, which is more than the previous government.”

The Liberals might be making the first move to extend an olive branch. The new president of the Treasury Board, Scott Brison, called the Public Service Alliance of Canada’s president Robyn Benson yesterday, PSAC spokesman Chris Aylward told *iPolitics*.

“It’s a good sign when on his (Brison’s) first full day, he reaches out to the largest public service union.”

In his Sept. 25 open letter to Canada’s public servants, Trudeau said that “a Liberal government will be committed to restoring fair and balanced labour laws that respect the integral role played by unions in our society ... We need fair and balanced labour laws that respect due process and are developed through real consultation.”

The Liberals also opposed the provision in Bill C-59 clearing the federal government to make changes to public service sick leave outside of negotiations, and the “offending Bill C-4 legislation.”

Bill C-59 allows the federal government to force a deal on the issue of sick leave for federal public service employees, effectively taking away their right to collectively bargain. The PSAC filed a legal challenge to the bill on June 30.

“I think there is a very good opportunity for the Liberals to act quickly and move on repealing (Bill C-59),” said Richard Blair, a lawyer who has represented trade unions and professional associations for nearly 30 years. “It’s a win-win for them.”

Bill C-4 would allow the federal government to decide which services are considered essential, without the input of the union or third-parties, a provision offside with recent Supreme Court decisions. Blair said the Supreme Court ruled in a recent case in Saskatchewan that essential services can only be determined through a regime of consultation and a neutral dispute mechanism.

Blair said the government can move quickly on this bill at no cost.

“These are bills they oppose — so it’s an easy back step for them.”

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Aylward said the union is looking forward to open dialogue on resolving these labour issues, but it's willing to be patient.

"We don't expect things to change overnight."

At the bargaining table, PIPSC would like to see the practice of contracting-out public services ended. Blair said he doubts that will happen because it has become a widespread practice in all levels of government, despite questions about accountability and cost-effectiveness.

"It's a pervasive practice and one I expect will continue, and which will continue to be a festering labour relations issue."

Emmanuelle Tremblay, president of the Canadian Association of Public Employees, said the federal government needs to build trust, integrity and strengthen the independence of the public sector.

Many of her 13,000 members are policy analysts who, she said, saw their work muzzled or interfered with under the former government. This meant they could not always provide factual evidence or advice, she added.

"Our members are dedicated to serving public interest. They haven't always been able to provide the advice to do the right thing."

In an email yesterday, Trudeau said he looks forward to rebuilding the relationship with the public service in order to meet the needs and expectations of Canadians.

"We have every confidence that our public service, which is one of the best in the world, is up to the task," the email said.

Daviau said she knows it won't all be all smooth sailing.

"We don't expect it to be all rosy under a Liberal government ... but what we know for sure that it will be better than what we had with the Conservative government."

Scott Brison at Treasury Board must grapple with public service problems

Kathryn May, Ottawa Citizen, November 4 2015

Prime Minister Justin Trudeau picked a seasoned economic heavyweight as the new boss of Canada's public service, giving Scott Brison the task of restoring good relations with federal employees and quelling union unrest.

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As president of Treasury Board, Brison wears two hats: employer, and general manager overseeing government operations.

Brison told reporters following the government's first cabinet meeting Wednesday that the engagement of the public service was critical to implementing the Liberal agenda and restoring a 'culture of respect' for and within the bureaucracy was a priority.

"The previous government gratuitously attacked the public service at every opportunity," said Brison. "It is hard to be disrespectful publicly and then expect responsible and fair engagement privately. You can't move a progressive agenda for Canada forward without the full engagement and cooperation of your public service."

Robyn Benson, president of the giant Public Service Alliance of Canada, quickly issued a statement calling on Brison to "respect and restore the public service." She said the unions will work with him to rebuild battered labour relations.

"It is time to turn the page and rebuild trust," said Benson.

Brison, a former investment banker, brings plenty of economic experience to his portfolio. He's been a member of most House of Commons economic committees and previously sat on three cabinet committees – including the powerful Treasury Board committee, which he now chairs.

Brison was originally elected as a Progressive Conservative in 1997 but crossed the floor to join the Liberals in 2003. He took runs at the leadership for both the Conservative and Liberal parties. At one point, he gave up his seat so that then-Conservative leader Joe Clark could run and return to the House of Commons.

Brison was also minister of Public Works and Government Services for the Paul Martin government and parliamentary secretary to the prime minister.

