



August 15, 2025

Michelle DiEmanuele  
Secretary of the Cabinet  
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Toronto, ON M7A 1A1

Via Email: [M.DiEmanuele@ontario.ca](mailto:M.DiEmanuele@ontario.ca)

Dear Secretary:

We write today on behalf of the 50,000+ members we collectively represent within the Ontario Public Service to express our immense frustration with your decision to unnecessarily return our members to a five day in-office work week. To say our members are incensed would be to downplay their reaction.

To make an announcement such as this without consulting with bargaining agents or providing them proper notice cannot be seen as anything other than disrespectful. We have all repeatedly asked you and your team for updates on any changes to the standard hybrid model of 3 in-office days (April 2022). We have been repeatedly assured that no changes were forthcoming – that is until this morning – an hour prior to our members hearing from you directly.

Repeatedly, we have heard the OPS' aspiration to be seen as an “innovative, diverse, eco-friendly and accessible workplace.” If that were true – instead of an end to hybrid work – there would be a commitment to maintaining a flexible work place that has demonstrated benefits for public servants and the people they serve.

A forced return to five days in the office is akin to a return to the Stone Age. You know and we know that remote work *works*. Your decision clearly states to all unionized and management employees – without clear rationale – that there is no place for flexible work within the OPS.

Our members delivered time and again during the pandemic and every day since. Workplace flexibility has numerous benefits—higher worker morale and productivity, improved work/life balance, greater accessibility for workers of all ability, reduced greenhouse gas

emissions, improved traffic congestion, and reduced pressure on our overtaxed public transit system.

For over five years, our members have incorporated hybrid work and a balance of in-office and remote work into their professional lives while continuing to provide the exceptional standard of service the public has come to expect.

The public has placed their trust in us, and time and time again we have shown that that trust is warranted. We have shown that we can, and should, be treated as the capable, trustworthy professionals we are—professionals capable of working for Ontario from anywhere.

As the province's senior civil servant, all OPS employees rely on you to promote and defend the public service, and represent the needs of its hardworking public servants. To that end, as representatives of 50,000 such public servants, we urge you to meet with us to discuss the ramifications this decision will have on our members, your employees, and the OPS both present and future.

Sincerely,



Dan Guttman, President  
Association of Law Officers of the Crown



Dave Bulmer, President/CEO  
AMAPCEO



Donna Kellway, President  
Ontario Crown Attorneys' Association



JP Hornick, President  
OPSEU/SEFPO



Nihar Bhatt, President  
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