

## **LETTER OF AGREEMENT**

*The Employer proposes that the following letter of agreement be signed by the parties and that it be housed outside the collective agreement.*

### **Letter of Agreement Regarding Hybrid Work Arrangements**

This letter is to confirm the parties' shared understandings on doing work from a location other than the Employer's premises.

The parties acknowledge that:

1. The global COVID-19 pandemic is still ongoing and continues to impact the way public servants work and the way services are delivered to Canadians;
2. The hybrid work model is currently being tested and implemented across organizations and that both parties are still learning from this experience;
3. Hybrid work arrangements can be initiated by either party but are voluntary and require the mutual agreement of the employee and supervisor.
4. Hybrid work arrangements are not a right nor an entitlement of the employee unless required in connection with the duty to accommodate.
5. The authority to approve hybrid work arrangements lies with the deputy head or an authorized representative within each department or organization.

The Employer agrees to share information and consult with the bargaining agent on challenges and opportunities in an effort to better understand and continue to adapt to this transformative change. The Employer will endeavour to provide the bargaining agent with data relating to this topic, where available and as testing evolves.

This LoA expires on November 6, 2026.