The new government has a big Treasury Board agenda, aimed at improving the culture, service, openness, financial oversight and performance of government, but most of these promises will be managed over the longer term, not the first 100 days of office.

Treasury Board will be writing the rules for "open and transparent" government, making government information more accessible, reforming the Access to Information Act and making all data and information "open by default." The act would extend to the prime minister's and ministers' offices.

Brison's biggest headache and potentially most complicated file is the ongoing round of collective bargaining over Tory predecessor Tony Clement's plan to scrap existing accumulated sick-leave benefits and replace them with a new short-term disability plan.

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The 18 unions will press the new government for a new mandate to negotiate sick-leave benefits for Canada's public servants. They want an immediate repeal of the provisions of Bill C-59 that gave the government the unilateral power to impose whatever sick-leave regime it wants.

It's unclear what the Liberals want to do with sick leave but the party included the Conservatives \$1.5 billion sick leave savings in its own fiscal plan.

Brison also will have to tackle thorny mental health issues in the public service, introducing the Mental Health Commission's psychological health and safety standard for the workplace.

The Liberal election platform promised better services. It wants performance tracked and reported on, especially in areas hit by Tory cuts: veteran services, immigration, EI and CPP appeals.

Treasury Board would also have a role in the \$3-billion expenditure review Liberals plan to bring the government back to surplus in 2019-20.

Les syndicats du secteur public veulent «tourner la page»

Paul Gaboury, Le Droit, le 5 novembre 2015

L'arrivée de Scott Brison au poste de président du Conseil du Trésor a été bien accueillie mercredi par les syndicats du secteur public, qui s'attendent à une nouvelle ère de relations de travail «plus respectueuse» pour les fonctionnaires fédéraux.

«M. Brison est un député expérimenté et il connaît les enjeux des fonctionnaires. Nous avons hâte de travailler avec lui», a réagi Larry Rousseau, de l'Alliance de la fonction publique du Canada, qui a applaudi la parité hommes-femmes, non seulement en chiffres, mais aussi dans l'importance des portefeuilles.

«Après une décennie difficile avec le gouvernement conservateur, il est temps de tourner la page, ajoute le vice-président exécutif de l'AFPC pour la région de la capitale nationale. Nous souhaitons que M. Brison donne un nouveau mandat qui va changer le ton à la table des négociations pour arriver à une entente qui sera satisfaisante pour les deux parties. M. Brison a une approche plus professionnelle et il n'est pas du genre à faire des déclarations pour dénigrer les fonctionnaires comme l'a fait Tony Clement notamment dans le dossier des congés de maladie.»

M. Rousseau a rappelé que le nouveau premier ministre Justin Trudeau s'est engagé à abroger les mesures contenues dans la loi C-59 donnant le droit au gouvernement d'imposer un nouveau régime d'assurance-invalidité.



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«Nous nous attendons maintenant à ce que ce projet soit mis de côté et que nous puissions retourner à la table pour négocier, explique M. Rousseau. Nos équipes seront à Ottawa pendant la première semaine de décembre. Si le gouvernement n'est pas prêt avec un nouveau mandat, nous attendrons au début de janvier s'il le faut. Depuis 10 ans, nos membres vivent des stress importants et il faut trouver des solutions aux problèmes qu'ils vivent.»

Du côté de l'Institut professionnel de la fonction publique, la présidente Debi Daviault s'attend maintenant à ce que le gouvernement prenne des décisions basées sur «l'évidence et les faits». Elle s'est réjouie que Justin Trudeau nomme deux ministres responsables de la science qui a grandement souffert des compressions, disant souhaiter qu'il rétablisse les services publics décimés par le gouvernement Harper.

«Nous ne pouvons même pas parler avec le gouvernement conservateur, a rappelé M^{me} Daviault. Maintenant, nous nous attendons à ce que le gouvernement négocie de bonne foi et qu'il cherche de vraies solutions pour régler les problèmes créés par le gouvernement conservateur.»

Une ministre, un absent

Au cours de la campagne électorale, Larry Rousseau affirme avoir établi de liens avec les membres du nouveau caucus libéral, incluant la nouvelle ministre libérale de l'Environnement, Catherine McKenna, députée d'Ottawa-Centre et seule ministre de la région.

Et l'absence du député libéral d'Orléans Andrew Leslie au cabinet? «Peut-être que M. Leslie a été un peu trop associé au plan de coupures à la Défense. Est-ce la raison pour laquelle il n'a pas été nommé? Ça reste à voir», a commenté M. Rousseau.

