

REPORT

Your Federal Elections Platform 2019

PARTY	<p>Question 1: PHOENIX HR PAY SYSTEM: In 2016, the Phoenix HR Pay System was adopted and soon after proved faulty. Approximately 70 percent of federal employees were affected in various ways. Furthermore, the estimated cost to tax payers to fix the problem is estimated in the billions of dollars.</p> <p>What are you prepared to do to help federal public service employees affected by the failure of the pay system?</p>
Independent	<p>I will dedicate a lot of my resources to making sure things like this don't happen again. That is the best way to help PS employees. See next question.</p> <p>_____</p> <p>Dan Criger - Renfrew-Nipissing-Pembroke</p>
Green Party of Canada	<p>Compensation in some variety is obviously required. An extra week of vacation, or something similar. I would need to be briefed more fully on more of the details.</p> <p>_____</p> <p>Jean-Luc Cooke - Nepean</p> <p>I am in the computer system business and recognize a failed platform when I see it.</p> <p>_____</p> <p>Danny Celovsky - Bay of Quinte</p> <p>We will ensure that all outstanding payments to Public Service employees are paid as one of the key objectives in the resolution and reparation of the Phoenix system. We need to get a functioning pay system up and running to support our Public Service employees. We propose using public service employees to resolve the phoenix pay system. They have the experience and understand the pay system requirements. We have an ongoing relationship with the vendor, IBM. The sole purpose is to ensure that we hold it to the terms of the contract, and it is very willing to help us as much as it possibly can. We also need to support our federal service employees by fixing the phoenix system in house and to discuss with a minimum monthly payment to be received by all employees until the Phoenix pay system is resolved.</p> <p>_____</p> <p>Claude Bertrand - Pontiac</p>

REPORT

Your Federal Elections Platform 2019

Work with subject matter experts to see that the most efficient, economic and effective solution to this ongoing issue is put in place. Ensure that people effected are compensated for the complications created by this major disruption to their lives.

Ian Pineau - Renfrew-Nipissing-Pembroke

If they were overpaid, an amnesty while the amount is determined and then repayment over time not lump sum. If underpaid and ongoing, trust the employee, provide an amount approximating the shortage and audit after with further adjustments as needed. Have a cell of "cashiers" (similar to in the military) where if there is an under-payment issue the employee can either physically go to the cashier for a cheque or it will be done by phone and e-transferred into the employee's account.

Jennifer Purdy - Kanata-Carleton

The Phoenix pay issue is absolutely unacceptable. I raised the issue with the Honourable Judy Foote, when she was Minister of Public Services and Procurement, multiple times. She was assured, and hopeful, that the special payment centre that was being set up would alleviate the problem. However, it is clear that that has not been the case. The constituent advocates in my constituency office have continued to report a large number of constituents who need assistance with their Phoenix cases. I will continue to press the next Minister on this file to ensure a solution is reached as soon as possible.

Elizabeth May - Saanich—Gulf Islands

Set up an ombudsman to focus on this problem

Jenica Atwin - Fredericton

REPORT

Your Federal Elections Platform 2019

<p>People's Party of Canada</p>	<p>right away replace the system with some other CRM that has already been used elsewhere such as SAP based</p> <hr/> <p>Serge Guevorkian - Ottawa West Nepean</p> <p>I believe that the compensation offer by the Treasury Board was an "insult and a joke" and have stated so publicly on multiple occasions including at the local PSAC debate. We must work to come up with a more fair and equitable compensation package.</p> <hr/> <p>Andy Brooke - Kingston and the Islands</p> <p>A simple and straightforward system needs to be put in place right away to make sure employees are paid correctly right now and going forward. There needs to be compensation for damages to all employees. The company, IBM and/or others, need to be held accountable and responsible for these major mistakes that have devastated many lives and reputations (credit score).</p> <hr/> <p>Adam Salesse - Saint John - Rothesay</p>
<p>New Democratic Party</p>	<p>The NDP has tabled motions throughout this fiasco demanding the federal government immediately compensate employees affected. We would then hope to seek compensation from the operators to recoup the unnecessary costs. It is completely unacceptable that the Trudeau government has delayed giving people their wages owed and not taking ownership for the spiraling problems it has caused.</p> <hr/> <p>Justine Bell - North Vancouver</p>
<p>Liberal Party of Canada</p>	<p>Canada's professional public service is one of the best in the world and works hard to deliver the programs and services people rely on. It needs the right resources and the right people to continue to serve Canadians well. To ensure the best possible service, a re-elected Liberal government will move forward with entirely eliminating the backlog of outstanding pay issues for public servants as a result of the Phoenix pay system, so that they can focus on their work and not on resolving long-standing payroll problems. In June, we announced three finalists to replace the flawed Phoenix model, using a far more transparent process than the previous government used. I am</p>

REPORT

Your Federal Elections Platform 2019

	<p>particularly pleased that expertise from public service unions and public servants is now being tapped to ensure a better replacement. We recognize the stress and hardship that pay issues create for employees and their families. We are committed to making this right and ensuring our public servants are paid accurately and on time, every time. In my role as Minister of the Environment and Climate Change, I made the resolution of Phoenix-related pay issues a personal priority. I added Phoenix to the agenda of my weekly meeting and advocated for speedier resolution of the backlog at ECCC. I also served on the cabinet committee for the resolution of Phoenix-related issues. My local office in Ottawa Centre worked hard to assist public servants who came forward with Phoenix issues, and has successfully resolved 75 per cent of the cases brought forward by constituents since 2015.</p> <hr/> <p>Catherine McKenna - Ottawa Centre</p> <p>The Liberal Party has committed to eliminating the backlog of outstanding pay issues for public servants as a result of the Phoenix pay system.</p> <hr/> <p>Michelle Corfield - Nanaimo-Ladysmith</p>
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PARTY	Question 2: PHOENIX HR PAY SYSTEM (continued): What are you plans to solve this problem going forward?
Independent	<p>This is a multi-billion dollar boondoggle. There should be a REAL investigation as to how this was allowed to happen. The investigation should focus on the systemic problems in the PS that caused this and that will cause other problems in the future. I don't think there should be a huge focus on 'blame' but there certainly needs to be more accountability within the PS, especially at the managerial level.</p> <hr/> <p>Dan Criger - Renfrew-Nipissing-Pembroke</p>
Green Party of Canada	<p>As an I.T. engineer any critical system I've ever replaced with a new implementation we always ran *both* systems in simultaneously continuously comparing behaviour for months to ensure everything was operating correctly before making the big switch. Frankly, we need more than just former party staffers and lawyers in parliament so we can have those at the top who understand this.</p> <hr/>

REPORT

Your Federal Elections Platform 2019

Jean-Luc Cooke – Nepean

This Phoenix system needs to be scrapped and re-done from scratch. Enough already! It is a dead horse.

Danny Celovsky - Bay of Quinte

Green Party commits to full platform cost analysis by PBO. We would recommend suing IBM and using public service employees to resolve the phoenix pay system. They have the experience and understand the pay system requirements. We have an ongoing relationship with the vendor, IBM. The sole purpose is to ensure that we hold it to the terms of the contract, and it is very willing to help us as much as it possibly can. We also need to support our federal service employees by fixing the phoenix system in house and to discuss a minimum monthly payment to be received by all employees until the Phoenix pay system is resolved.

Claude Bertrand- Pontiac

Consult with experts; establish where the responsible lies in terms of who should be rectifying this situation. Doing this in a timely manner.

Ian Pineau - Renfrew-Nipissing-Pembroke

Consult with experts regarding the best way forward: is the software usable or not.

Jennifer Purdy - Kanata-Carleton

It is difficult to say, without full access to public service resources or without an open committee review in Parliament, why this has STILL not been fixed. However, Green members of parliaments have a track record of working hard, across partisan lines, to find solutions and a Green government would certainly make fixing Phoenix, which is a huge injustice to public service employees, a priority.

REPORT

Your Federal Elections Platform 2019

	<p>Elizabeth May - Saanich—Gulf Islands</p> <p>Return to decentralized payroll management</p> <hr/> <p>Jenica Atwin - Fredericton</p>
<p>People's Party of Canada</p>	<p>Create a commission that would study the past events (outlining whose fault it is), helping the ones that got affected and creating future plan of how to mitigate such failures in the future.</p> <hr/> <p>Serge Guevorkian - Ottawa West Nepean</p> <p>As MP my first motion in the House will be to call on all MPs to forego their salary until the pay issues are resolved. I have stated this publicly. Maxime Bernier is aware and supporting of this motion. Other People's Party candidates have come forward to say they would support this motion if elected. Truthfully no MP will have the solution to this issue in their back pocket but I hope that this motion will bring attention to the issue and will ensure that we arrive at a solution as fast as possible. We don't believe that a 4 or 10 year plan (as exists now under the current Liberal regime) is acceptable. And out definition of a solution is not patchwork, but a solid - functioning system that has no more pay issues.</p> <hr/> <p>Andy Brooke - Kingston and the Islands</p> <p>Having the payroll system centralized may appear to be more efficient and less costly, but it can not be designed in a way that will catastrophic failure across the entire system. The pay system may have to be broken up into smaller regions instead of nationwide. For example: Ontario, Quebec and Atlantic Canada could be regions that are still big enough for economies of scale and doesn't put all of our eggs in one basket. Payroll taxes and compliance is a major burden for all businesses, governments and organisations. We need to simplify taxes and payroll processes.</p> <hr/> <p>Adam Salesse - Saint John - Rothesay</p>

