



# THE SCRC'S NEWSLETTER

SEPTEMBER 10TH 2019

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## YOU GET A GRIEVANCE... AND YOU GET A GRIEVANCE...!

The union executive members have a lot to do these days: there are many phone calls and e-mails from union members, and the filing of grievances from the union is frequent, to enforce the rights of workers. Radio-Canada also challenges the definition and interpretation of many articles in the collective agreement, despite these articles having been negotiated by both parties. It is about time for our employer to stop these deplorable tactics and show respect to its employees. Radio-Canada says it wants to improve working relationships - SCRC is waiting for just that to happen.

## Successful Welcome Back Event for the union and its members

Many of you participated in the various fall events, planned in the Quebec and Moncton! Thank you! Between the corn on the cob, coffee, croissants and meals in a homely manner, union members were able to meet, have a friendly chat or discuss union issues. Would elected officials prefer seeing a higher participation? Certainly - and that is why we will continue our efforts to entice members to learn more about what we do!

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# VICTORY FOR MAKEUP ARTISTS IN MONCTON

In recent months, Radio-Canada Acadie has regularly asked makeup artists to work shorter hours. This is partly the result of the March 13th restructuring that resulted in the abolition of a permanent position. On August 23, the SCRC sent an initial email to local management challenging the practice of bringing in casual makeup artists for four-hour days. Yet the new collective agreement is clear: employees must be called into work for eight-hour days, except for specific situations. Six days later, the local Human Resources representative responded that the situation shall be corrected.

## PENSION PLAN

The Radio-Canada Pension Plan remains one of the best managed in the country. If Radio-Canada were to close tomorrow, and the fund was wound up, the solvency rate would be 101.1%. If we prefer the principle of continuity, our plan is capitalized at 154%! Radio-Canada and its employees each contribute 50% to the funding of our pension plan.

Will Radio-Canada consider a contribution holiday as it did twenty years ago if surpluses continue to accumulate? Should we instead be cautious and continue to grow our collective "nest egg"? Some experts fear a global recession within a few years. These are some of the issues that have been addressed by the Benefits Advisory Committee in Ottawa, as it does four times a year. Decisions will be made during the fall.

## 1.4% WILL BECOME 1.5% IN JANUARY?

For 10 years, our salary increases have been cut by 0.1% each year. This deduction was deposited into a fund created to counter the increase in medical drug prices. In 2008 and 2009, experts forecasted a huge price explosion. This disaster scenario never happened. Money from this special fund has never been used. How much money, capital and interest does this represent for the SCRC? That's the million-dollar question. Thanks to the current discussions with the employer, the unions have all refused to sign an all-out confidentiality clause, as we consider that this information must be public, it is our money. Radio-Canada has decided to keep the numbers for themselves. The agreement that provides for the distribution of pension plan surpluses and the creation of the health fund will be revised by December.

Legal advice requested by two unions, including the SCRC, concludes that the fund may continue to exist but that the obligation to contribute ceases on January 1. In conclusion, we should see our paycheques increase by a little more than 1% as of January 1, 2020, which represents the total of the cumulative increases that were denied to us over the past 10 years. Not enough to go on a shopping spree, but it is money that belongs to us. As for the future of the sums accumulated in the fund, the unions and Radio-Canada will have to agree on its use.

## Newly elected to the union council

Eight new delegates and one substitute have been elected to sit on the union council. They are Michel-Félix Tremblay (Matane), Réjean Gagnon (Sherbrooke), Stéphane Lamontagne (Quebec City), Marie Lépine-Loiselle (Digital Media), David Grand-Maison (Maintenance / Broadcasting), Claire Frémont (Public Affairs), Jeanne Guertin (Media library), Kim Roy-Grenier (Radio News), and substitute Marc Gosselin (Digital Media). We congratulate and welcome them.

## Towards an inter-union?

Collaboration between the various unions representing Radio-Canada employees must intensify. All the presidents of the organizations who were in Ottawa last week agreed. For most, this is obviously obvious! However, the quality of the exchanges between the organizations has been inconsistent over the years. Necessity is the law, the crisis in the media, including Radio-Canada, and the complex and sometimes painful relations between the unions and the employer require greater collaboration between us. Exchange of information first, but who knows, maybe someday we will see all the unions orchestrating certain actions in response to Radio-Canada's demands for the health and benefit programs we want.