Full list of Justin Trudeau's cabinet

31-member cabinet includes 15 women, attempt at regional balance
CBC News, November 4 2015

The [full list](#) of Prime Minister Justin Trudeau's new 31-member cabinet, in order of precedence, being sworn in today at Rideau Hall in Ottawa (with their province in parenthesis):

- Justin Trudeau (Quebec) - Prime Minister, Intergovernmental Affairs and Youth.
- Ralph Goodale (Saskatchewan) - Public Safety and Emergency Preparedness.
- Lawrence MacAulay (P.E.I.) - Agriculture and Agri-Food.
- Stéphane Dion (Quebec) - Foreign Affairs.
- John McCallum (Ontario) - Immigration, Refugees and Citizenship.
- Carolyn Bennett (Ontario) - Indigenous and Northern Affairs
- Scott Brison (Nova Scotia) - Treasury Board President.



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- [Dominic Leblanc](#) (New Brunswick) - Leader of the Government in the House of Commons.
- Navdeep Bains (Ontario) - Innovation, Science and Economic Development.
- [Bill Morneau](#) (Ontario) - Finance.
- [Jody Wilson-Raybould](#) (B.C.) - Justice and Attorney General of Canada.
- Judy Foote (Newfoundland and Labrador) - Public Services and Procurement.
- Chrystia Freeland (Ontario) - International Trade.
- [Jane Philpott](#) (Ontario) - Health.
- Jean-Yves Duclos (Quebec) - Families, Children and Social Development.
- Marc Garneau (Quebec) - Transport.
- Marie-Claude Bibeau (Quebec) - International Development and La francophonie.
- Jim Carr (Manitoba) - Natural Resources.
- [Mélanie Joly](#) (Quebec) - Heritage.
- Diane Lebouthillier (Quebec) - National Revenue.
- [Kent Hehr](#) (Alberta) - Veterans Affairs, and Associate Minister of National Defence.
- [Catherine McKenna](#) (Ontario) - Environment and Climate Change.
- [Harjit Sajjan](#) (B.C.) - National Defence.
- MaryAnn Mihychuk (Manitoba) - Employment Workforce Development and Labour.
- [Amarjeet Sohi](#) (Alberta) - Infrastructure and Communities.
- Maryam Monsef (Ontario) - Democratic Institutions.
- [Carla Qualtrough](#) (B.C.) - Sport, and Persons with Disabilities.
- Hunter Tootoo (Nunavut) - Fisheries and Oceans, and Canadian Coast Guard.
- Kirsty Duncan (Ontario) - Science.
- Patricia Hajdu (Ontario) - Status of Women.
- Bardish Chagger (Ontario) - Small Business and Tourism.

Justin Trudeau présente un Conseil des ministres paritaire et diversifié

ICI Radio-Canada, le 4 novembre 2015

Près de 50 ans après son père, Justin Trudeau a été assermenté à titre de premier ministre du Canada. L'homme de 43 ans est ainsi devenu le 23e premier ministre de l'histoire canadienne.

M. Trudeau a prêté serment devant deux anciens premiers ministres libéraux et ministres sous son père : Jean Chrétien et John Turner. Assis à la première rangée des dignitaires, les deux hommes ont assisté à l'assermentation du fils de celui qu'ils ont servi dans les années 1970, Pierre Elliott Trudeau.



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Outre ces dignitaires, des dizaines de citoyens massés à l'extérieur de la résidence du gouverneur général de Rideau Hall, à Ottawa, ont assisté à la prestation de serment de Justin Trudeau. Les applaudissements de cette foule ont d'ailleurs résonné jusqu'à l'intérieur de la résidence, faisant écho à ceux des dignitaires et des ministres qui s'apprêtaient à être assermentés.

Rompant avec la tradition - qui veut que les ministres arrivent un par un à bord de limousines - M. Trudeau a fait son arrivée à Rideau Hall en marchant, accompagné de son équipe ministérielle. Main dans la main, le couple Justin Trudeau-Sophie Grégoire a été accueilli par ses trois enfants. Attendant patiemment depuis de longues minutes sur le parvis de la résidence du gouverneur général, les enfants ont accouru pour se jeter dans les bras de leurs parents.

Au cours de cette cérémonie, les Canadiens ont également découvert la composition du Conseil des ministres qui constituera le prochain gouvernement du pays. Les 30 ministres, choisis parmi les 183 députés élus sous la bannière du Parti libéral du Canada (PLC), ont également prêté serment.