REPORT

Your Federal Elections Platform 2019

<p>New Democratic Party</p>	<p>We will replace the Phoenix system with a tested pay system recommended by the unions of employees affected.</p> <hr/> <p>Justine Bell - North Vancouver</p>
<p>Liberal Party of Canada</p>	<p>Together with public servants, experts, unions, and technology providers, our government is taking the next steps towards delivering a modern, user-tested, and reliable long-term solution to public service pay and HR. Every step of the way, we’re using the hard lessons learned from the flawed development of Phoenix to guide us. In the meantime, we have made significant progress stabilizing the pay system. The backlog is down more than 196,000 transactions since January 2018, and Pay Pods—which have seen significant success in reducing the backlog—have been rolled out to all 46 organizations served by the Pay Centre as of May 2019. Where the Conservatives cut personnel for public service pay, we have rebuilt that capacity and have more than 1500 employees working at the Pay Centre and in Regional Offices across the country.</p> <p>A re-elected Liberal government is also committed to:</p> <ul style="list-style-type: none"> • Improving project management capabilities, so that all major projects in government are led by a certified professional with at least five years of experience; and • Reducing the number of significant deficiencies identified by the Auditor General in subsequent follow-up audits of a department or program. <hr/> <p>Catherine McKenna - Ottawa Centre</p> <p>As the elected MP, I will advocate strongly for my constituents that have been affected by the Phoenix pay system and work with them individually to have their issue resolved.</p> <hr/> <p>Michelle Corfield - Nanaimo-Ladysmith</p>

REPORT

Your Federal Elections Platform 2019

PARTY	Question 3: ARTIFICIAL INTELLIGENCE & DIGITAL TRANSFORMATION: Canada recently announced moving ahead to digitalize the government to better serve Canadians. What is your party's stance on artificial intelligence and digital transformation in the public service?
Independent	<p>If jobs in the PS can be replaced by robots (AI) then maybe they should, but it must be done right. It shouldn't cause more problems than it solves and it should cause as little disruption to the employees as possible (attrition). The Bank of England predicts that up to half of all UK jobs could be affected by automation in the coming years; we must be prepared and adapt. Is it fair for employees to know they are being kept in a job and career just out of pity? That their 30 years of service is meaningless because they can be replaced by a button at any time?</p> <hr style="width: 20%; margin-left: 0;"/> <p>Dan Criger - Renfrew-Nipissing-Pembroke</p>
Green Party of Canada	<p>The Green Party is very excited, but cautiously so, about the potential of machine learning systems such as neural nets (often called "AI" in public discourse). In the industrial revolution anyone doing repetitive physical tasks was replaced by a machine and the work force migrated up the sophistication ladder. Prior to world war 1 55% of Canadians were employed in agriculture, after world war 2 that number was 5%. We had greater health, prosperity, security, and labour rights ... but we could have handled it better. Let's use that hindsight to educate us and demonstrate foresight.</p> <hr style="width: 20%; margin-left: 0;"/> <p>Jean-Luc Cooke – Nepean</p> <p>To be determined based on two factors on an instance-by-instance basis:</p> <ol style="list-style-type: none"> 1. Value of the automation vs its impact on its constituents. 2. Human contact/interaction is typically much more valuable and civil than contact with machines. <hr style="width: 20%; margin-left: 0;"/> <p>Danny Celovsky - Bay of Quinte</p>

REPORT

Your Federal Elections Platform 2019

The Green Party supports our Federal Public Service and will endeavour to support the transformation to the digitization of the Public Service where it improves the quality of service and improves the way Public Service employees can deliver services to Canadians. Artificial Intelligence has value if it can help our Public Service employees perform their functions more efficiently and effectively. AI programs should augment not replace public service positions.

Claude Bertrand- Pontiac

The GPC is the only party addressing this issue. Ai is coming and/or is already here and we need to start the discussion now. Education and upgrading of workers is one part of the equation; protection of workers rights; pensions and benefits is another; taxing companies whose Ai displaces workers etc. <https://www.greenparty.ca/en/platform/green-economy>

Ian Pineau - Renfrew-Nipissing-Pembroke

Technical and scientific innovation are a key component of the Green strategy to transition Canada to the clean, carbon-free economy of the 21st century. The government must plan for the loss of jobs to automation and for the privacy concerns associated with many emerging AI applications. Greens will develop a regulatory framework to protect jobs and privacy, ensuring that the burgeoning tech industry contributes towards a more just and equitable society. The proposed “robot tax” will raise revenue to fund educational and training programs, helping to ensure a just transition for workers laid off due to automation.

Jennifer Purdy - Kanata-Carleton

Artificial intelligence (AI) and other emerging technologies have the potential to do a lot of good for our society and environment, but regulation is needed to ensure that these advances benefit everyone. A Green government will make Canada a global leader in AI development and regulation. We will look to digitize the functioning of Canada’s public service in a way that respects workers but harnesses Canada’s innovative talent.

Elizabeth May - Saanich—Gulf Islands

REPORT

Your Federal Elections Platform 2019

	<p>Work with members of the public service using a bottom up approach</p> <hr/> <p>Jenica Atwin - Fredericton</p>
<p>People's Party of Canada</p>	<p>AI and automation is a must for Canada since we are entering a new Information age. Just like one could not resist the Industrialization the future development is not feasible without automation. However, the value added of automation should be taxed like a salary.</p> <hr/> <p>Serge Guevorkian - Ottawa West Nepean</p> <p>Our party has no defined stance on this issue at this time. With that said we will support all means to make government more efficient and better able to serve Canadians. We will do so with the understanding that privacy rights of Canadians should not be infringed.</p> <hr/> <p>Andy Brooke - Kingston and the Islands</p> <p>Lowering costs through automation is great. My concern with going digital would be information security (hacking). If it's routine mundane tasks with little downside risk from hacking, then I would support more automation. If the information is sensitive, I would prefer the human approach.</p> <hr/> <p>Adam Salessse - Saint John - Rothesay</p>
<p>New Democratic Party</p>	<p>Right now the NDP are committed to investments into job retraining programs. There are no plans to replace jobs with AI, but to use digital technology to complement existing jobs. If the time comes where AI is credible enough to replace human jobs, then we will explore ideas like UBI.</p> <hr/> <p>Justine Bell - North Vancouver</p>

REPORT

Your Federal Elections Platform 2019

<p>Liberal Party of Canada</p>	<p>To make sure that all Canadians can exercise more control over their online lives and the use of their personal data, a re-elected Liberal government will move forward with Canada’s Digital Charter. Overseen and enforced by a more powerful Privacy Commissioner, the Charter will establish a new set of online rights, to help people feel more confident about and in control of their personal data, including the right to:</p> <ul style="list-style-type: none"> • data portability, so that people can take their data from platform to platform; • withdraw, remove, and erase basic personal data from a platform; • know how personal data is being used, including knowing who has access to it, supported by a national advertising registry where companies would have to report with whom your data is being shared or sold, with the ability to withdraw consent at any time; • review and challenge the amount of personal data that a company or government has collected; • data security, compelling those who use personal data to take proactive steps to adequately protect it; • be informed when personal data is breached, and to be compensated accordingly; and • be free from discrimination online, including bias and harassment. <p>To better protect people’s personal data and to encourage greater competition in the digital marketplace, we will also move forward with new regulations for large digital companies, overseen by a newly-created Data Commissioner. Our government continues to champion open data. We believe it is important to provide Canadians with access to the data that is produced, collected, and used by departments and agencies across the federal government. It is equally important that the data is made available through a single and searchable window. When used correctly, digital technologies and artificial intelligence can help workers focus on more complex tasks where their skills add tremendous value.</p> <hr style="width: 20%; margin-left: 0;"/> <p>Catherine McKenna - Ottawa Centre</p> <p>The Liberal Government launched "Directive on Automated Decision-Making" that sets out the responsibilities of federal departments using Artificial Intelligence so that Canadians can understand when, why and how AI is being used by the government.</p> <hr style="width: 20%; margin-left: 0;"/> <p>Michelle Corfield - Nanaimo-Ladysmith</p>
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REPORT

Your Federal Elections Platform 2019

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PARTY	Question 4: FEDERAL RETIREES' INCOME SECURITY: Federal public service employees are concerned about changes to their pension that could dramatically affect their retirement plans and jeopardize their income security. What is your stance on the current federal pension's scheme and what are your future plans?
Independent	<p>60% of my riding is seniors, and because most of our population is rural, there is much poverty among seniors. Seniors here make the decision about heat and food and often are homebound because of the vast distances. I support anything that keeps seniors out of poverty and living healthy.</p> <hr style="width: 20%; margin-left: 0;"/> <p>Dan Criger - Renfrew-Nipissing-Pembroke</p>
Green Party of Canada	<p>In 2011 after watching how Nortel collapse devastated pensioners - I campaigned to change the corporate insolvency act to give super priority to pension funds. The federal civil servant pension plan is a different creature. But I will always suggest that federal employees and pensioners push *hard* to have the pension funds separated into its own pension fund with an elected board of directors who appoint executive and management of the pension. This is what the Ontario Teachers (OTPP) did decades ago and they are the single biggest investor in the country with unmatched expertise and clout. The Ontario Municipal employees (OMERS) have the same arrangement and are equally successful.</p> <p>But this would require member agreement and a separation contract with the Treasury Board for how to proceed.</p> <hr style="width: 20%; margin-left: 0;"/> <p>Jean-Luc Cooke – Nepean</p>

REPORT

Your Federal Elections Platform 2019

We propose a Guaranteed Livable Income for every Canadian across the board, which includes retirees. Having this in-place eliminates the cost of a lot of bureaucracy across multiple income-supplement plans and programs while respecting every Canadian's well being to have a life with dignity.

