

# STTRC'S NEWSLETTER

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## YOUR PRESIDENT LIVE

As you may know, we have made a habit of doing question-and-answer sessions with the president of the STTRC, Pierre Tousignant, on Facebook, during our executive meetings. We missed our most recent appointment, simply because we are in the process of developing a slightly different model, with Zoom access. The idea is to reach as many members as possible. Testing is being done, and we hope to try this method soon, as soon as Monday. You will receive a link by email.

## RCI: the voice of Radio-Canada abroad will become a translation service

How can we hope to maintain information productions made for a largely foreign audience if we are essentially content with translating texts produced by the French and English networks into several languages ? Currently, there are 15 anchorpersons (they have a status comparable to the regional editorial secretary) who on a daily basis prepare 45 bulletins in 5 languages. As of April 1, there will only be 8 journalists left who will translate into 7 languages and do one podcast per week. Among them, 3 field journalists (in Montreal only?). Since 2012, Radio-Canada has ignored RCI. While web resources were multiplied tenfold in the English and French networks, RCI continued producing with much the same tools and the same resources. Eight years in palliative care only to arrive to last week's announcements. Instead of trying to showcase the work of these talented journalists, whose reports have been repeatedly picked up by foreign media, we have left them in a corner, with virtually unchanged technology. Radio-Canada must step back and give them back the just means to maintain this original voice of Canada abroad.

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## Harassment at work

This is a phenomenon that occurs in all workplaces, including Radio-Canada. Recently, the CSN organized an online conference to equip unions to deal with these behaviors. Let us first remember that the Act respecting labor standards guarantees a workplace free from harassment. What constitutes psychological or sexual harassment at work? There are five criteria: vexatious conduct, repetitive nature, harmful effect that must be perpetuated, hostile or unwanted act, breach of integrity. The CSN will also launch a campaign and provide an intervention kit. In the meantime, the STTRC tries to encourage the employer to intervene when there are tense situations. What we suggest to you, if you think you are being harassed: write everything down. A well-documented situation will facilitate the investigation if necessary. And note-taking is a way of reacting, of proving to yourself that you're not crazy, that there is something wrong with someone or something. Questions ? Do not hesitate to contact your delegate.

# BECAUSE YOU HAVE THE RIGHT TO REFUSE TO WORK

All starts with an accident at work, for a member in a regional station who works in studio. While communicating with a journalist, the sound explodes in her ears, causing temporary hearing problems. In fact, the shock was such that the member's jawbone was affected. A specialist takes her off of work for three weeks. Upon her return, the employer had done nothing to prevent such an event from happening again - which also caused concern among other members who work in studio. A few days before a shift, the member repeatedly insisted that action be taken. Faced with the employer's refusal to correct the situation, the member exercised her right of refusal as provided for in the labor code. Her refusal was notified on Friday afternoon around 2:30 p.m. At 3:30 p.m., two people from human resources and an executive from Montreal, in addition to the manager, called her. Measures were put in place to work around the problem, and sound attenuators were installed. Moral of the story ? Exercising a right of refusal works, do not hesitate to take advantage of it when you feel that there are risks to your health or safety at work.

## TANDEM

The opposition to Tandem, a Radio-Canada commercial initiative, is growing. A petition signed by more than 500 people, including members of our union, an open letter to the Minister of Heritage of ex-executives and ex-journalists of Radio-Canada, interventions with management and a Facebook page are the main methods used to signify this opposition. They maintain that it's Radio-Canada's credibility that is in question and that this goes beyond questions of ethics and professional conduct. Its defenders argue that Tandem's revenues will pay for the reporting of public affairs programs, that Radio-Canada was already doing it in a less organized manner, and that all media are doing it. Some questions: Is there a limit to the means a public media outlet uses to generate income? Gender confusion and misinformation are very real issues, especially on digital platforms. It is precisely Tandem's playground, by chance? Shouldn't tandem and the presence of advertising on Radio-Canada be treated separately? Advertising revenues at the Crown Corporation have always been there, why have to go without? Shouldn't we first insist on adequate, stable and multi-year public funding that guarantees compliance with Radio-Canada's mandate?