Comme promis, M. Trudeau a nommé 15 hommes et 15 femmes au sein de son Cabinet, qui comprend, notamment, 6 élus québécois et 11 de l'Ontario.

Le Conseil des ministres :

- Ralph Goodale - ministre de la Sécurité publique et de la Protection civile
- Lawrence MacAulay - ministre de l'Agriculture et de l'Agroalimentaire
- Stéphane Dion - ministre des Affaires étrangères
- John McCallum - ministre de l'Immigration, des Réfugiés et de la Citoyenneté
- Carolyn Bennett - ministre des Affaires autochtones et du Nord
- Scott Brison - président du Conseil du Trésor
- Dominic LeBlanc - leader du gouvernement à la Chambre des communes
- Navdeep Singh Bains - ministre de l'Innovation, des Sciences et du Développement économique
- William Francis « Bill » Morneau - ministre des Finances
- Jody Wilson-Raybould - ministre de la Justice et procureure générale du Canada
- Judy M. Foote - ministre des Services publics et de l'Approvisionnement
- Chrystia Freeland - ministre du Commerce international
- Jane Philpott - ministre de la Santé
- Jean-Yves Duclos - ministre de la Famille, des Enfants et du Développement social
- Marc Garneau - ministre des Transports
- Marie-Claude Bibeau - ministre du Développement international et de la Francophonie
- James Gordon Carr - ministre des Ressources naturelles
- Mélanie Joly - ministre du Patrimoine canadien et responsable des Langues officielles
- Diane Lebouthillier - ministre du Revenu national
- Kent Hehr - ministre des Anciens Combattants et ministre associé de la Défense nationale
- Catherine McKenna - ministre de l'Environnement et du Changement climatique

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- Harjit Singh Sajjan - ministre de la Défense nationale
- MaryAnn Mihychuk - ministre de l'Emploi, du Développement de la main d'œuvre et du Travail
- Amarjeet Sohi - ministre de l'Infrastructure et des Collectivités
- Maryam Monsef - ministre des Institutions démocratiques
- Carla Qualtrough - ministre des Sports et des Personnes handicapées
- Hunter Tootoo - ministre des Pêches, des Océans et de la Garde côtière canadienne
- Kirsty Duncan - ministre des Sciences
- Patricia A. Hajdu - ministre de la Condition féminine
- Bardish Chagger - ministre de la Petite Entreprise et du Tourisme

Stephen Harper's letter to the public service – and a reply from PSAC

Christina Spencer, Ottawa Citizen, November 3 2015

Outgoing Prime Minister Stephen Harper's message of thanks to the federal public service Tuesday sparked a withering response from two big federal unions – a measure of just how fractious the relationship between the Conservatives and the bureaucracy had become by the time of the government's defeat last month.

Harper's letter, sent to public servants through their deputy ministers on his last day in office, made no mention of the tensions that sometimes marked his dealings with government workers.

"Over the last nine years my team and I have worked very closely with the Public Service of Canada to improve the prosperity, security and well-being of Canadians and improve Canada's position in the world," he wrote.

"I am very proud of the remarkable work we have accomplished together towards meeting these objectives. I would like to thank each and every one of you for the support you have shown my team and me over three successive parliaments and for the dedication you have demonstrated in delivering for Canadians.

"It has been an honour to serve as Prime Minister of the greatest country in the world and I will always be grateful for the support of Canada's world-class public service."

Barely had Harper's message become public when the giant Public Service Alliance of Canada responded.

"The work that public service workers do on behalf of Canadians day in and day out is invaluable," said a statement from PSAC national president Robyn Benson. "It is unfortunate that the Conservative



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government was not able to recognize the important contribution of public service workers during their mandate.”

“We look forward to building a positive and constructive relationship with the new Liberal government where trust and respect for public service workers is restored”

Debi Daviau president of the Professional Institute of the Public Service of Canada (PIPSC), greeted Harper’s farewell note by saying,
“We are, of course, very glad that Prime Minister Harper has at last recognized the true value of the public service.

“It’s unfortunate that it took this long.”

The unions, angry over the Conservative government’s plan for a major overhaul of public servants’ sick leave, openly campaigned against the Tories in the federal election. Their actions ranged from rallies and get-out-the-vote initiatives to individual calls for action, such as the viral video “Harperman,” created by former public servant and songwriter Tony Turner.