Danny Celovsky - Bay of Quinte

We will review federal and provincial laws regulating the administration of pension plans, laws which now allow failure of pension trusts and the loss of pension benefits which workers have earned. We are committed to pension protection along with expanding the Canada Pension Plan/Quebec Pension Plan.

Claude Bertrand- Pontiac

<https://www.greenparty.ca/en/platform/green-economy>
<https://www.greenparty.ca/en/platform/renew-social-contract>

Ian Pineau - Renfrew-Nipissing-Pembroke

The federal pension should divest itself of investments in fossil fuels, as these are becoming increasingly risky. If that is not before the election, as a minimum this would be done in order to protect the plan.

Jennifer Purdy - Kanata-Carleton

Greens will ensure the Canada Pension Plan (CPP) remains robust and adaptive to changing needs and circumstances by increasing over time the target income replacement rate from 25 per cent to 50 per cent of income received during working years. We will also regulate the CPP Investment Board to require divestment of coal, oil and gas shares and ensure that all investments are ethical and promote environmental sustainability.

REPORT

Your Federal Elections Platform 2019

	<p>Elizabeth May - Saanich—Gulf Islands</p> <p>Maintain the negotiated benefits of union members while improving the system</p> <hr/> <p>Jenica Atwin - Fredericton</p>
<p>People's Party of Canada</p>	<p>We have high debt and unfunded liabilities. Part of the problem is historically low rates which affects the returns of pension funds. Also increased money supply will create inflation. The monetary and fiscal policies will have be reviewed. Pensions will have to be indexed according to the purchasing power of money.</p> <hr/> <p>Serge Guevorkian - Ottawa West Nepean</p> <p>I do not believe in moving away from defined benefit to defined contribution for federal employees. I am also concerned with the Liberal party's plan to tax the benefits we receive such as PSHCP. As RCMP for 28 years I am now a federal retiree covered under the Veterans Act. and do not simply understand these issues, I live them and like you, I am deeply concerned. As your MP I would endeavor to protect and improve income security for all retirees.</p> <hr/> <p>Andy Brooke - Kingston and the Islands</p> <p>I am not informed on the issue. The government must always negotiate in good faith with respect and fairness.</p> <hr/> <p>Adam Salesse - Saint John - Rothesay</p>
<p>New Democratic Party</p>	<p>The NDP are firmly committed to protecting pensions for everyone and making sure employees come first no matter the circumstance. We will promote and protect policies based on this notion.</p> <hr/>

REPORT

Your Federal Elections Platform 2019

	<p>Justine Bell - North Vancouver</p>
<p>Liberal Party of Canada</p>	<p>Our government believes that all Canadians deserve to retire in dignity and security. Our government is proposing a number of changes to help ensure a more secure retirement for all:</p> <ul style="list-style-type: none"> • Even though as many as 238,000 seniors continue to live in poverty, Andrew Scheer voted against lowering the eligibility age for Old Age Security from 67 to 65. We moved forward with this change because we know it boosts seniors’ retirement savings by thousands of dollars and lets them retire earlier, so they can spend more time with their family and friends. • To make life more affordable for people as they age, we will move forward with increasing the Old Age Security benefit by 10 per cent for seniors when they turn 75, and will continue to raise it along with inflation. This will help to lift more than 20,000 seniors out of poverty – two-thirds of whom are women – and will give greater financial security to more than three million seniors every year. For most seniors, it will mean up to \$729 in additional financial help every year once they turn 75. • We will also move forward with more help for seniors who have lost their partners. Most often, the surviving partners are women. We will work with the provinces and territories to give even more support to survivors, by increasing the Canada Pension Plan and Quebec Pension Plan survivor’s benefit by 25 per cent. This increase, worth up to \$2,080 in additional benefits every year, will give more than 1.2 million seniors more money and greater peace of mind at a time when they need it most. <p>Of course, many of those changes will benefit public servants and their families. I believe that all public servants deserve a secure and dignified retirement, and that public service pensions plans have an essential role to play in supporting public servants after they finish their careers. If re-elected, I commit to engaging with public servants and labour representatives in Ottawa Centre to understand any concerns that may arise and to ensure the federal pension system continues to deliver a secure and dignified retirement.</p> <hr style="width: 20%; margin-left: 0;"/> <p>Catherine McKenna - Ottawa Centre</p> <p>The Liberal Government's proposed changes to pension legislation are to protect retirees of their earned income. We will need to continue ensuring that measures are in place to protect income security with research and data collection.</p>

REPORT

Your Federal Elections Platform 2019

	<hr style="width: 20%; margin: 0 auto;"/> <p>Michelle Corfield - Nanaimo-Ladysmith</p>
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PARTY	Question 5: GOVERNMENT RESTRUCTURING: After each election, newly elected governments often explore ways to restructure and reorganize the government to better align with their party's platform. Does your party believe that departmental budgets are either:
Independent	<p>Over funded? If so, what department (s) and why?:</p> <p>I don't believe in deficits during 'good times'. I am worried that Canada is running a permanent deficit and this will affect our children, and their children etc. We don't have an income problem, we have a spending problem. I think there are a lot of common sense solutions to reducing waste and mismanagement within the government. There needs to be more accountability. I firmly believe this can be done through attrition, but I believe the size of the PS needs to decrease. Automation is another area that can contribute to cost-cutting. Again, without layoffs. At the very least, I would like to see a spending and hiring freeze.</p> <p style="text-align: center;"> <hr style="width: 20%; margin: 0 auto;"/> Dan Criger - Renfrew-Nipissing-Pembroke </p>
Green Party of Canada	<p>Why (please specify):</p> <p>Tricky question! Departments responsible for defining flood plains and other climate change risk areas need to be better funded so property owners and insurance companies and manage risk. We need EnvCan to help project what and where the risks are going to hit most, and what resources will be needed to address effects of severe storms which are going to be more common. We need National Defence better funded in the areas of emergency response as we saw in west Ottawa this year with flooding ... and New Brunswick ... and every other year in Manitoba ... and forest fires in BC ... and NWT ... StatCan is a vital resource for business, but it will be for managing provincial and municipal level work in cost of living adjustments for the CRA minimum personal exception and other programmes. CRA will need more funding (initially at least) to ramp up investigations into tax havens and collecting taxes from massive transaction intermediary companies like Uber, AirBNB and e-commerce companies Amazon, Facebook, Google.</p> <p style="text-align: center;"> <hr style="width: 20%; margin: 0 auto;"/> Jean-Luc Cooke – Nepean </p>

REPORT

Your Federal Elections Platform 2019

Why (please specify):

Not applicable to my way of thinking. We need to transform our entire society and structures to meet the transformation needs of our economy and society to clean renewable energy. This is an opportunity for us all to improve all our lives. That said, we will need federal, provincial and municipal government agencies to manage the transition overall - starting with a cohesive group that represents each level, involves the private sector and public organizations (including unions). Working together is paramount.

Danny Celovsky - Bay of Quinte

Why (please specify):

Without a review of the programs in the departments, I can not comment whether the departmental budgets are adequately funded or not. The Green Party has delivered its budget to support the Mission Possible action plan. The Federal Public Service will need to assess its current capability to deliver the Green Party objectives and determine if additional resources are required. The Green Party is committed to balance the budget by 2024.

Claude Bertrand- Pontiac

Why (please specify):

This will be a constantly shifting equation; good government will ensure that funding is restructured in such a way as to address the needs of the day.

Ian Pineau - Renfrew-Nipissing-Pembroke

Adequately funded? Why (please specify):

I don't know whether the departments are adequately funded, or over- / under-funded. I do know that the procurements process needs to be improved for defence acquisitions.

Jennifer Purdy - Kanata-Carleton

REPORT

Your Federal Elections Platform 2019

	<p>Adequately funded?</p> <hr/> <p>Elizabeth May - Saanich—Gulf Islands</p> <p>Underfunded? If yes, which department(s) and why? See our platform on this topic</p> <hr/> <p>Jenica Atwin - Fredericton</p>
<p>People's Party of Canada</p>	<p>Under funded? If so, what department (s) and why?: no data on me but I know overall they are underfunded due to low interest rates</p> <hr/> <p>Serge Guevorkian - Ottawa West Nepean</p> <p>Adequately funded? Why (please specify): Our party's focus is on eliminating the deficit by eliminating spending done either outside of Canada or money given to corporations. This will mean that some areas will receive less funding as their mandates change. But some will need more. Veterans Affairs, our Military and Defense departments and Canada's Border Services, will require some investment to ensure efficient operations, while we plan to cut funding to the CBC and require them to operate more like a Public Broadcasting System (PBS) who sell advertising and fund raise their budgets. We don't plan to cut the services you need and rely on.</p> <hr/> <p>Andy Brooke - Kingston and the Islands</p> <p>Over funded? If so, what department (s) and why?</p>

