

January 20, 2025

The Honourable Marc Miller, P.C., M.P.
Minister of Immigration, Refugees and Citizenship Canada (IRCC)
365 Laurier Avenue West
Ottawa, Ontario K1A 1L1

By e-mail: Minister@cic.gc.ca

Dear Minister Miller,

Re: Concerns Regarding Workforce Adjustment Announcement and Implications for IRCC

Today's announcement of workforce adjustments within Immigration, Refugees, and Citizenship Canada (IRCC), which will result in a reduction of approximately 3,300 Full-Time Equivalent employees, is creating a shockwave across your department and beyond. The timing of this decision raises serious questions given the immigration case backlog and broader geopolitical context, particularly the potential for drastic changes to U.S. immigration policy under the Trump administration.

We anticipate that IRCC will face an additional workload as the effects of potential shifts in U.S. immigration policy impact the volume of cases and demands on our own systems.

A reduction in workforce capacity at this critical juncture could undermine our ability to meet the evolving needs of the Canadian public and support the federal government's response to these new challenges. If work is needed, it should be done primarily by accountable public servants with proper oversight mechanisms – not outsourced to private contractors. Outsourcing costs for the federal public service have now hit record levels and speak to the need for strong leadership at the ministerial level.

Given the current political and social climate, it would be prudent to put these anticipated workforce reductions on hold, or at the very least to slow them down, until Parliament resumes, and a clearer national direction can be set as we now face a looming crisis in our relationship with the United States. Understanding these impacts will allow us to effectively engage with our members and prepare for the increased workload and responsibilities ahead.

We are open to constructive discussions regarding alternative solutions to the workforce adjustments. A strong and well-equipped federal workforce is essential to Canada's defense against external pressures, especially given our increasingly adversarial neighbour.

CAPE remains supportive of cost-cutting solutions that maintain the integrity of the public service. We support measures such as reducing reliance on outside contractors, addressing bloated senior management structures, and exploring ways to reduce real estate costs—such as by granting remote work rights to more employees. These alternatives can achieve necessary budgetary reductions while minimizing the impact on our public service capacity.

We appreciate your consideration of these points and look forward to further dialogue on these critical matters. Together, we can ensure that Canada's federal workforce remains strong and capable, prepared to meet the challenges of both today and the future

Yours sincerely,

Nathan Prier
President, Canadian Association of Professional Employees
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cc. Dr. Harpreet S. Kochhar, Deputy Minister (harpreet.kochhar@cic.gc.ca)
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