Turner, a federal scientist suspended by Environment Canada for performing the political protest song, retired during the campaign so he could keep singing Harperman prior to the Oct. 19 vote.

A record number of public servants sought permission to throw their hat into the ring for this election. The Public Service Commission gave 35 public servants permission to run. At least two won their ridings – as Liberals.

Tense and protracted contract talks were among many sore points between the government and its bureaucrats. During Harper’s tenure, public servants complained of a Prime Minister’s Office that they said was too controlling, “muzzled” experts and forced government workers into partisan action.

Some experts are now questioning whether a public service so at odds with the Harper team will be able to adapt to the demands – and perhaps a different culture – of the new Liberal government.

Harper was to officially resign Wednesday just before Justin Trudeau’s swearing-in as Liberal prime minister.

Congés de maladie: l'audience est reportée

Paul Gaboury, Le Droit, le 2 novembre 2015

L'audience sur la requête en injonction déposée en août dernier par l'Alliance de la fonction publique du Canada (AFPC) devant la Cour fédérale à l'égard des mesures prévues dans la loi C-59 sur les congés de maladie a été remise à mars 2016.



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Lors d'une conférence préparatoire tenue récemment auprès de la Cour fédérale, les parties ont convenu d'entendre la requête les 1er et 2 mars 2016, a confirmé l'AFPC.

Le report de l'audience, acceptée par les deux parties, doit permettre au nouveau gouvernement libéral de respecter l'une de ses promesses électorales de ne pas exercer les pouvoirs que lui confère la loi C-59 pour imposer un nouveau régime d'assurance-invalidité à court terme aux employés fédéraux en contournant le processus de négociations, souligne le syndicat.

Par ailleurs, la présidente de l'AFPC, Robyn Benson, a envoyé une lettre au premier ministre désigné Justin Trudeau lui demandant qu'un «nouveau mandat» soit donné au Conseil du Trésor en prévision de la reprise des négociations, prévue en décembre prochain.

Les libéraux ont promis de respecter les fonctionnaires fédéraux, de leur faire confiance et de valoriser leur travail. C'est dans cet esprit qu'elle enjoint les libéraux de renvoyer le Conseil du Trésor à la table de négociation avec un nouveau mandat.

Under new management: Can Trudeau and senior public servants bridge the trust gap?

Lisa Van Dusen, iPolitics, November 3, 2015

After nearly a decade of toiling for the Harper government, whose disdain for the bureaucracy was manifest in everything from its collective bargaining positions to its allergy to unvarnished executive advice, Ottawa's public servants are bracing themselves for new management.

“People have a definite spring in their step,” said one longtime senior mandarin, wryly referring to the end of the famously dysfunctional political-bureaucratic relationship of the Harper era. “They’re looking forward to removing their oxygen tanks.”

Justin Trudeau and his new federal cabinet will be sworn in Wednesday morning at Rideau Hall, and among the keenest observers of the ceremony will be senior public servants at the deputy minister and associate deputy minister levels, waiting for names (to Google, in some cases).

Some will be leaving their current positions as casualties of a downsized ministry. Others will be making a whiplash transition from — for instance — years of policy making in the department of finance based on a fixation on deficit reduction to a majority-mandated 180-turn toward deficit spending.

Despite campaign trail efforts like the [open letter to Canada's public service Stephen Harper released October 1st](#), anecdotal evidence such as the fact that Ottawa Centre and Orleans stampeded to the advance polls, showing the highest turnout in Canada, speaks to the animosity between the public service and the politicians it had served since 2004.



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In a parting effort at diplomacy Tuesday, Harper issued a farewell letter to Canada's "world-class public service", thanking bureaucrats for working with his government to improve the "prosperity, security and well-being of Canadians."

For senior civil servants accustomed to a certain style of governing, says one former deputy minister who has dealt with both Harper and Trudeau, advising the new ministry will be an adjustment.

"They'll have to go back to the YMCA and exercise muscles in their brains that they haven't used in years," he mused. "Do we still remember how to do meaningful policy analysis and give useful political advice to ministers as opposed to the lobotomized version we've been providing for the past nine years?"

Harper never so much conducted a purge of senior bureaucrats to accommodate an ideological policy agenda as he instilled an uncomfortable combination of ignoring the skills, knowledge and expertise of senior public servants and micromanaging key files from PMO. As a result, said one veteran bureaucrat, many senior mandarins became "disengaged."