REPORT

Your Federal Elections Platform 2019

	<p>Foreign Aid and Corporate Subsidies should be reduced/eliminated. We don't support funding to the Asian Infrastructure Bank and similar projects in other countries. We support humanitarian aid in the event of a natural disaster. We don't think it is fair for businesses to be taxed and then have to compete against a company who is receiving their tax dollars. We want all businesses to compete on a level playing field. We will not reduce services. We will balance the budget in 2 years and then proceed to lower taxes for all Canadians.</p> <hr/> <p>Adam Salese - Saint John - Rothesay</p>
<p>New Democratic Party</p>	<p>Under funded? If so, what department (s) and why?: there are so many departments that lack secure, stable and long-term funding and require project funding that does not allow for long-term planning and policies that are more efficient. We need to address this issue across the board.</p> <hr/> <p>Justine Bell - North Vancouver</p>
<p>Liberal Party of Canada</p>	<p>Adequately funded? Why (please specify): Our platform's fiscal projections do not rely on changes to the size of the federal government. Instead, the new revenue we include in our fiscal projections comes from a new comprehensive review of government spending and tax expenditures, to ensure that wealthy Canadians do not benefit from unfair tax breaks; a new luxury tax; cracking down on corporate tax loopholes; and ensuring that multinational tech giants pay corporate tax on the revenues they generate in Canada. Departmental budgets will of course need to be adjusted each year to keep pace with changes in priorities and the launch of new initiatives. In my own work as Minister of the Environment and Climate Change, I have advocated for additional investment in fighting climate change and protecting nature each federal budget. I'm very proud to have helped secure investments such as the \$1.3 billion Nature Legacy funding to protect wilderness and species; the \$2 billion Low Carbon Economy Fund; \$300 million to support rebates for zero emission vehicles, and more. Over the past four years, our government has committed more than \$60 billion to fighting climate change.</p> <hr/> <p>Catherine McKenna - Ottawa Centre</p> <p>Adequately funded? Why (please specify):</p>

REPORT

Your Federal Elections Platform 2019

	<p>The Liberal Government has worked hard in the last four years to build a public service that is responsive to Canadians. This took time to realize that the severe cuts from the previous Conservative Government. With the Liberal Platform promise to be responsive to Canadians, there are platform promises to increase investments across the public service.</p> <hr style="width: 20%; margin-left: 0;"/> <p>Michelle Corfield - Nanaimo-Ladysmith</p>
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PARTY	Question 6: MENTAL HEALTH & SAFETY IN THE WORKPLACE: Many federal government employees still experience harassment and intimidation in the workplace. What principles are driving your party's stance on mental health and safety in the workplace?
Independent	<p>I think we should look into the causes of mental health problems in the workplace. Is the workplace making people sick? If so, How and Why? We should focus as much or more on treating the causes as treating the symptoms.</p> <p>I recently wrote this about mental health:</p> <p>"It is well accepted that Adverse Childhood Experiences (ACEs) very often have a tremendous impact on later life (mental) health and well-being. While we should certainly be spending resources treating adults and children suffering from mental health issues, more resources should be spent in prevention of these ACEs and other causes of mental health problems. Mental health and drug use often have the same or similar causes: the breakdown of families and communities, violence, poverty, materialism, etc. Perhaps it is time for some soul searching. Our own prime minister says that Canada has no core identity. If a country has no core identity, then how can its citizens? If individuals are left to drift any way we please with no common goal or moral guiding principle, is it surprising to see psychological pain and suffering? Extremes are not healthy for society. Extreme and radical individualism breaks apart families and communities as sure as collectivism does - only the path is different."</p> <hr style="width: 20%; margin-left: 0;"/> <p>Dan Criger - Renfrew-Nipissing-Pembroke</p>
Green Party of Canada	<p>A professional workplace is what everyone aspires to and I have always demanded of my colleagues. It's not enough to simply "get the job done" but to do so in a respectful and effective manner. Abuse of any kind is not tolerated because it is damaging, unjust, and losses productivity.</p>

REPORT

Your Federal Elections Platform 2019

Jean-Luc Cooke - Nepean

Workplace harassment and intimidation is unacceptable in any form or degree.

Danny Celovsky - Bay of Quinte

Roughly one in five Canadians struggles with a mental health problem, which is a substantial portion of the population,” said Dr. Richard Walsh, Green Party Mental Health Critic and Emeritus Professor of Psychology, Wilfrid Laurier University. He added, “Over the past year various mental health problems affecting Indigenous communities, college and university students, and members of the Canadian Armed Forces and the RCMP have made headlines in Canadian media. Such problems seriously interfere with well-being at home and school and in the workplace and community. The Green Party is committed to addressing mental health and safety in the workplace and have appointed a Mental Health and Addictions critic on the party’s Shadow Cabinet. We believe all workers have the right to work in an environment that is safe and healthy for their physical and mental well being for themselves and their coworkers. We take mental health and safety seriously and will work to ensure that legislation is continuously reviewed and adopted to improve mental health and safety in the workplace.

Claude Bertrand- Pontiac

<https://www.greenparty.ca/en/platform/renew-social-contract#health-care>

Ian Pineau - Renfrew-Nipissing-Pembroke

People deserve to have a psychologically safe place to work (like WHMIS).

Jennifer Purdy - Kanata-Carleton

REPORT

Your Federal Elections Platform 2019

	<p>Mental health is as important as physical health, and needs to be taken seriously by all orders of government. We recognize the need for action on mental health, which is why Greens will establish a national mental health strategy and a suicide prevention strategy to address the growing anxieties plaguing Canadians regarding inequality and affordability, the growing precariousness of work and housing, the climate crisis, social isolation, resurgent racial and ethno-nationalism and other harms and risks.</p> <hr/> <p>Elizabeth May - Saanich—Gulf Islands</p> <p>We want to implement a national mental health strategy</p> <hr/> <p>Jenica Atwin - Fredericton</p>
<p>People's Party of Canada</p>	<p>Every Canadian has the right for safe and harassment free environment.</p> <hr/> <p>Serge Guevorkian - Ottawa West Nepean</p> <p>Our party was founded on four guiding principles of which respect, fairness, and personal responsibility are the most relevant to this question. These principles speak directly to mental health and safety. An unsafe working condition is not fair, shows a lack of respect for the worker, and shows that management is not taking responsibility for their workers. On mental health we need to respect the hard work that is done by workers.</p> <p>At times employers ask workers to do work with clear effects on mental health. On fairness we need to do more for those who are not considered "front line" workers too. They can face some very similar conditions but do not have the same resources afforded to them. While the constitutional responsibility here would be combined with those of the Province, I believe the first part of our solution is to remove federal involvement in the health care system and allow the provinces to better manage their responsibility to deliver health care services to those facing mental health and safety issues in the workplace. I would also do everything in my power to ensure that people facing mental health issues are supported better in the coming years.</p> <hr/>

REPORT

Your Federal Elections Platform 2019

	<p>Andy Brooke - Kingston and the Islands</p> <p>If an employee is being intimidated at work, then they should report the incident to police.</p> <hr/> <p>Adam Salesse - Saint John - Rothesay</p>
<p>New Democratic Party</p>	<p>The NDP have a bold vision for improving mental health services and access to them. We are also committed to extending and improving EI pay for sick leave and for employees dealing with mental health issues.</p> <hr/> <p>Justine Bell - North Vancouver</p>
<p>Liberal Party of Canada</p>	<p>Our government is committed to better support for the mental health of workers, by including mental health as a specific element of occupational health and safety, and requiring employers to take preventative steps to address workplace stress and injury.</p> <p>We have acted on those principles over the past four years by, for example:</p> <ul style="list-style-type: none"> • Ensuring mental health support for as many as 500,000 young Canadians who currently are not receiving basic mental health services with our \$5 billion investment in health care • Providing \$19 million over five years to enhance local community supports for youth at risk and to develop research in support of more culturally focused mental health programs in the Black Canadian community, and • Established a national Suicide Prevention Crisis Line to ensure Canadians are able to access crisis support across the country. <p>For more than a decade, Conservative inaction put the future of our public health care system at risk. We reversed that worrisome trend, moving forward with new health accords, investing billions more, and making sure that home care and mental health services have the funding they need to make a real difference in people’s lives.</p>

REPORT

Your Federal Elections Platform 2019

	<p>We will continue to collaborate with the provinces and territories to move forward with more accessible care, shorter wait times, and better health outcomes, and we will:</p> <ul style="list-style-type: none"> • make sure that every Canadian has access to a family doctor or primary health care team, improving the quality of care for the nearly five million Canadians who today lack access; and • set clear national standards for access to mental health services so Canadians can get the support they need quickly, when they need it most. <p>Our platform also includes mental health commitments for Indigenous Canadians and veterans, to reflect their specific circumstances.</p> <hr style="width: 20%; margin-left: 0;"/> <p>Catherine McKenna - Ottawa Centre</p> <p>Workplace health and safety is the responsibility of the employer. A re-elected Liberal Government will ensure that the deficiencies of the Auditor General's report for public service workers is addressed. This includes ensuring public service employees have access and support for mental health and safety in the workplace.</p> <hr style="width: 20%; margin-left: 0;"/> <p>Michelle Corfield - Nanaimo-Ladysmith</p>
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PARTY	Question 7: HARASSMENT & DISCRIMINATION: What does your party think needs to be done to better protect federal employees from harassment and intimidation in the workplace?
Independent	<p>Again, instead of treating the symptoms, I firmly believe we need to get to the root causes. Things like this do not happen in every workplace. I have run convenience stores in my riding for 40 years, and I am always running into the young people (now grown up with their own families) that we employed as students. They tell me that this was the best job they ever had and how much they appreciated what I did form them as their employer. For example, me and my wife would have them tell us their marks on their tests (it's different out here) and if they did not do well, we would not schedule them as much, not as punishment, but so they could study. There is a</p>

