

1. What measures will your party implement to ensure stable and adequate funding for federal public services, prevent job reductions in the public sector, and safeguard the quality and accessibility of essential government programs?

**To protect federal public sector jobs and maintain access to essential government services, the Bloc Québécois is calling on the Treasury Board to overhaul hiring practices and reassess the value of certain programs. Considering the significant operational issues observed recently, we believe that we need to restructure departmental processes in order to enhance agility and ensure Canadians receive the high-quality services they deserve.**

2. What specific policies and commitments will your party implement to support, regulate, and expand remote and hybrid work opportunities for federal employees while ensuring consistency, equity, and fairness across government departments?

**It is a longstanding practice for the Bloc Québécois not to intervene in how work is organized or to interfere in collective agreements between the parties involved. That being said, we find it regrettable that the Treasury Board missed an opportunity for a broader dialogue with its employees to properly discuss the importance of remote and hybrid work. The Bloc Québécois consistently favours solutions that are negotiated between the parties and believes that unilateral actions are detrimental to the workplace environment.**

3. What measures will your party take to protect, enhance, and institutionalize DEI policies within the federal public sector to ensure their sustainability and effectiveness?

**The Bloc Québécois rejects policies that create exclusion or are poorly suited to Quebec's distinct intercultural social model and the linguistic demographics of its regions. As a political party, we support equity, diversity and inclusion. However, we oppose arbitrary and dysfunctional policies that are implemented in the name of DEI. The Bloc Québécois proposes that the next Parliament conduct a comprehensive review of all DEI-based management practices in the federal public sector. These hiring policies must be based on inclusion and competence.**

4. How will your party protect public sector jobs and invest in technology to manage AI changes while helping workers adapt to the digital future?

**The Bloc Québécois urges the federal government to implement all eight recommendations from the May 2024 report by the Standing Committee on Human Resources, Skills and Social Development, and the Status of Persons with Disabilities (HUMA), entitled *Implications of Artificial Intelligence Technologies for the Canadian Labour Force*. The federal government must act quickly—delaying could have serious consequences for workers across the country.**

5. What steps will your party take to strengthen bilingualism within the federal public sector?

**The Bloc Québécois reiterates that all federal public service workers in Quebec must be proficient in French, and that all workplaces must operate in French. We will work to end the practice of appointing individuals to positions based on the promise that they will learn French later; true proficiency in French should be a requirement from the moment of hiring. Furthermore, it is unacceptable that senior executives and leaders of federal Crown**

**corporations, such as CBC/Radio-Canada, Canada Post, and VIA Rail, lack French proficiency. This is a basic requirement that aligns with the Official Languages Act. This standard of French proficiency must also apply to federal public service executives, the Governor General, and Supreme Court justices.”**

6. How will your party advance Indigenous representation, strengthen reconciliation efforts, and implement workplace policies that uphold the Indigenous exception to the Direction on prescribed presence in the workplace while providing more support and opportunities for Indigenous employees in the federal public sector?

**The Bloc Québécois will work with Indigenous communities to ensure Ottawa fully respects the United Nations Declaration on the Rights of Indigenous Peoples within federal jurisdiction. Furthermore, we remain committed to implementing the Truth and Reconciliation Commission’s calls to action. With regard to the exemption for Indigenous workers under the Direction on prescribed presence in the workplace, we believe the federal government has a duty to respect and strengthen Indigenous rights, while ensuring federal policies do not limit career opportunities for the affected individuals.**

7. Given that the court has rejected the class action request, what steps will your party take to address the Black class action lawsuit, implement concrete anti-racism initiatives, and ensure lasting progress in eliminating racial discrimination within the federal public sector?

**As a political party, it would be presumptuous for us to comment and suggest a strategy for your members to seek redress and recognition for this destructive phenomenon plaguing your workplaces. However, you should know that the Bloc Québécois is deeply concerned about the persistence of racism and racial discrimination within the federal public sector. Our party has always advocated for truly inclusive workplaces that exclude no one.**

**Furthermore, the Bloc Québécois previously introduced Bill C-290 to expand the Public Servants Disclosure Protection Act to additional categories of public servants, to permit that a protected disclosure be made to certain persons, to extend the period during which a reprisal complaint may be filed, and to add a duty to provide support to public servants. Despite achieving unanimous support in the House of Commons, the prorogation of Parliament halted its halted the legislative process leading to its adoption. The Bloc Québécois is committed to reintroducing the Mirabel MP’s bill. In this respect, Bill C-378 introduced by the MP for Bellechasse-Les Etchemins-Lévis met the same fate despite a unanimous vote at the second reading in the House. The purpose of this bill was to set a two-year time limit for filing a complaint of harassment or violence in the workplace.**

**We condemn the federal government’s hypocrisy, which routinely dons the mantle of virtue while promptly and spitefully pointing fingers at other political parties or jurisdictions that question how to ensure safe workplaces free of violence and discrimination. We maintain that the federal government, as an employer, has a duty to set an example by enforcing its policies, conducting impartial administrative investigations and ensuring that there is no retaliation against whistleblowers. The time for rhetoric is over—real change is needed now!**