"There's a certain amount of rebuilding to be done because people have been so micromanaged. Their skills and knowledge have been dormant."

In departments such as Foreign Affairs and Environment, populated in large part by people who went into public service to further policy agendas at odds with the policy and regulatory priorities of the past near-decade, the change in government will mean a return to the Canadian bureaucratic norm.

"Environment Canada can at last dig into its knowledge and institutional memory and return to its job of protecting the environment," said one source. "They know what to do."

"Foreign Affairs was probably the department in which Harper government policy was most at odds with previous practice," observed one former senior federal bureaucrat. The day after the Oct. 19 election that swept him into a majority government, Trudeau made a point of telegraphing a pendulum swing back to Canada's traditional foreign policy values after years of Canada-U.S. tension, a focus on business over development aid and Harper's controversial, unequivocal support of Israel in its protracted conflict with the Palestinians.

"I want to say this to this country's friends around the world: Many of you have worried that Canada has lost its compassionate and constructive voice in the world over the past 10 years," Trudeau said in an Ottawa victory speech. "Well, I have a simple message for you on behalf of 35 million Canadians. We're back,"

Jeremy Kinsman, former high commissioner to the United Kingdom and ambassador to the European Union who has advised Trudeau on foreign policy, says that, at the Department of Foreign Affairs, Trade and Development, "there will be a sense of liberation in the ranks, but possibly apprehension among leaders.

"They will have to think creatively about global challenges and real political and partnership opportunities, and our branding as a country, in very different terms than in recent years," Kinsman

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says. "Now is when ideas are to be encouraged, welcomed, rather than suppressed and people with ideas are to be considered assets rather than risks."

A key component of navigating the new reality for both sides will be trust, with the new government's default posture being one of "trust but verify."

"The Trudeau team will offer trust right off the bat," says Kinsman. "DMs don't have to 'earn' it from grudging Ministers. The prejudice *au depart* is favourable. It will be up to DMs and others then to deliver on that."

The proof, says Kinsman, will be in the implementation.

"Are top federal officials appointed during the Harper years for their reliability as loyal executors of the Harper agenda, which was essentially suspicious of change, able now to lead the building of policy proposals that will signify 'real change?' he asks.

One veteran of both Ottawa and provincial bureaucracies suggested that the Trudeau government's task in establishing trust with its deputy ministers and associates will be to signal that Ottawa is under new management by saying, simply, "We'll have a more civil and more professional relationship with you, and you will give us *fearless* advice."

If they do that, he says, "I don't believe the bureaucracy will be a problem."

McKenna, LeBlanc touted as likely cabinet picks from lawyer-heavy caucus

Anastasyia Jugal, The Blog of Canadian Lawyer & Law Times, November 2 2015.

The swearing in ceremony of prime minister-designate Justin Trudeau and his cabinet on Wednesday will mark the beginning of a lawyer-heavy Liberal majority government reign for the next four years.

"I think lawyers are terrific, and if the public does not think so, I do," says Ralph Lean, a lawyer heavily involved in politics, of the presence of a large number of members of the legal profession in the new government's caucus.

The 184-member government caucus includes 43 MPs with law degrees, according to the Liberal Party of Canada.

According to Lean, Catherine McKenna of Ottawa Centre is one of the most notable lawyers elected to the House of Commons last month with a strong shot at a cabinet position. She's one of eight women lawyers in the Liberal caucus.

Her background includes serving as executive director of Canadian Lawyers Abroad and practising at leading firms in both Canada and Indonesia with a focus on international trade, competition,



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investment, and constitutional matters. She comes to Parliament after defeating NDP veteran Paul Dewar last month.

“I’ve heard very good things about her from the Liberals I know,” says Lean.

Other lawyers in the Liberal caucus include Prof. David Lametti of the McGill University Faculty of Law; Will Amos who has a background in environmental law and natural resources; and Nicola Di Iorio, whose practice focuses on labour and employment law.

Veteran MP Dominic LeBlanc is another lawyer Lean believes will be in cabinet. “He’s been around for a very long time, he is very close to Trudeau. I think he probably will go in,” says Lean.

Despite the heavy presence of lawyers, he’s not sure it’s particularly important to have so many of them in the government caucus.

“Other than the attorney general and minister of justice, you don’t necessarily need a bunch of lawyers,” he says.