REPORT

Your Federal Elections Platform 2019

	<p>culture in the PS that causes this type of behaviour (harassment and intimidation), and the unions must also take some responsibility. Again: accountability among all parties, and getting to the causes.</p> <hr/> <p>Dan Criger - Renfrew-Nipissing-Pembroke</p>
<p>Green Party of Canada</p>	<p>Retraining should be seen as "one foot out the door". People are flawed, imperfect creatures. But we cannot have a healthy workplace with abusers lurking about.</p> <hr/> <p>Jean-Luc Cooke – Nepean</p> <p>Harsher penalties and stronger enforcement of violators. These should be applied to both the employing entity and the individual violator.</p> <hr/> <p>Danny Celovsky - Bay of Quinte</p> <p>In the 2017 Public Service Employee Survey, 18% of public servants indicated that they have been the victim of harassment on the job in the past two years. We support Bill C-65, which would, once implemented, reinforce the Treasury Board of Canada Secretariat’s policy on harassment prevention and resolution. We would support new Centre on Diversity, Inclusion and Wellness, to provide leadership and integrated support to departments and agencies in creating safe, healthy, diverse and inclusive workplaces. It will support public servants in dealing with harassment in their workplaces. We can support legislation but we can help change the public service environment through directives to departments to improve in the following areas.</p> <p>Leadership: Leaders at all levels should demonstrate commitment to a workplace that is free from harassment, reinforce a respectful organizational culture, and take action when inappropriate behaviour occurs;</p> <p>Improving response capacity to make it easier to identify and engage expertise to support public servants;</p> <p>Invest in skills development and best practices which will provide employees and managers with training and support to better understand what the spectrum of harassment looks like and the roles public servants play in creating civil and respectful workplaces; and</p> <p>Making use of our data to understand what is happening in our organizations to inform action.</p>

REPORT

Your Federal Elections Platform 2019

	<p>_____ Claude Bertrand- Pontiac</p> <p>Better education; regulation; whistleblower protection; and adherence to Human Rights and Charter of Rights & Freedoms.</p> <p>_____ Ian Pineau - Renfrew-Nipissing-Pembroke</p> <p>Reaffirm the independence and integrity of the public service and strengthen whistle-blower protections for public service employees. Ensure that harassment policies are followed. Encourage mediation where appropriate for a win-win situation. There must be accountability when harassment has been demonstrated.</p> <p>_____ Jennifer Purdy - Kanata-Carleton</p> <p>The struggle for fair treatment and good working conditions requires constant vigilance. Within the federal civil service, workers are still bullied by supervisors and redress is illusory. A Green government will establish a federal Ombudsman to provide impartial and non-departmental help to harassed and demoralized employees.</p> <p>_____ Elizabeth May - Saanich—Gulf Islands</p> <p>Apply existing policies and raise awareness</p> <p>_____ Jenica Atwin - Fredericton</p>
People's Party of Canada	<p>Politicians should act like human beings and be an inspiring example for others</p> <p>_____ Serge Guevorkian - Ottawa West Nepean</p>

REPORT

Your Federal Elections Platform 2019

	<p>Harassment and intimidation are against our guiding principles and it would be on those principles that we would ensure our federal employees perform their duties.</p> <p>I am aware of some difficult systemic issues that may allow harassment and intimidation to exist in the workplace for federal employees. I believe this is a serious issue and that a task force to investigate and address these systemic issues would be needed to build a plan to solve them. I am committed to standing up against injustice as I have for my entire career.</p> <hr/> <p>Andy Brooke - Kingston and the Islands</p> <p>Better screening by Human Resources. Police involvement and charges laid. Stop hiding the incidents. Stop protecting the organisation and start protecting the individual.</p> <hr/> <p>Adam Salessse - Saint John - Rothesay</p>
<p>New Democratic Party</p>	<p>We need more in place to prevent harassment, including a stronger support system for employees seeking to report harassment claims so no one feels scared to come forward.</p> <hr/> <p>Justine Bell - North Vancouver</p>
<p>Liberal Party of Canada</p>	<p>Please see my answer to the question below, on promoting diversity and inclusion. I believe strongly that the steps we take to promote a more diverse and inclusive workplace will help to cut down on harassment and intimidation. In addition, to address systemic discrimination and unconscious biases, our government introduced the new Anti-Racism Strategy. The Strategy will help build awareness of the historical roots of racism, and empower communities to draw on their lived experiences as we work together to build a more accepting and equal country.</p> <p>To continue this important work, we will move forward to:</p> <ul style="list-style-type: none"> • strengthen the Anti-Racism Strategy and double its funding; • boost funding for community-led initiatives to promote inclusion and combat racism; and

REPORT

Your Federal Elections Platform 2019

	<ul style="list-style-type: none"> improve the quality and amount of data collection Statistics Canada does regarding hate crimes in Canada, to help create effective and evidence-based policies to counteract these crimes. <hr/> <p>Catherine McKenna - Ottawa Centre</p> <p>Education is key to better protect federal employees and intimidation in the workplace - for the employees to learn how to handle these instances, and to the public - that the government has a zero-tolerance policy.</p> <hr/> <p>Michelle Corfield - Nanaimo-Ladysmith</p>
PARTY	Question 8: DIVERSITY & INCLUSION: Many federal employees have reported being victim of racism, sexism and overall discrimination in the workplace, whether from supervisors or colleagues. What does your party think about the measures in place to promote and protect diversity and inclusion?
Independent	<p>We should all be treated the same. I believe in merit.</p> <hr/> <p>Dan Criger - Renfrew-Nipissing-Pembroke</p>
Green Party of Canada	<p>The public service must represent the demographic mix of Canadian society if it is to serve it.</p> <hr/> <p>Jean-Luc Cooke – Nepean</p> <p>I see this to be included in the above two responses.</p> <hr/> <p>Danny Celovsky - Bay of Quinte</p>

REPORT

Your Federal Elections Platform 2019

Legislation to date has improved the protection of diversity and inclusion in the Federal Public Service. The Green Party would continue to support the work of the Joint Union/Management Task Force on Diversity and Inclusion in the Public Service to facilitate the evolution of a robust framework that goes beyond simple adherence to legislative obligations, and that stronger diversity and inclusion in the public service will lead to better decisions, the ability to attract and retain the best talent from all generations, and ultimately better results for Canadians.

Claude Bertrand- Pontiac

There are good regulations in place; where the system seems to fall short is in the application and oversight of those regulations

Ian Pineau - Renfrew-Nipissing-Pembroke

Party is in favour of these measures.

Jennifer Purdy - Kanata-Carleton

Respect for diversity is one of the core values of the Green Party. We believe in promoting this in all ways, and are disappointed by the discrimination some federal public servants have had to suffer.

Elizabeth May - Saanich—Gulf Islands

More must be done

Jenica Atwin - Fredericton

REPORT

Your Federal Elections Platform 2019

<p>People's Party of Canada</p>	<p>We believe in equal opportunity but not in equal outcome. There has to be a code of ethics for all federal employees.</p> <hr/> <p>Serge Guevorkian - Ottawa West Nepean</p> <p>A People's Party government would not tolerate racism, sexism, or any other type of discrimination in the federal government. We would favour policies and legislation that helps and supports all Canadians!</p> <hr/> <p>Andy Brooke - Kingston and the Islands</p> <p>If it makes the employee fear for their safety or well-being, then the incident should be reported to police. The People's Party of Canada believes in Canadian Values and treating everyone with fairness and respect regardless of their gender, ethnicity, religion or sexual orientation. Adults are expected to follow the law and behave accordingly.</p> <hr/> <p>Adam Salesse - Saint John - Rothesay</p>
<p>New Democratic Party</p>	<p>Right now we have strong hiring policies for fair hiring practices, but we need stronger policies and support to help those who do get hired.</p> <hr/> <p>Justine Bell - North Vancouver</p>
<p>Liberal Party of Canada</p>	<p>All workers must be able to do their work without enduring racism, sexism, or other forms of discrimination, and the public service is no exception. At a personal level, I always encourage any members of my political team who have encountered any of these issues to contact me directly, or to turn to a colleague they trust, as soon as possible. I believe the #metoo movement has sparked a very important conversation and that there's more to do to eliminate racism, sexism, and other forms of discrimination from workplaces and from Canadian society. That's why, to help more visible minority newcomer women find and keep a good job, a re-elected Liberal government we will build on the research, support and employment projects announced earlier this year, and move forward with an additional \$9 million investment over three years. To ensure that racialized and Indigenous young people face fewer barriers at the</p>

REPORT

Your Federal Elections Platform 2019

beginning of their working lives, we will both enhance the Youth Employment Strategy and ensure that the upcoming State of Youth reports take an intersectional approach that includes race. We will also work with economic development, agricultural and trade organizations to ensure that underrepresented communities are better served and more informed about the programs and services that can help them find and keep good, middle class jobs. And we will provide funding to the Social Sciences and Humanities Research Council and the Canadian Institutes of Health Research so that they can create academic research grants for studies on race, diversity and gender in Canada. To support more LGBTQ2 people in need, earlier this year we launched a pan-Canadian, 24/7 mental health crisis hotline. To ensure that the community continues to be well-served by hotlines and other support services, we will move forward with an additional investment of \$2 million a year to continue this work, including support lines that provide sexual education. We will continue to show leadership with another gender-balanced Cabinet that reflects the diversity of Canada, and will move forward with other measures that help to build a more diverse government. For the public service specifically, we will improve diversity in appointments to federal agencies and bodies, and will promote more qualified, diverse Canadians to senior positions within the public service. Because public policies affect women and men in different ways, we made gender budgeting and Gender-based Analysis Plus (GBA+) a permanent part of the federal budget-making process. We will continue to move forward with their use, and in recognition of the Conference’s 25th anniversary next year will:

- renew our commitment to a Federal Plan for Gender Equality, including a coordinated strategy built on the Gender Results Framework and other international agreements; and
- ensure that rigorous GBA+ continue to be performed on all policy proposals.

