



Tables 1, 2 and 5

Term Employment

What are our demands?

- The union is asking that the Treasury Board Term Employment Policy be amended and incorporated into the collective agreement. Some of the amendments being proposed include:
 - reducing the cumulative working period for conversion to indeterminate status from three to two years;
 - providing a formal recourse mechanism for term workers who are not made indeterminate; and
 - allowing term workers to earn vacation leave credits on the same basis as seasonal employees.
- The union is also asking that term employees be provided with an increment for each 52 weeks of cumulative service and be given severance pay on the same basis as layoff if their terms are not renewed.

Why have we proposed these demands?

One of the gains from the last round of bargaining with Treasury Board was an agreement with the employer to conduct a joint study into term employment. Treasury Board used some, but not all, of the joint study recommendations as a guide when developing their Term Employment Policy.

Treasury Board has already committed itself to converting individuals from term status to indeterminate when they meet the requirements of the Term Employment Policy. PSAC's proposal would confirm that commitment in the collective agreement.

The union's demand to have the period of continuous service reduced to two years is based on the joint study's recommendation that the continuous service requirement be two years. The recommendation was based on extensive consultation with public service managers and workers. In addition, most provincial jurisdictions convert term workers to indeterminate at the two year point.



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Currently, term workers can grieve that the Term Employment Policy was violated if they believe they are not being renewed for the purpose of not being made indeterminate. However, these grievances can't be referred to adjudication. As a result, the final decision is in the hands of the Department's Deputy Head, the ultimate authority for the Department's position in the first place. The union's proposal would provide an ongoing, formal recourse mechanism with access to impartial third-party adjudication.

The union's vacation leave demand is founded on the belief that recurring term workers should be able to move to the next level of vacation leave credits on the same basis as full-time and seasonal workers, as is currently the case at Parks Canada. In other words, term workers should be credited for one year of service, no matter how many weeks they work during the year, as long as they never have a break of more than one year.

Treasury Board term workers are not eligible for an increment if their service has been broken by 60 days. The union's proposal is that term workers be paid on the basis of their experience in the same manner as full-time and seasonal workers. The union wants to limit the ability of Treasury Board to hire, terminate and re-hire term workers, always paying them at the lowest rate.

Term workers can work continuously for many years before their employment is finally not renewed. Members who dedicate a good part of their working life to a particular employer should have that loyalty acknowledged. While these workers do receive a certain number of weeks of "working notice" that their terms will not be renewed, this is not severance and does not reflect their long, dedicated service.

What has been the employer's response to our demands?

Treasury Board has not agreed to any of the union's demands to improve conditions for term workers so that they are treated in a manner that is transparent, fair and responsible.