Nevertheless, the lawyer-heavy governing caucus is a change from more recent federal elections and is definitely a difference from the situation at the provincial level in Ontario where just seven lawyers won seats at Queen’s Park in 2014.

Among the considerations this week, Lean notes, is Trudeau’s commitment to gender parity in cabinet. “I am always hopeful that the prime minister of whatever party chooses the best candidate,” says Lean, a well-known Conservative.

Trudeau pressé d’agir rapidement dans le dossier de l’aide à mourir

Christian Noel, Ici Radio-Canada, le 3 novembre 2015

« Pour beaucoup de patients atteints du cancer, en phase terminale, ou qui sont en proie à des souffrances intolérables, le 6 février 2016 devait être un jour de délivrance », confie Wanda Morris, présidente du groupe canadien Mourir dans la dignité.

En effet, l'article du Code criminel qui interdit à un médecin d'aider quelqu'un à s'enlever la vie a été [invalidé par la Cour suprême](#), et le plus haut tribunal du pays avait alors donné au gouvernement fédéral jusqu'au 6 février 2016 pour modifier la loi.



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« Certains patients planifiaient déjà de mettre fin à leur vie, avec leur médecin, en toute légalité. Mais si le nouveau gouvernement demande une prolongation de cette échéance, ces gens seront forcés de souffrir plus longtemps qu'ils le croyaient », craint Wanda Morris.

Le premier ministre désigné Justin Trudeau, selon CBC, songe à demander un délai de six mois à la Cour suprême - soit jusqu'au mois d'août 2016 - afin d'avoir suffisamment de temps pour ébaucher un nouveau projet de loi.

On apprend également que le ministère fédéral de la Justice se prépare, à l'interne, à plaider que sans prolongation, le Canada se retrouverait devant un vide juridique, ce qui pourrait ouvrir la porte à des abus.

Ottawa pourrait également invoquer la clause dérogatoire pour se soustraire au jugement de la Cour suprême, ou décider de ne rien faire, ce qui rendrait l'aide médicale à mourir légale, [selon les balises établies dans l'arrêt Carter](#).

Ce sera aux nouveaux ministres de la Santé et de la Justice, qui seront assermentés mercredi, de décider de la suite des choses.

« C'est important d'avoir une loi et un cadre solide pour l'aide médicale à mourir », reconnaît Wanda Morris, mais elle demande à Justin Trudeau de faire preuve de compassion envers ceux qui se sentent « torturés par leur corps », et qui espéraient une nouvelle loi dès cet hiver.

Un devoir moral

Pendant ce temps, un comité interprovincial sur la question vient de remettre son rapport provisoire à tous les gouvernements provinciaux et territoriaux (à l'exception du Québec et de la Colombie-Britannique).

[Le comité avait été formé cet été](#), parallèlement à celui mis [sur pied par le gouvernement conservateur](#) (voir encadré).

La coprésidente du comité interprovinciale, Maureen Taylor, est également la [veuve de Donald Low](#), un médecin torontois qui a lancé un [vibrant plaidoyer posthume](#) en faveur de l'aide médicale à mourir.

« Justin Trudeau et son équipe doivent savoir que de vraies personnes souffrent présentement et attendent le 6 février avec impatience. Après avoir vu mon mari passer par là, insiste Maureen Taylor, ça me touche beaucoup et je crois qu'Ottawa a le devoir moral d'agir rapidement ».



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« Notre rapport final sera prêt à la fin du mois », confie la coprésidente Maureen Taylor. Elle demande au futur gouvernement Trudeau d'en prendre connaissance avant de demander une prolongation à la Cour suprême.

Selon elle, Ottawa peut décriminaliser rapidement l'aide médicale à mourir en établissant des balises légales claires, [basées notamment sur l'expérience du Québec et de la loi 52.](#)

La défaite de Harper applaudie par la présidente de l'IPFP

Paul Gaboury, Le Droit, le 7 novembre 2015

Pendant plus de deux ans, la présidente de l'Institut professionnel de la fonction publique, Debi Daviau, n'a jamais pu communiquer avec le président du Conseil du Trésor, Tony Clement, qui n'a jamais retourné ses appels.

Mais dès le jour de son assermentation, Scott Brison, son successeur libéral, n'a pas perdu de temps et a pris soin de l'appeler directement sur son cellulaire pour lui lancer un message «constructif» pour la reprise des négociations, a raconté la présidente de l'Institut professionnel, Debi Daviau, lors de son discours inaugural de l'AGA où participent plus de 500 délégués et observateurs à l'hôtel Delta d'Ottawa.

