



# SCRC'S NEWSLETTER

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## Summit of delegates

Last week, SCRC delegates were invited to a summit in Sainte-Adèle, in the Laurentians. The goal was to consolidate the union's foundation, discussing our values and the identity of our organization. There was also talk of stances and strategies to be adopted, and the delegates' role. Enough to stimulate many interesting debates. Among the issues raised were greater decentralization of labor relations, union orientation and communications. Ideas and suggestions have been duly noted and will serve as fuel for the union office. One message came up often: Radio-Canada, it's us. We, the artisans of the Crown corporation, are the driving force behind the public broadcaster. The SCRC executive cannot speak on behalf of the delegates, but your union officials are certainly motivated with renewed energy and much enthusiasm! 2020 will be an important year: lots of work to do to defend, inform and mobilize our members. But with such driven delegates, we will certainly succeed!

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# SMALL UPDATE ON GRIEVANCES

During the delegates' summit, the SCRC grievance committee reviewed its work. Since the new collective agreement, 134 grievances have been filed - a figure that may have already risen since the report was tabled. The Committee notes, among other things, the significant increase in disciplinary measures and a number of major issues regarding postings that either have not been agreed upon or that don't respect job descriptions. In addition, many of our members are expected to perform duties which are outside of the scope of what should be expected. However, according to our employer, everything is fine and dandy. With respect to collective grievances, the SCRC is seeking to document more cases, including schedules for term employees with 8-hour and 10-hour days mingled together within a same work week, or with more than 7 consecutive working days without overtime. Another situation to note: the dispute versus modifying assignment "blocks" already granted to term employees. The grievance committee has also begun to take stock of grievances filed prior to the current collective agreement. The SCRC is currently negotiating with the employer a mediation-arbitration protocol to address a number of past active grievances.

## RADIO-CANADA WANTS LESS CANADIAN CONTENT ON TV: NO IMPACT ON PRODUCTION, MANAGEMENT SAYS

You may have seen it in the media recently: During the CRTC license renewal, Radio-Canada will ask to reduce by one hour per week its obligation to broadcast Canadian content on the ICI Télé channel - content that includes drama series, documentaries and variety shows. In exchange, the Crown corporation would produce more Canadian content on its digital platforms like ICI Tou.tv. Radio-Canada believes that the way in which people consume content has changed, and that we must adapt to this new reality. Of course, the SCRC's first concern is whether this demand will have consequences for unionized comrades. When asked about this, management confirmed that this desire to reduce Canadian content would have no impact on current programming or jobs. Until December 9th, the CRTC is seeking the public's input via Facebook on Radio-Canada programming and objectives.

The public can comment on the content broadcast by Radio-Canada: does it reflect the country's diversity (Francophones, Anglophones, cultural minorities, Aboriginal peoples), are the shows high quality, does Radio-Canada support independent creators, and is the Crown corporation ensuring that Canadian content is available on all platforms? The CRTC will hold a public hearing on CBC licenses in May; the SCRC intends to be there.

For CRTC online consultations:

[https://crtc.gc.ca/eng/television/cbc-src-consultation.htm?utm\\_source=crtc&utm\\_medium=rotator&utm\\_campaign=consultcbc](https://crtc.gc.ca/eng/television/cbc-src-consultation.htm?utm_source=crtc&utm_medium=rotator&utm_campaign=consultcbc)

### Assignment blocks: term employees, be vigilant

As will Christmas decorations, winter assignment "blocks" will soon make their apparition. The SCRC asks term employees to be mindful of certain elements. Do you see any assignment changes compared to what was originally offered? And are they awarded according to seniority? Someone who is older and also has the skills to do the assignment should have priority over another with less seniority. For this, members must talk to each other to find out who has been offered what. The SCRC is also in discussion with the employer in this assignment saga to try to have a more transparent mechanism. If you have any questions, do not hesitate to contact your delegate.