

# STTRC'S NEWSLETTER

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## MEDIATION - ARBITRATION RESTARTS

After more than two months of stoppage, the mediation-arbitration process is back on track. In fact, a legal dispute over an ancillary clause led the employer to stop discussions until the issue was resolved, which created a real standoff. Now that the clauses are agreed upon, the parties must put back on the agenda a total of ten meetings over the winter in order to complete the discussions. We remind you that more than 700 grievances out of the 1000 submitted to the process have been settled. The union mediation-arbitration committee will shortly contact those concerned by the grievances settled.

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## FINALLY, committees that deliver!

The union council ratified two letters of agreement which conclude the work of two committees (finally !!!). First, research journalists will never again be treated any differently from other journalists in our labor agreement. The letter provides for financial compensation for those - and especially those - who have been underpaid since 2015, and an adjustment in the group 26 salary scales.. The other agreement, concretizes the establishment of a single counter for term employee seniority used for the granting of schedule assignments. We put forward solid arguments that convinced the employer to set up a pilot project that will go into effect this spring. This way of doing things will allow us to test a formula until the end of the collective agreement, which allows us room to make mistakes. The mechanics are relatively simple, but it will be up to the employees (with the help of their union of course) to ensure their rank on the call list and the job titles that are considered recognized expertise. Two victories for your colleagues who negotiated these two agreements. A flower (okay... a small bouquet) for the employer representatives; as the saying goes, it takes two to tango. The union council also approved the extension of the letter of understanding relating to the easing of the article 47 provisions regarding term employees, which will expire at the end of the current collective agreement.

## Radio-Canada license renewal: yes, but...

On January 22, we presented the STTRC's brief to the CRTC, a document prepared jointly with our federation, the FNCC-CSN. Essentially, we oppose the reduction of production obligations on traditional channels in favor of digital platforms. Migration between platforms is a reality, but as long as the Internet is not accessible to everyone in the country, we must not weaken some parts for the benefit of others. We also deplore the decrease in production on traditional channels in regions outside of Montréal, including the disappearance of weekly 30-minute programs (TJ extra). We expressed the enormous malaise of many of our members with the launch of Tandem and stressed that Radio-Canada is not respecting its mandate by slaughtering Radio Canada International (RCI) the way they did, as announced on December 3.

## CSN CONVENTION: BETTER BENEFITS IN THE EVENT OF A CONFLICT

At the CSN convention last week, the delegates improved the strike or lockout benefits paid by the CSN. First, the weekly benefit amount increases from \$ 275 to \$ 300 during the first three months of the conflict, then increases by \$ 25 per week for each additional month to a maximum of \$ 400 per week. In addition, the full benefit is paid from the first week of conflict, provided there has been at least three days of work stoppage. Our union can also count on the strike fund of the FNCC (Fédération nationale des communications et de la culture), whose benefits vary between \$ 135 and \$ 240 per week depending on the duration of the conflict. These benefits are non taxable. A labor dispute is not desirable, but as the saying goes: if you want peace, prepare for war!

## END OF INTER-UNIT BONUSES: WE'RE NOT GIVING UP

With the entry into force of the collective agreement, the concept of inter-unit bonuses has evaporated, except for the tasks that fall under the AR (Association des réalisateurs de Radio-Canada) or Association of Professionals and Supervisors (APS). In some sectors, members continued to receive these bonuses until very recently. Now, they continue to do the tasks ... without receiving the premium. Here are some actions suggested by delegates to ensure that this issue does not fall by the wayside: enter hybrid tasks in their timesheet in order to document them, ask a technician to help carry out their tasks, write to his/her manager. The importance of recognizing versatility can also be conveyed to the negotiating committee when it does its consultation.

## TANDEM AND RCI, THE COUNCIL SPEAKS OUT

The union council delegates unanimously denounce the disappearance of 16 positions within RCI. On April 1, there will remain but 3 survivors in this sector, to which will be added 5 journalists. A media dedicated to informing and enlightening an audience outside the country, RCI will become a community-based media that will have to settle with simply translating and adapting texts from French and English newsrooms, in addition to producing a weekly podcast and covering a few activities in the country. The target clientele: members of certain cultural communities present in the country. The union council asks Radio-Canada to suspend the application of these decisions and to ensure that the necessary resources are given to RCI to fully carry out its mandate. Delegates also unanimously underlined the dangers posed by the launch of Tandem, an advertising initiative that aims, among other things, to circumvent "ad blockers", applications that allow people to avoid advertising on digital platforms. The council considers that this initiative might damage Radio-Canada's credibility. It asks that the confusion of genres be put to an end by clearly indicating that Tandem productions are advertisement and by removing the CBC logos from Tandem publications. The board also requests that a broad consultation be carried out with union members in regards to Tandem.

## Shift in sight for emailing

In a few months, you will start receiving union emails to your personal addresses. Why? We do not want to run the risk of Radio-Canada blocking these communications (especially while in negotiations), and we want our messages to remain as safe as possible from management's curiosity. The transition will be gradual and you will be asked to provide us with your personal email if we do not have it already.

## The baskets of solidarity

On December 23, activists from the FNCC (Fédération nationale des communications et de la culture) and the FC (Fédération du commerce), both affiliated with the CSN, assembled and delivered several hundred Christmas baskets to people in need, especially FNCC members who have been hit hard by the current crisis. This activity would not have been possible without the many partners and donors, including the STTRC, who contributed to this campaign. The warm welcome received during the delivery of the baskets gives hope for solidarity in times of pandemic.