

Michelle E. DiEmanuele

March 11th, 2022

Mr. Tony Loparco
President, Ontario Crown Attorneys Association (OCAA)

Mr. Jeremy Glick
President, Association of Law Officers of the Crown (ALOC)

Mr. Warren Thomas
President, Ontario Public Service Employees Union (OPSEU)

Mr. Dave Bulmer
President, Association of Management, Administrative and Professional Crown Employees of Ontario (AMAPCEO)

I want to thank you for taking the time to write to me regarding your concerns with the recent announcement.

First, I want to assure you that the media leak was unintended and unfortunate. As you know, the Employer has been working closely with each of you throughout this pandemic, and we are proud of the collaborative relationship we have built. We will do our best to ensure that this does not happen again.

Second, I want to acknowledge the tremendous work that OPS employees have done throughout the pandemic – both on site and remotely. We have shown great resilience as an organization by continuing seamless delivery of critical services to Ontarians.

I know that for the half of our workforce that has been working remotely for two years, returning to the office is a significant change. The decision to return staff who have been working remotely back to workplaces was not made lightly – as economic, social, and

environmental factors are all part of the considerations shaping our plans for the future of the OPS. Our approach needs to balance the needs of our workforce with the evolving needs of all the Ontarians that we serve. As you know, we have continued to be responsive to advice from the Chief Medical Officer of Health (CMOH) and we've pivoted our reopening plans multiple times in light of changing circumstances and new information. While we are committed to continuing that practice, we are encouraged by the current trends in the province as a whole, and we are pleased that we will be able to rejoin each other in person and regain a sense of normalcy.

As you know, the CMOH announced that capacity limits have been lifted province wide, which means we are able to bring more employees back in person at this time. However, as we have always done, we encourage managers to be flexible with their staff during this transitional period. We understand employees may have concerns and encourage them to raise those concerns with their managers to determine what best fits their local needs.

To keep discussions ongoing and transparent, my office has scheduled time with each of you next week.

I want to assure you that I am committed to an OPS where teams are supported and rewarded for serving Ontarians in innovative and responsive ways.

Sincerely,

Original signed by,

Michelle E. DiEmanuele

Secretary of the Cabinet and Head of the Ontario Public Service

cc: Deborah Richardson, Deputy Minister, Treasury Board Secretariat, Secretary of Treasury Board and Management Board of Cabinet