Catherine McKenna - Ottawa Centre

As an indigenous woman, I fully support a re-elected Liberal Government Gender Equality Statement and the formation of a new national Anti-Racism strategy. This includes ensuring that all public service employees are educated to promote and protect diversity and inclusion and to ensure that there is a safe process for public service employees to report discrimination of all kinds without fearing for their jobs.

Michelle Corfield - Nanaimo-Ladysmith

REPORT

Your Federal Elections Platform 2019

PARTY	Question 9: DIVERSITY & INCLUSION (continued): What does your party think about the legislation in place to address these issues? Would your party propose any changes or improvements?
Independent	<p>We should all be treated the same. I believe in merit.</p> <p>_____</p> <p>Dan Criger - Renfrew-Nipissing-Pembroke</p>
Green Party of Canada	<p>Stronger enforcement, harsher penalties. I would also advocate a dedicated tribunal that focuses on workplace discrimination, harassment, intimidation. This would help in having judgements focused on these issues thereby improving the effectiveness of it.</p> <p>_____</p> <p>Danny Celovsky - Bay of Quinte</p> <p>Legislation to date have improved the protection of diversity and inclusion in the Federal Public Service. The Green Party would continue to support the work of the Joint Union/Management Task Force on Diversity and Inclusion in the Public Service to facilitate the evolution of a robust framework that goes beyond simple adherence to legislative obligations, and that stronger diversity and inclusion in the public service will lead to better decisions, the ability to attract and retain the best talent from all generations, and ultimately better results for Canadians. The Green Party will proactively work with the TaskForce to amend and adopt legislation to protect and improve diversity and inclusion in the Federal Public Service.</p> <p>_____</p> <p>Claude Bertrand- Pontiac</p> <p>We would be open to a review of legislation if these issues are impeding public service employees from doing there work and/or felling safe in the workplace.</p> <p>_____</p> <p>Ian Pineau - Renfrew-Nipissing-Pembroke</p>

REPORT

Your Federal Elections Platform 2019

	<p>Party is always important to proposals for improvements.</p> <hr/> <p>Jennifer Purdy - Kanata-Carleton</p> <p>Greens are open to exploring changes to legislation in line with what the public servants need.</p> <hr/> <p>Elizabeth May - Saanich—Gulf Islands</p> <p>Yes, see our platform</p> <hr/> <p>Jenica Atwin - Fredericton</p>
<p>People's Party of Canada</p>	<p>We will propose freedom of speech so that people aren't afraid to speak up</p> <hr/> <p>Serge Guevorkian - Ottawa West Nepean</p> <p>Our party has been clear that we would repeal. Not because it addresses these issues but because it slides in some added lines that designate healthy discussion about immigration and in specific mass immigration as "hate speech" and would ultimately limit everyone's constitutional right to free speech. Our desire to repeal C-16 is not about diversity and inclusion. It's about our freedoms to discuss important issues.</p> <hr/> <p>Andy Brooke - Kingston and the Islands</p> <p>I am not informed on the legislation in place. Respect is a necessity in the workplace and everywhere else.</p> <hr/>

REPORT

Your Federal Elections Platform 2019

	<p>Adam Salessé - Saint John - Rothesay</p>
<p>New Democratic Party</p>	<p>Right now we do not have concrete policies proposed, but that does not take away from the gravity and importance of the issues at hand and we do need legislation to improve existing structures and find the gaps to bring in new legislation.</p> <hr/> <p>Justine Bell - North Vancouver</p>
<p>Liberal Party of Canada</p>	<p>During the past four years, our government made a number of important legislative changes to better protect workers against discrimination and to support more equal workplaces. That includes:</p> <ul style="list-style-type: none"> • Passing C-4, which is restoring fairness and balance to labour relations by repealing legislation by the previous government that undermined and weakened labour rights in our country. • Passing legislation for a proactive pay equity regime to ensure equal pay for work of equal value. • Passing Bill C-65 to ensure that federally regulated workplaces are free from harassment and sexual violence. <p>In addition, we are creating safer workplaces for federally regulated employees by investing \$3.5 million annually into projects through the Workplace Harassment and Violence Prevention Fund.</p> <hr/> <p>Catherine McKenna - Ottawa Centre</p> <p>As with all legislation, it will need to be assessed if it is working to protect the safety of public servants, and if not, propose changes to ensure improvements.</p> <hr/> <p>Michelle Corfield - Nanaimo-Ladysmith</p>

REPORT

Your Federal Elections Platform 2019

PARTY	Question 10: OFFICIAL LANGUAGES: Canada takes great pride in having two official languages and in having a government able to serve Canadians in both languages. What are you party's plans to strengthen the capacity of the Canadian public service to defend and promote our linguistic duality?
Independent	<p>I am all for bilingualism at an earlier age throughout Canada. This is especially an issue west of Quebec.</p> <hr/> <p>Dan Criger - Renfrew-Nipissing-Pembroke</p>
Green Party of Canada	<p>Second language training must continue and be aggressively promoted for new and younger hires before habit sets in. Also "Le français ça l'apprend, l'anglais ça l'attrape" - so we need to practice it regularly and extensively. I would like to see workplaces have French-Fridays and vendredis-anglais and other such regular events where everyone speaks the non-common language to exercise their skills and appreciate how difficult it can be for others.</p> <hr/> <p>Jean-Luc Cooke - Nepean</p> <p>I support the right of every Canadian to be served in the language of their choosing.</p> <hr/> <p>Danny Celovsky - Bay of Quinte</p> <p>The Green Party supports the linguistic duality of the Canadian public service and will work with the Public Service Alliance and Federal Departments to support and develop policies to promote our linguistic duality.</p> <hr/> <p>Claude Bertrand- Pontiac</p> <p>In the first year of the next parliament, promote and implement a modernized Official Languages Act to protect both national languages.</p> <hr/> <p>Jennifer Purdy - Kanata-Carleton</p>

REPORT

Your Federal Elections Platform 2019

	<p>A Green Party government will commit to defending Canada's two official languages in our communities and across our country. In the first year of the next parliament, we will promote and implement a modernized Official Languages Act to protect both national languages. Canada's public service will undoubtedly be a part of this modernization process.</p> <hr/> <p>Elizabeth May - Saanich—Gulf Islands</p> <p>The use of French in the federal public service must be reinforced</p> <hr/> <p>Jenica Atwin - Fredericton</p>
<p>People's Party of Canada</p>	<p>We are doing great so far. We should encourage all Canadians to learn the two official languages.</p> <hr/> <p>Serge Guevorkian - Ottawa West Nepean</p> <p>Our party will continue to ensure that services are available in both official languages.</p> <hr/> <p>Andy Brooke - Kingston and the Islands</p> <p>95% of people in my riding of Saint John - Rothesay speak English as their first language and 4% speak French as their first language. Language requirements are causing deaths in N.B. due to French speaking paramedics not being available to serve a French patient.</p> <hr/> <p>Adam Salesse - Saint John - Rothesay</p>

REPORT

Your Federal Elections Platform 2019

<p>New Democratic Party</p>	<p>We need greater support for bilingual services in Canada and we need to ensure public service employees get the language training they need. We also want to introduce requirements so that supreme court judges have bilingual training and abilities. Finally, we need more support for indigenous languages and to offer public services in Canada's major indigenous languages.</p> <hr/> <p>Justine Bell - North Vancouver</p>
<p>Liberal Party of Canada</p>	<p>To protect and promote the rights of minority-language communities, we will move forward with:</p> <ul style="list-style-type: none"> • modernizing the 50-year-old Official Languages Act, including making Radio-Canada's mandate for regional news part of the Act, and making sure that Air Canada provides fully bilingual services to its customers; • reviewing and strengthening the powers of the Commissioner of Official Languages; • appointing only bilingual judges to the Supreme Court of Canada; and • undertaking an enumeration of rights-holders and a thorough post-census survey to better account for – and better serve – minority-language communities. <p>In my own life and work, knowing the French language has been an invaluable asset. Canada's two official languages should be reflected not only in institutions but in the ability of people to speak and understand each other in both languages. To encourage more people to learn a second language, we will move forward with:</p> <ul style="list-style-type: none"> • working with the provinces and territories to ensure that all Canadians can access second language programs, like immersion, in their local schools if they choose to do so; • new investments to help train, recruit and attract teachers in both immersion and second-language programs, based on new targets set by the provinces and territories; • developing and promoting new opportunities for language and cultural exchanges; and • investing an additional \$60 million to help build the infrastructure that supports strong minority-language communities, including schools and cultural centres. <hr/> <p>Catherine McKenna - Ottawa Centre</p>