Il y a un an, a rappelé sa présidente Debi Daviau, le syndicat avait modifié ses statuts et règlements pour se donner les moyens de mener une bataille sans relâche contre le gouvernement Harper qu'elle a qualifié de «plus antisindicaliste de notre histoire.»

«Comme victoire, on ne peut pas vraiment faire mieux que celle du 19 octobre. Mes amis, nous ne devrions jamais oublier ce défi, mais surtout comment nous l'avons relevé, sans reculer, et comment nous avons changé les choses! En tout cas, je peux vous dire que je n'ai absolument pas envie de revivre ces neuf dernières années, plus jamais!» a lancé la présidente Daviau sous les applaudissements nourris de la salle.

Tony Turner «sans muselière»

Tony Turner, scientifique congédié pour avoir écrit la chanson *Harperman*, n'était pas présent, mais la présidente Daviau ne l'avait pas oublié. «Tony Turner ne peut pas être avec nous aujourd'hui. Il profite d'une retraite bien méritée, sans muselière!» a-t-elle lancé avec ironie pour rappeler le musellement des scientifiques sous le gouvernement Harper.



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Avec l'arrivée d'un gouvernement libéral, l'Institut professionnel souhaite que le gouvernement libéral respectera ses engagements et prendra les décisions qui s'imposent pour reconstruire les services publics.

Déjà, le retour du long questionnaire pour le recensement a été bien accueilli par les membres du syndicat qui compte 65 000 professionnels et scientifiques. La vidéo de Justin Trudeau rendant hommage aux membres de l'Institut professionnel a d'ailleurs été saluée par des applaudissements, ce qui faisait énormément contraste aux réactions de l'assemblée devant les images de Stephen Harper.

Dans le cadre de cette AGA, des élections à tous les postes de l'exécutif sont prévues et les résultats devraient être dévoilés samedi en après-midi.

Une course à trois a lieu à la présidence. Debi Daviau, la présidente sortante, est à nouveau candidate à ce poste.

Lack of paid sick days in Ontario a public health risk, doctors say

Health professionals from across the province are urging the government to update its employment laws to protect sick workers.

Sara Mojtehedzadeh, The Toronto Star, November 5 2015

There are at least 145 countries around the world and 23 jurisdictions in North America that give workers paid sick days. But the fact Ontario is not among them is posing a serious public health risk, according to a new petition signed by more than 700 medical professionals.

The petition presented at Queen's Park on Thursday said the government urgently needs to reform its outdated employment legislation to include the right to paid sick leave and to scrap provisions requiring workers to bring in sick notes.

"We're definitely behind the ball on this," said Danyaal Raza, a family physician at St. Michael's Hospital in Toronto. "For me one of the take home messages is that there hasn't been any substantial change to this legislation since the Second World War."

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Currently, the province's Employment Standards Act has no provisions for paid sick days. Businesses with 50 or more employees must give workers 10 days of unpaid emergency leave. But firms with 50 workers or less do not have to give staff a single, unpaid, job-protected sick day.

That means that 1.6 million Ontario workers can legally lose their jobs for taking an unpaid day off when they are ill.

Advocates say those workers are often concentrated in low-wage, precarious service sector jobs like the food industry, where they frequently interact with members of the public.

"For the health of those patients and for the health of the public it's imperative that (workers) stay home when they're sick," said Dr. Kate Hayman, an emergency room physician with the University Health Network

"But often if they're low earners, it's not a financial decision they can make."

The petition, spearheaded by Fight for \$15 campaign for workers rights, also says requiring doctor's notes from sick workers is clogging up emergency waiting rooms with patients who need a slip of paper rather than serious medical attention.

"These patients are in a waiting room full of many other vulnerable people. It's not a good use of their time and nor is it a good use of health care resources," said Hayman.

Several [studies](#) have quantified the positive effects of paid sick leave on worker productivity as well as disease control.

The Ontario government is currently undertaking a review of its employment and labour laws, which Hayman called a "key opportunity for Ontario" to protect the health of its workers.

"This is something that has been raised within the context of the Changing Workplace Review," a Ministry of Labour spokesperson said in an emailed statement to the Star.

"We expect the interim report early in the new year, and we expect that the advisers will address this important issue."

Raza said reform was a win for employers and employees alike.

"When employees have paid sick leave they actually recover faster and they return to work sooner when they have that protected time to get well."