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HOUSE OF COMMONS  
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*Elizabeth May*

Member of Parliament / Député(e)  
Saanich — Gulf Islands

*Circonscription*

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The Honourable Anita Anand  
President of the Treasury Board and Minister of Transport

October 7, 2024

**Re. Mandatory in-office work days for federal workers**

Dear Minister,

I am writing on behalf of constituents who have expressed concern about the mandate requiring three days of in-office work that was imposed on federal workers. This decision to instate a one-size-fits-all approach was made without consulting federal workers and it is an arbitrary requirement. I ask that the Treasury Board Secretariat conduct a public consultation and either change its approach or justify its decision in a “What We Heard” report.

The Treasury Board Secretariat has stated that “as of September 9, 2024, public servants in the core public administration (CPA) who are eligible for a hybrid work arrangement will be required to work on-site a minimum of three days per week.” This is justified as helping to “maximize the benefits of on-site presence and to bring greater fairness and consistency” to work arrangements.

The Public Service Alliance of Canada stated it had not been consulted on changes to the hybrid work model. Its members consistently report that the existing mandate of 40% in-office work isn’t being equitably enforced by most departments and managers. Teams have adapted since the initial onset of the pandemic to maintain their productivity levels in remote settings. There are many examples of workers being required to come into the office just to work with a remote team from their desk.

I recognise there are many factors to consider with widespread remote/telework arrangements for the federal public service, such as impacts on government buildings and organisational culture. However I do not believe owners of buildings rented by the



government should hold sway over government decisions about remote/telework arrangements. As well, whether workers are required to be in-office for two, three or even five days in office, there are innovative ways to maintain a strong workplace community without imposing an arbitrary in-office requirement.

I ask that the government conduct an open and public consultation on the proposed changes to the in-office work requirement imposed by the Treasury Board Secretariat. The government should release a "What We Heard" report and provide clear and accessible justifications for its decision to require three days in-office for federal workers without case-by-case reviews.

Thank you for your time and consideration. I look forward to hearing from you.

Sincerely,

A handwritten signature in black ink, reading "Elizabeth May". The signature is fluid and cursive, with a long horizontal stroke extending from the end of the name.

Elizabeth May, O.C.  
Member of Parliament  
Saanich-Gulf Islands

