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## SENT BY EMAIL

May 15, 2023

### **Deborah Richardson**

Deputy Minister, Treasury Board Secretariat  
Room 5320, Whitney Block  
99 Wellesley Street West  
Toronto, ON M7A 1A1

Deputy Richardson:

### **RE: Onsite Attendance Attestations**

We are writing to you to collectively voice our strong objection and profound disappointment with the Employer's intention to require employees to complete regular attestations of their attendance at the onsite workplace. While we appreciate the Employer's willingness to moderate its original approach to our initial objections to the May 8, 2023 disclosure, the revised process remains unnecessary. It will only serve to further chill the morale of members of our respective bargaining units and exacerbate already existing retention and recruitment problems.

The ultimate goal of the attestation process remains unclear to us. Our respective members are already adhering to the direction of their reporting managers on where and when they are to complete their work. If the goal is to enforce a quota of three (3) days in the physical workplace, that responsibility falls to the Employer's management team. Subject to the flexible work provisions of our respective collective agreements being respected, oversight of the workplace remains that of management. Attendance is in fact, a foundational element of the management function. Our members comply with what is asked of them with respect to work location – inclusive of those instances where they enter into alternative work arrangements with their reporting manager wherein, they work any number of agreed upon days offsite.

The responsibility of our members is to honestly enter their attendance into the Employer's payroll system. Failure to do so is subject to reporting manager scrutiny and potential discipline. What their schedule is, and where they perform their work, and oversight thereof, is the responsibility of management. As such, it would seem your concern is one that should be solely directed toward your management team – in that it is their compliance you should be solely seeking.

Otherwise, this cannot be seen to be anything other than an extreme form of micro-management – not only by our represented members but also by your unrepresented staff whose managerial agency is being diminished.

Employee attestations serve no purpose and will only further demoralize public servants during a time of arbitrary austerity. We collectively urge the Employer to reconsider its approach to this issue.

Regards,

**Jeremy Glick**, President

Association of Law Officers of the Crown

**Betty Vavougios**, President

Ontario Crown Attorneys' Association

**John Cerasuolo**, President

Ontario Provincial Police Association

**Dave Bulmer**, President

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