REPORT

Your Federal Elections Platform 2019

	<p>It is important to ensure that the capacity of the Canadian public service is to defend and promote our linguistic duality. A re-elected Liberal Government will modernize the 50-year-old Official Language Act.</p> <hr/> <p>Michelle Corfield - Nanaimo-Ladysmith</p>
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PARTY	Question 11: ENVIRONMENTAL RESPONSIBILITY: Federal leadership is critically needed to address environmental degradation and global warming. Public programs and budgets are needed but the federal government must also lead by example, internally. What does your party propose to make sure government operations are greener and sustainable?
Independent	<p>There is a lot of paper waste in the PS, and just because it is recycled does not make it OK. Again, accountability and REAL action. Technology (automation and AI), if done correctly(!) can help reduce waste. Executives and others taking flights here and there don't help. I would need to know a lot more about the environmental impact of the PS than I do now before I can comment further, but absolutely, lets find problems and solve them together.</p> <hr/> <p>Dan Criger - Renfrew-Nipissing-Pembroke</p>
Green Party of Canada	<p>Yes. Retrofitting all government buildings to save heating and cooling costs - insulation, heat pumps, etc.</p> <hr/> <p>Jean-Luc Cooke – Nepean</p> <p>I am the Green Party candidate for a reason. This is the biggest reason for my candidacy. I could write a book to answer it :o)</p> <hr/> <p>Danny Celovsky - Bay of Quinte</p> <p>The Green Party is committed to reduce 60% of carbon emissions by 2030. As part of our plan, the Federal Public Service will need to demonstrate leadership using science based policies to reduce the carbon footprint of the Federal Public Service. Through the Centre for</p>

REPORT

Your Federal Elections Platform 2019

Greening Government the Centre will: lead and coordinate the federal emissions reduction, resiliency and greening government initiatives; integrate knowledge from other leading organizations and share best practices broadly; track and disclose government environmental performance information centrally; drive results to meet greening government environmental objectives.

Claude Bertrand- Pontiac

Green the fleet; transform Canada Post;
<https://www.greenparty.ca/en/platform/climate-emergency>

Ian Pineau - Renfrew-Nipissing-Pembroke

Just a couple of examples: Retrofit all federal buildings to renewable energy sources. Have an electric vehicle fleet. Get more examples of initiatives from public service itself.

Jennifer Purdy - Kanata-Carleton

Environmental responsibility is central to Greens' work. We will immediately implement our climate plan, Mission: Possible, to dramatically reduce emissions and begin the transition to a sustainable economy.

Elizabeth May - Saanich—Gulf Islands

The government must set the example and the same applies for ViaRail and Piste Canada in terms of being eco-responsible, particularly with the electrification of transportation

Jenica Atwin - Fredericton

REPORT

Your Federal Elections Platform 2019

<p>People's Party of Canada</p>	<p>We believe that the best answer to environmental issues is technology. We don't believe in imposing carbon tax since its a punishment to people a cause for inflation.</p> <hr/> <p>Serge Guevorkian - Ottawa West Nepean</p> <p>The People's Party will strive to run the government efficiently which begets sustainability in both the fiscal and environmental sense. We will run a government that is responsible to the tax payer and that is transparent.</p> <hr/> <p>Andy Brooke - Kingston and the Islands</p> <p>We will stop inducing mental illness, climate anxiety, in young children. We will stop scaring people into accepting a Carbon Tax. We will be responsible and we will completely eliminate the Carbon Tax. We will invest in mitigation strategies to adapt to an ever changing environment.</p> <hr/> <p>Adam Salesse - Saint John - Rothesay</p>
<p>New Democratic Party</p>	<p>We will immediately end all fossil fuel subsidies and reinvest that money into jobs training and creation in the green tech, energy and retrofiting industries. We will commit to science based climate targets to keep warming at or below 1.5 degrees and create a body that will hold us accountable to this. We will invest in transit infrastructure with the end goal of making all transit electric and free. We will empower our indigenous communities as they are the protectors of the land and will ensure our natural environment is protected.</p> <hr/> <p>Justine Bell - North Vancouver</p>

REPORT

Your Federal Elections Platform 2019

<p>Liberal Party of Canada</p>	<p>I agree entirely with your introduction to this question. Climate change is the challenge of our time and we all have a role to play in fighting it and adapting to its impacts. It’s essential that the federal government lead by example – and cutting our environmental impact will also save money over time and improve the comfort and productivity of federal employees at work.</p> <p>Over the past four years, the federal government has adopted ambitious goals to:</p> <ul style="list-style-type: none"> • reduce its GHG emissions by 40% below 2005 levels by 2030, with an aspiration to achieve this target by 2025 • power its operations with 100% clean power by 2025 (and, if re-elected, our government would accelerate that timeline to 2022) • improve the energy performance of new and existing federal buildings through approaches like early adoption of model building codes, investing in retrofits, and using shadow carbon pricing • Starting in the 2019 to 2020 fiscal year, 75% of new light-duty unmodified administrative fleet vehicle purchases will be zero-emission vehicles or hybrids • eliminating the unnecessary use of single-use plastics in government operations, events and meetings; • promoting the procurement of sustainable plastic products and the reduction of associated plastic packaging waste; • working with major suppliers to encourage the disclosure of their GHG emissions and environmental performance information; <p>and</p> <ul style="list-style-type: none"> • supporting departments in adopting clean technology and undertake clean technology demonstration projects. <hr style="width: 20%; margin-left: 0;"/> <p>Catherine McKenna - Ottawa Centre</p> <p>An elected government has the responsibility to Canadians to lead by example to ensure it is responsible and sustainable. Emissions from government operations fell another 4% in 2017-2018 from 2016 and are now down 32% from 2005 levels. Government operations must divert at least 75% of plastic waste by 2030 and committed the unnecessary use of single-use plastics in government operations, events, and meetings.</p> <hr style="width: 20%; margin-left: 0;"/> <p>Michelle Corfield - Nanaimo-Ladysmith</p>
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REPORT

Your Federal Elections Platform 2019

PARTY	Question 12: ENVIRONMENTAL RESPONSIBILITY (continued): How does you party propose to leverage the skills and knowledge of public service professionals to address these issues?
Independent	<p>I would need to know a lot more about the environmental impact of the PS than I do now before I can comment further, but absolutely, lets find problems and solve them together.</p> <p>_____</p> <p>Dan Criger - Renfrew-Nipissing-Pembroke</p>
Green Party of Canada	<p>Building design and tech from NRCan is a logical source.</p> <p>_____</p> <p>Jean-Luc Cooke – Nepean</p> <p>Cooperation across all levels, across private and public sectors. And a strong declaration and input from the science community to ensure alignment with actions to the problem.</p> <p>_____</p> <p>Danny Celovsky - Bay of Quinte</p> <p>The Green Party will invest in research science into understanding the factors affecting climate, into technologies and methodologies to transition to a green, sustainable environment. We have world class scientists, researchers, engineers and innovators working in our Federal Public Service. We will use our professionals to transition the Public Service to becoming a greener more sustainable work environment and we will rely on our Public Service Professionals to develop the framework to support the transition of Canada's communities and industry to a green, sustainable country and meet or exceed our commitment to reduce CO2 emissions by 60% by 2030.</p> <p>_____</p> <p>Claude Bertrand- Pontiac</p>

REPORT

Your Federal Elections Platform 2019

	<p>Return research funding to previous levels; engage individuals in creative ways to generate and implement such initiatives.</p> <hr/> <p>Ian Pineau - Renfrew-Nipissing-Pembroke</p> <p>Trust the public service professionals, trust their knowledge and experience to enable us to best address these issues and demonstrate leadership.</p> <hr/> <p>Jennifer Purdy - Kanata-Carleton</p> <p>Public servants are an incredible resource to work towards environmental excellence within the federal government. We look forward to encouraging innovation across departments and will welcome ideas for how to minimize the environmental impact of the civil service.</p> <hr/> <p>Elizabeth May - Saanich—Gulf Islands</p> <p>By consulting them and hiring new resources</p> <hr/> <p>Jenica Atwin - Fredericton</p>
<p>People's Party of Canada</p>	<p>More jobs creating by deregulating business environment.</p> <hr/> <p>Serge Guevorkian - Ottawa West Nepean</p> <p>The People's Party focus will be on the two objectives below. We will of course leverage the knowledge of public service professionals to achieve these ends. Invest in adaptation strategies if problems arise as a result of any natural climate change. We will prioritize implementing practical solutions to make Canada's air, water and soil cleaner, including bringing clean drinking water to remote First Nations communities.</p> <hr/>

REPORT

Your Federal Elections Platform 2019

	<p>Andy Brooke - Kingston and the Islands</p> <p>They will be welcome to compete for jobs alongside the general public so that we get the best person for the job regardless of their gender, ethnicity, religion and sexual orientation.</p> <hr/> <p>Adam Salesse - Saint John - Rothesay</p>
<p>New Democratic Party</p>	<p>The public service is essential to all our proposals and will provide much of the knowledge to help us develop these platforms. We must also ensure that we have the necessary jobs training for our public service to adapt and engage new policies that we bring in.</p> <hr/> <p>Justine Bell - North Vancouver</p>
<p>Liberal Party of Canada</p>	<p>The Office of Greening Government Operations at Treasury Board Secretariat is doing exceptional work in meeting the commitments laid out above, and my only advice to them would be to “keep up the great work.” My own experience has been that public servants in all departments, and at all levels of seniority, want to do their part to cut pollution and fight climate change. I hope that leaders across government can continue to encourage the creativity of their team members to improve the sustainability of their office practices and work together to cut energy use and fight climate change.</p> <hr/> <p>Catherine McKenna - Ottawa Centre</p> <p>The public service is a talented workforce and can also lead by example. It is their knowledge and experience in their everyday work life that can assist in meeting the targets.</p> <hr/> <p>Michelle Corfield - Nanaimo-Ladysmith</p>

