



October 23, 2024

Marc-Olivier Girard  
Clerk of the committee  
Standing Committee on Government Operations and Estimates  
House of Commons  
Ottawa, Ontario, K1A 0A6  
[OGGO@parl.gc.ca](mailto:OGGO@parl.gc.ca)

Dear Mr. Girard,

On behalf of the Public Service Alliance of Canada and the more than 180,000 federal workers our union represents, I am writing to express our strong support for the Canadian Association of Professional Employees' request for a full investigation into the federal government's three-day in-office mandate.

This mandate has significant and obvious shortcomings, including a lack of planning, insufficient workspaces, and serious concerns regarding employee well-being. Federal workers are currently facing overcrowded offices, health and safety violations, and inadequate resources, which undermines their productivity and overall job satisfaction.

This poorly executed plan will also ultimately burden taxpayers with additional costs to equip and maintain aging office buildings, which contradicts the government's goal of reducing its federal office footprint by up to 50% and saving \$3.9 billion in real estate expenses by 2034.

While claiming to prioritize "fairness," the government has imposed a one-size-fits-none mandate on the entire public service, even though their own research acknowledges that this approach is ineffective.

The government's findings show that hybrid work supports diversity and inclusion, reduces employee turnover, and provides significant environmental benefits. Yet, all this evidence has been casually tossed aside in favour of an arbitrary mandate that lacks clear alignment with workplace trends in other industries or governments.

Remote work isn't just a convenience, it's common sense. When federal public service workers are trusted to choose how and where they work best, they thrive — and so does the public service.

We urge OGGO to prioritize this investigation to address the systemic issues and ensure that federal workers have the necessary support to perform their jobs effectively.

This investigation is essential for creating a fair and modern workplace for all public service workers.

Sincerely,



Sharon DeSousa  
National President  
Public Service Alliance of Canada