

Management Commitment Regarding Term Employees

The CRA commits to fair and responsible management practices in the administration of term employment. CRA has completed an extensive review of its term population whose tenure is three or more years of continuous service with CRA without a break of more than 60 calendar days (referred to in this document as the “subject population”). Management commits to the following:

1. Develop an action plan to address the recommendations outlined in the term study within three months of the signing of this commitment. The development of the action plan will be done in consultation with the bargaining agent.
2. An analysis of situations where seasonal indeterminate employment may be used will be completed by March 31, 2005. The analysis will include the identification of types of positions where this option would be practical and efficient, if any. The bargaining agents will be consulted on the results of the analysis. Where it is deemed to be practical and efficient, management commits to exercise its management right to consider staffing in this manner.
3. An analysis of areas where the use of generic jobs would be efficient and practical will be undertaken, in consultation with the bargaining agent, and completed by September 30, 2005, with a view to implementing these types of positions where operationally feasible.
4. It is management’s firm commitment to offer to change the tenure of 25 %, at a minimum, of the subject population from term to indeterminate, in accordance with the CRA’s Staffing Program (which includes the staffing principles and the recourse applicable to the method of staffing being used), over the period of the collective agreement commencing on the date of the signing of this management commitment. The baseline number of term employees that will be used for the purposes of this commitment will be 1,100.
5. The proposed change in tenure is subject to the following conditions:
 - The work must be permanent in nature;
 - The employee is willing and meets the qualifications of the position, including language.
6. The CRA will put in place a system to monitor progress on this commitment. This includes provisions for transparent ongoing monitoring and discussion and review. This review will take place in the existing union/management forum.
7. This commitment is made without precedent and prejudice and does not abridge management’s rights to administer its staffing program.

8. This commitment is effective on date of signing.

Original signed by Mr. Nymark on December 16, 2004

Alan Nymark
Commissioner
Canada Revenue Agency

Date