REPORT

Your Federal Elections Platform 2019

PARTY	Question 13: RETENTION AND RECRUITMENT - CANADIAN FEDERAL PUBLIC SERVICE: Canada' civil service is one of the most effective and highly performing in the world. It attracts competent professionals that are the backbone of our federal government. What is your party's plan to create a work environment that continues to attract and that retains excellence within the federal public service?
Independent	<p>I think there is a problem with the work environment in the PS, definitely. Let's all work together to make the PS a great place to work. But we ALL have to work together. The unions are not blameless when it comes to the work environment that causes harassment and mental health issues. We all have to recognize our roles before we can move forward.</p> <hr/> <p>Dan Criger - Renfrew-Nipissing-Pembroke</p>
Green Party of Canada	<p>Keeping out public service un-political is vital in my mind. I'd love it if everyone was Green, but that's not the purpose of mandate of the service. We must have MPs to know and respect that boundary. Compensation must continue to be monitored to ensure it is competitive with other areas of employment.</p> <hr/> <p>Jean-Luc Cooke - Nepean</p> <p>The ability to cooperative and to think outside the box will be critical. We need to reduce the silos that restrict inter-agency cooperation and action. Creativity and voice to solutions need to be encouraged and the barriers reduced.</p> <hr/> <p>Danny Celovsky - Bay of Quinte</p> <p>The Green Party will continue the development of a federal public service as the Canadian centre for progressive, equal opportunity employment for professionals who seek to further their careers. With investment in research and science based decision making, the Green Party will work with the federal public service to further attract top professionals in their field to pursue their careers. With a focus on training and skill development, the Green Party will work with the public service alliance to provide federal public employees</p>

REPORT

Your Federal Elections Platform 2019

	<p>with opportunities to grow and develop their skills whilst providing valuable contributions to Canadians. With a focus on creating a green sustainable public service, federal employees will be proud to lead in the fight against climate change.</p> <hr/> <p>Claude Bertrand- Pontiac</p> <p>See combination of above answers.</p> <hr/> <p>Ian Pineau - Renfrew-Nipissing-Pembroke</p> <p>Take further steps to ensure a harassment-free and psychologically healthy workplace exists for the public service.</p> <hr/> <p>Jennifer Purdy - Kanata-Carleton</p> <p>Greens value our public service. We will stay vigilant in defending against federal Conservatives and hostile Conservative Premiers who consistently de-value the work of our public sector in favour of ill-conceived cutbacks. We will continue to promote and value the public service, continue recruitment programs to attract top talent, and maintain healthy and supportive workplaces.</p> <hr/> <p>Elizabeth May - Saanich—Gulf Islands</p> <p>Build on a dynamic workplace and a sense of the State</p> <hr/> <p>Jenica Atwin - Fredericton</p>
<p>People's Party of Canada</p>	<p>We believe in less government, let Canada Civil Service decide what's more effective.</p> <hr/> <p>Serge Guevorkian - Ottawa West Nepean</p>

REPORT

Your Federal Elections Platform 2019

	<p>Firstly we must fix Phoenix, if you cannot pay your employees properly it will cause many competent professionals to leave the service or to not desire a role in the federal government. We must ensure that compensation is fair and is attractive to those professionals with the skills we need.</p> <hr/> <p>Andy Brooke - Kingston and the Islands</p> <p>We will listen to the concerns of the workforce and we will negotiate in good faith with respect and fairness.</p> <hr/> <p>Adam Salesse - Saint John - Rothesay</p>
<p>New Democratic Party</p>	<p>We will continue to invest with strong and stable funding for our public services. We will have increased transparency for a greater and more efficient feedback loop so we can continually adjust policies to meet the present and future needs of Canada.</p> <hr/> <p>Justine Bell - North Vancouver</p>
<p>Liberal Party of Canada</p>	<p>A re-elected Liberal government is committed to reducing the time it takes to hire new public servants, with the goal of cutting in half the average time from ten to five months. Our platform also includes new provisions, to be developed with employers and labour groups, that give workers the “right to disconnect.” This will preserve workers’ ability to work overtime, while giving people the right to request that they not work extra hours. Perhaps less tangible, but no less important, is creating a culture of respect for the work the public service does. While there’s always more to do, our government is committed to treating public servants as the dedicated and extremely qualified professionals they are. We have un-muzzled government scientists, so that they can speak freely to media about their work, and have put science and evidence at the heart of policy-making. I believe that this culture of respect and trust will help retain public servants by recognizing the importance of the work they do and the contribution they make to Canadian life.</p> <hr/> <p>Catherine McKenna - Ottawa Centre</p>

REPORT

Your Federal Elections Platform 2019

	<p>A re-elected Liberal Government will work with our professional public service to deliver better service to Canadians.</p> <hr/> <p>Michelle Corfield - Nanaimo-Ladysmith</p>
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PARTY	Question 14: MOST IMPORTANT ISSUE AFFECTING PUBLIC SERVICE EMPLOYEES: A wide range of issues are likely to affect the performance and effectiveness of he federal public service employees. What does your party consider the most pressing issue affecting public service employees and why?
Independent	<p>Public perception, which I do not think is always wrong. I think the PS culture and work environment needs to change. I want an efficient and happy PS, but everybody needs to work together to achieve this. This includes recognizing mistakes and correcting them without malice and conflict with other involved parties. Maybe we need a 'healing circle', but something has to change. The spirit of hard work and success is within us all!</p> <hr/> <p>Dan Criger - Renfrew-Nipissing-Pembroke</p>
Green Party of Canada	<p>Political interference. It has become almost acceptable that MPs and the PMO interfere with actions and operations of the federal civil service to achieve political goals. I will endeavour as an MP to have other elected officials uphold the professional standards of our civil service.</p> <hr/> <p>Jean-Luc Cooke - Nepean</p> <p>Again, the ability for each public service employee to have a voice is an untapped potential. We need all hands on deck.</p> <hr/> <p>Danny Celovsky - Bay of Quinte</p>

REPORT

Your Federal Elections Platform 2019

I believe that the most pressing issue affecting the public service is morale. Because of the enormity of the federal public service, the constant pressure on budget cutting, policy and program changes with every electoral cycle, the lack of transparency, and the damage caused by the Phoenix pay system has brought considerable malaise into the public service. I believe the malaise is due in part to lack of direction and lack of inclusion in the decision and budgetary process. We need better leadership from the government to rally all Canadians, Canadian business and federal employees to get on board a vision of a sustainable, equitable, just, green society for all. The Green party has the vision, the leadership and the commitment to change the attitude of the federal public service from malaise to hope by focusing all our programs and services to support our objective of a better Canada for all of us.

Claude Bertrand- Pontiac

Funding; contracting out; job security and satisfaction.

Ian Pineau - Renfrew-Nipissing-Pembroke

Phoenix: even if an employee is not affected personally, they probably know someone who is. The way it has been handled has unfortunately suggested that there is a lack of care and compassion for employees who are not being paid/ underpaid/ overpaid. This has led to issues of morale understandably.

Jennifer Purdy - Kanata-Carleton

We consider the Phoenix debacle to be the biggest challenge faced by the public service right now because of its broad impact and will prioritize fixing it immediately.

Elizabeth May - Saanich—Gulf Islands

Appreciation of their expertise. Most public service employees work to make a difference, but they must be listened to and their expertise must be appreciated.

REPORT

Your Federal Elections Platform 2019

	<hr/> <p>Jenica Atwin - Fredericton</p>
People's Party of Canada	<p>Taxes are the most pressuring issue for most employed people in Canada. We will reduce income taxes putting more money into the pockets of Canadians.</p> <hr/> <p>Serge Guevorkian - Ottawa West Nepean</p> <p>Simply put the Phoenix pay issues must be resolved. I have heard from the people of Kingston and the Islands who have lost their house or gone through other hardship due to Phoenix. The toll this puts on our public service employees mental health, relationships, etc is an injustice. We plan on correcting many other injustices as well, including First Nations drinking water and our veteran disability pensions.</p> <hr/> <p>Andy Brooke - Kingston and the Islands</p> <p>The Phoenix Pay System disaster is by far the biggest issue and it needs to be taking very seriously and I will not oppose a very serious lawsuit.</p> <hr/> <p>Adam Salesse - Saint John - Rothesay</p>
New Democratic Party	<p>Right now, obviously, it is the Phoenix Pay System fiasco and that must be immediately solved as people's livelihoods are at stake. Looking beyond that it is stable and secure funding for jobs training to adapt into our ever changing world.</p> <hr/> <p>Justine Bell - North Vancouver</p>
Liberal Party of Canada	<p>Rather than a party-wide or nation-wide answer, I would like to provide a response based on my own discussions with public servants, and on the outreach that my community office does here in Ottawa Centre. In our experience in Ottawa Centre, the issue of mental</p>

REPORT

Your Federal Elections Platform 2019

health in the workplace comes up frequently in discussions with public servants. I believe this reflects the need for better mental health support for public service workers, as well as the strain that many workers face in balancing demanding jobs – doing work that is often underappreciated in the wider public – with other responsibilities at home and with family. Public servants make an incredible contribution to our country and we need to make sure we provide them with the support they need in return.

Catherine McKenna - Ottawa Centre

Public service employees need to feel that they are valued and supported. A re-elected Liberal Government will work with the public service to ensure that Canadians continue receiving the program delivery that Canadian's rely on. It needs the right resources and the right people to continue to serve Canadians well.

Michelle Corfield - Nanaimo-Ladysmith