



# SCRC'S NEWSLETTER

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## PERSONAL LEAVE

Did you know that you are entitled to five days of personal leave per year, the first three days of which are paid? This leave can be taken to treat your illness or injury, to fulfill obligations relating to the health of any member of your family, to discharge obligations relating to the education of one of your children, to manage any urgent situation concerning you or a member of your family, and attend your citizenship ceremony. This new provision of the Canada Labor Code is public order and provides that you have the right to access this leave. Your manager cannot therefore refuse this request, regardless of his interpretation of the leave for unforeseen events and for emergency situations provided for in article 52.1 of the collective agreement. The Canadian Code takes precedence over the collective agreement.

## The SCRC, the anti-racism movement and you

A photograph of two hands raised in peace signs, one from a Black person and one from a white person, set against a blurred background of a crowd. The image is semi-transparent and serves as a background for the text.

As we were telling you recently, the whole anti-racist movement challenged us at the SCRC. We had several discussions with members, delegates, colleagues from other unions. The union office had discussions with a specialist in systemic racism, to better understand the issues and ways to improve as an organization. It is clear that the union could not be there for all the members who needed it. But we want to do more and do better for the racialized people we represent. In order to better understand the extent of the problem and gather testimonies, we are launching a survey - entirely anonymous - to understand the reality of racism at Radio-Canada. You can find the survey [here](#). We have a designated email address, [racisme@scrc.qc.ca](mailto:racisme@scrc.qc.ca), where you can give us testimonials, concerns, criticism - all messages we receive will be kept confidential unless otherwise noted. The SCRC wishes to represent its members, all its members, regardless of their skin color.

### In summer mode

Because elected officials take vacations during the summer period and because the committees aren't taking place, the SCRC union office will be in summer mode. The newsletter will also be on pause during this period. This means that you can reach us and submit your questions, comments or criticisms by email or phone as usual. You will receive support for urgent issues, but for less pressing cases, response times may be a little longer. In the meantime, be alert to violations of the collective agreement, put on at least SPF 30 and stay well hydrated from now to August 24!