



# SCRC'S NEWSLETTER

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## 130 CUTS AT CBC

The crown corporation will slash 130 CBC jobs, cuts affecting colleagues at the Canadian Media Guild and the Association of Professionals and Supervisors, especially in Toronto. Most will be through attrition or after retirements. Our thoughts are with those affected by these decisions. Ten managerial positions will also be cut. Management maintains that this decision would have been made, pandemic or not, due to a shortfall of nearly \$ 21 million, directly related to the decline in advertising revenue. It goes without saying that the STTRC is monitoring the situation closely.

## Security, protesters and us

If you've been following the news a bit over the past few weeks, you will have noticed more aggressive behavior towards those who do journalistic coverage. There have been one-off incidents, but there have also been work-related accidents. In the current context, with the threats expressed by some people, especially on social networks, we recommend that all our members be vigilant. This means avoiding unnecessary exposure by wearing, for example, your coat with a Canadian radio logo when you are not at work. The union also asks you to report to the health and safety committee any event that you perceive as a threat. Whether it is hateful publications, people spitting into camera lenses or physical assaults, it is important to get the committee involved, to do a daily risk assessment and review the security measures, if necessary. Recently, a Facebook post forced us to review the measures in place to protect members - which is why you've seen the number of security guards increase at some stations in recent days. If your area does not have representatives, you can volunteer or contact Josianne Létourneau, union health and safety manager.

## Tandem on break

Concerns about the Tandem initiative, especially among a group of CBC journalists, prompted CBC/Radio-Canada management to take a breather. Signed contracts will be honored, but there will be no new productions, at least for now. The announcement was made by Barbara Williams, vice president of the English network. Michel Bissonnette, vice-president of the French network, confirmed that the directive concerns both networks. This decision was made following a meeting with spokespersons for a group of 370 CBC journalists who fear blurring of boundaries and damage to the credibility of the CBC / SRC. We have not taken a position in this debate, but this break should give us time to properly do so. A CBC/Radio-Canada senior management meeting will be held next week. Our bosses want to ensure the quality and tightness of the barriers between advertising strategies and the production sectors of the Company, in news, on general TV and on digital platforms. We expressed our interest in this meeting and its conclusions to Michel Bissonnette.

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## FOLLOWING THE GENERAL MEETING

Pandemic obliges, it was an "extraordinary" general meeting in form, but not in substance. Reviews of elected officials, financial statements, decisions on the formation of the negotiating committee: many subjects were raised. We also heard from members on a number of issues. Those who were present also expressed their views on two aspects that affect the union closely: an increase in union dues and the new visual identity (see other texts). About a hundred people were there - it's not much, but it's understandable that a Saturday spent in front of a screen, in a Zoom meeting, was not an extremely exciting prospect.

## AN INCREASE IN UNION DUES

Important decision in the general assembly: that of filling the war chests, one year from the expiry of our collective agreement. The union council felt it was best to prepare adequately for these negotiations, and revise union dues down once negotiations are completed. A large proportion of the members present at the AGM voted in favor of this increase. The contribution rate therefore goes from 1.95 to 2.05%, or a few dollars per week. There is a two-month lag between the decision to increase and the implementation.

## RADIO-CANADA AND HUMAN RESOURCES MANAGEMENT: BACK TO THE FUTURE

By researching other files, your elected officials have made some interesting archaeological finds. Like this report of the Auditor General of Canada, during a review of crown corporations, carbon-14 dated way back to... 2013. A real return to the future. Here is a fascinating passage: "We have identified a number of weaknesses in the Company's human resources management practices and methods that may prevent it from attracting, recruiting, training and retaining employees. Despite recent steps it has taken to address recruitment and staffing issues, the Crown Corporation has yet to define competency profiles for most of its occupational groups." Does this all sound familiar? The union has counted the number of term employees among its members, and it is fascinating to note that according to our latest data, 150 members have remained as term employees... for more than 10 years. Can Radio-Canada reread this report

## A new name for the SCRC

Goodbye SCRC, hello STTRC! You may remember, a long time ago, the union asked all of its members to vote on our new name, following the merger of our three former respective union credentials. The result of the vote (with a large majority): Syndicat des communications de Radio-Canada becomes Syndicat des Travailleuses et Travailleurs de Radio-Canada, an inclusive name for all the artisans of the Crown Corporation. All that remains is to get approval from the Canada Industrial Relations Board.

## 1... 2... 3... logo!

In addition, there also remains to find THE MOST BEAUTIFUL logo that will go with this new name. And why not showcase the talent of our members? Here is what we offer: send us an email ([david.savoie@scrc.qc.ca](mailto:david.savoie@scrc.qc.ca)), we will send you the creative brief as well as all the details that will guide you in the development of your masterpiece. In short, it is a visual identity that must meet the following conditions: represent all Radio-Canada workers, and must last over time (unlike dubstep). We give you two weeks to work on this. Subsequently, the person who created the winning logo will be asked (through union leave) to make the standards guide, the different formats (newsletter and others), while also having the right to a free coffee, to our eternal recognition. and a place in the history of our now great united union. You have until October 23 to send us your creation. So dust off your pencils, styluses and mouse!