



December 17, 2021

The Honourable Mona Fortier, PC, MP
President of the Treasury Board
90 Elgin Street
Ottawa, ON K1A 0R5

Minister Fortier,

With the growing concern of the Omicron COVID-19 variant, we are writing you to ask that you provide strong leadership and consistent, centralized guidance to government departments and deputy heads around the following:

1. Telework; and
2. Essential and critical employees without access to a third booster shot.

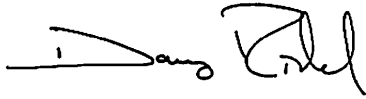
To reduce confusion and protect employees, it is more important than ever that departments have a clear decision from the Office of the Chief Human Resources Officer about how to conduct and manage telework during the pandemic. We have seen inconsistencies across departments about how telework should be applied due to Treasury Board's vague guidelines and lack of direction.

Our position is clear and consistent with your prior position: if public service employees have the option to telework, they should telework whenever possible. This will ensure that employees can stay safe and abide by public health directives, all while continuing to maintain the high and uninterrupted level of service they have been delivering throughout the pandemic.

For essential and critical employees who cannot get their third dose in their respective provinces, these employees should have access to their shot through the federal government in the absence of access to rapid testing. With the rising threat of Omicron, employees should not have to fear for their safety in the workplace, particularly with an employer as reputable and upstanding as the Government of Canada.

While we understand this is a difficult time and constantly adapting to ever-changing public health guidelines is a challenge, rather than dispatching responsibility and leaving flexible guidelines open to interpretation, we urge you, Minister, to be a leader for departments and issue a clear, centralized message to deputy heads informing them that these policies should be utilized whenever possible.

Thank you for your quick attention to this matter,



Dany Richard, MBA, CPA, CMA, ICD.D
Co-Chair, National Joint Council and President of ACFO-ACAF

On behalf of:

Professional Institute of the Public Service of Canada
Canadian Association of Professional Employees
Association of Canadian Financial Officers
Association of Justice Counsel
Professional Association of Foreign Service Officers
Research Council Employees' Association
CUPE Local 104
Canadian Merchant Service Guild
IBEW Local 2228
Federal Government Dockyard Trades and Labour Council (West)
Federal Government Dockyard Trades and Labour Council (East)
Canadian Federal Pilots Association
Federal Government Dockyard Chargehands Association

/ cc: Christine Donoghue, Chief Human Resources Officer
Marie-Chantal Girard, Senior Assistant Deputy Minister, Employee Relations and Total
Compensation