

City Manager's Office
Paul Johnson, City Manager

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September 8, 2025

Mr. Michael Major, Mr. Andrew Waters
COTAPSA
100 Queen St. West
Toronto, ON M5H 2N2

Delivered via e-mail

Dear Mr. Major and Mr. Waters,

Re: Hybrid Work Policy

Thank you for your letter dated August 25, 2025 and for sharing your members' concerns regarding potential changes to the City's hybrid work policy following the recent provincial announcement. Your feedback continues to be a valuable part of our ongoing dialogue.

We appreciate COTAPSA's continued support of the current hybrid model and recognition of the value it has provided to both employees and the organization.

Given the public announcements by other municipalities and orders of government, discussions on this matter are occurring. At this time, no decisions have been made regarding potential changes. We understand that clarity is important for your members, and we are committed to transparent communication. Should there be any reconsideration of the current policy, we will ensure that stakeholders, including COTAPSA, are advised accordingly and that appropriate notice is provided.

Sincerely,



Philip Eley
Director, Business Services, Systems & Insight
People & Equity

CC: Paul Johnson, City Manager
Mary Madigan-Lee, Chief People Officer
Jean Abou Saab, Chief of Staff