



June 5, 2024

Bill Matthews
Secretary of the Treasury Board of Canada
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Dear Secretary Matthews,

First, congratulations on your recent appointment to the position of secretary of the Treasury Board of Canada.

This new position comes at a difficult time in the relationship between the Treasury Board Secretariat as an employer and the federal public service. As you know, most federal bargaining agents have now launched legal action against the employer following the imposition of a three-day mandatory in-office presence, which is set to take effect on September 9, 2024.

June 9, 2024, marks the beginning of the 2024 National Public Service Week (NPSW), which has been celebrated since 1992 to acknowledge the contributions of federal public sector employees to the well-being of this country.

This year, however, the Canadian Association of Professional Employees (CAPE) is calling on its members to boycott NPSW events across all federal workplaces where our members work. The profound disrespect that TBS has shown its employees in its unilateral changes to mandatory in-office days, despite legal obligations to consult with bargaining agents, shows that NPSW collaboration this year would only be an exercise in cynicism.

We are a union made up largely of policy analysts, and TBS has not provided a shred of evidence to justify its decisions around hybrid work. Minister Anand was recently quoted as saying that the decision to impose a three-day per week mandatory in-office presence was a TBS decision, and we expect your office to take responsibility for this.

Our relationship is deteriorating as a result of this decision, and we have no intention of validating employer overreach and abuse. CAPE will discourage our members from participating in token celebrations of their service while their well-being and dignity are under attack from an employer that has made no effort to explain decisions that impact them profoundly while at the same time, wasting billions of taxpayer dollars. We hope that our relationship can heal over time, beginning with the revocation of the Direction on the Prescribed Presence in the Workplace in its entirety.

I have copied all deputy heads of departments and agencies where our members are represented.

Yours,



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