

Fighting for enforceable telework protections

We already know that remote works. But employer policies shift arbitrarily, leaving workers with little recourse when arrangements are denied or revoked. Workers need fair, predictable rules locked into our collective agreement where protections can't be ripped away at the employer's whim.

Why this matters to you

- **Protecting your work-life balance and health:** Reliable telework gives you control over your workday, reducing burnout, stress, and commuting fatigue.
- **Expanding equity and accessibility:** Flexible work keeps public service careers open to workers with disabilities, caregivers, and members living outside major cities.
- **Lowering costs for members and taxpayers:** Cutting daily commutes saves members thousands in gas and transit, slashes carbon emissions, and saves taxpayers billions in unused federal office space.



What members are telling us

82% say improving telework provisions is a key bargaining issue.

86% strongly oppose arbitrary in-office mandates.

The government made a commitment (then broke it)

In 2023, PSAC secured a Letter of Agreement on Telework, a commitment from the federal government to protect workers from arbitrary, top-down decisions through consultation and flexibility.

Instead, the employer turned around and unilaterally imposed blanket in-office mandates without consultation or justification — right in the middle of bargaining. This broken promise is exactly why we need to enshrine enforceable telework protections in our collective agreements.

What PSAC is proposing

PSAC's proposals put clear rules, employer accountability, and worker protections directly into our contract:

- **An end to blanket mandates:** Departments cannot impose arbitrary caps or blanket days-in-office requirements.
- **Fair individual assessments:** Managers must try to reach an agreement based on your specific job role and personal circumstances.
- **Ad-hoc remote work rights:** You can request temporary or as-needed remote work without a long-term agreement, and managers cannot unreasonably deny you.
- **Employer accountability:** The employer must provide PSAC quarterly data on all approved and denied telework requests across departments to ensure transparency.

"Telework boosts productivity, reduces traffic and pollution, opens federal jobs to rural communities, and saves money for workers and taxpayers."

– Sharon DeSousa,
PSAC National President

Start the conversation at work

Solidarity in the workplace starts with a conversation. Talk to your coworkers about why telework protections matter in this round of bargaining:

1. How has telework impacted your daily commute, work-life balance, or household expenses?
2. Are telework decisions in your department being made fairly, or are you seeing blanket rules applied unfairly?
3. Why are enforceable telework rules in our collective agreement better than relying on employer policies?



Stay connected and get involved

Scan the QR code to visit [your bargaining page](#) for our full bargaining proposals, frequently asked questions, and additional resources to help you stay engaged in this round of bargaining.



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