

# STTRC'S NEWSLETTER

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## RUB-A-DUB-DUB, WILL YOU GET YOUR TUG?

The management of Radio-Canada pays the TUG, when someone replaces in a higher function, according to random criteria: sometimes it's yes and sometimes it's no. However, the agreement is clear, in article 25.2 it says: "Employees who are assigned temporarily to perform the main functions of a better paid classification than their permanent position for over two (2) consecutive hours shall receive, in addition to their regular pay, a set amount according to the following terms and conditions: - twenty dollars (\$20) for any position in job groups 1 to 14, - twenty-five dollars (\$25) for any position in job groups 15 to 38." So check your time cards and your pay stubs, there is someone in management who is clearly illiterate.

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## Counter, the next chapter

The counter for term employees may be unique, but there are many questions surrounding its implementation. A meeting with our employers' counterparts allowed us to take stock. We learned that a team of six people from Human Resources - not Shared Services (!!!) - has the mandate to respond quickly to questions sent to: [compteur.sttrc@radio-canada.ca](mailto:compteur.sttrc@radio-canada.ca). And that many members have difficulty verifying the accuracy of the number of recognized work days: for the ex-SCRC, there are duplicates; for others, the photo taken on November 22 complicates the verification process. The management explained to us that the making of this list was complex because there are four or five sources which make it possible to establish the seniority. Radio-Canada believes, with its front line team, to be able to answer all the questions and to allow all the term employees to make sure that they have the right number of days on the counter, ditto for the titles of employment. Still, we have agreed to take stock on February 17 and 24. Questions ? : [compteur.sttrc@radio-canada.ca](mailto:compteur.sttrc@radio-canada.ca).

## Leave, you are entitled to it!

Between now and March 31, it's the race for annual leave, and we really need it! However, some members have time off refused (or even withdrawn) on the pretext that there is no one to replace them. If this is your case, you must notify the union, which can intervene so that you can take the leave you are owed.

## FROM HERO TO ZERO

Many of you have reacted with amazement to the article published by La Presse on February 8 about the dispute between our comrade Sylvain Castonguay and our employer. Know that the STTRC has been defending Sylvain since the beginning of this story. We have also witnessed the unusual treatment he dealt with. We salute the courage Sylvain has shown not only in his battle to assert his rights, but also in his decision to publicize his mistreatment. Sylvain's file primarily points out the management style of Radio-Canada with regard to certain employees. As the grievance is currently in arbitration, we will not comment on the factual background of the case, but know that we are just as concerned as you are about the revelations contained in this article. We continue to support Sylvain in his quarrels with Radio-Canada, as we do for all employees suffering unfair treatment from the Employer.

## NMRC: FEW PEOPLE AND ALREADY NOISY

Teams are gradually moving into the Nouvelle Maison de Radio-Canada in Montreal, and the noise issue is already emerging. All those who work in "new" stations (Trois-Rivières, Sherbrooke, Rimouski, Moncton) can attest to this: working in open spaces is noisy. The noise may not exceed the CNESST thresholds, but concentration becomes difficult, if not impossible when all you have to cut the ambient sound is the small headphones provided by the employer. The issue was raised by the union during meetings a year ago, and obviously nothing has been done. So let's document. We need testimony, in Montreal or elsewhere, to demonstrate a real problem. The solution should be for the Company to provide headphones capable of eliminating parasitic sounds (the sounds are the parasites, not our colleagues...). Send the union a short text to describe the situation, tell your representative, and we will take it from there.

## THE "VIDÉOJOURNAL"...

It already exists in Rouyn-Noranda, where there is no TV newsroom, but Radio-Canada soon wants to add the production of a video journal, separate from the TV news, in several regions. This is not a bad idea, as long as the necessary resources are allocated and the collective agreement is respected. Will you be surprised to learn that the first signs show that Radio-Canada will do neither? A production that will be added to the work of the existing teams, and the creation of a new position that does not exist in our agreement. Where is the Dialogue that they have been selling to us for over 10 years? If you find it anywhere, tell us, we're still looking for it. When will the management finally understand that the organization of our work must be done with us and especially not against us?

## ASD-ASPERGERS

More and more adults are learning that they are on the autism spectrum, and some may be colleagues. While they can be exceptionally intelligent and good workers, they can face challenges as well. Sensitivity to light, to noises, deficits in socio-emotional communication are manifestations of autism spectrum disorder and they vary from person to person. The degree of operation and the level of severity vary. Colleague David Grand-Maison explains what his diagnosis has changed for him: "The diagnosis provides the recipient with some form of 'comfort' or several responses. What is also interesting is the range of services offered following the correct diagnosis. There will always be people left who will question the medical condition, but what is important for the person receiving it is that it has been given by a good specialist and that this person can get adequate services to become more "functional" in his everyday life. Without always feeling "off the mark". If you wish, you can send your questions privately to david.grandmaison@outlook.com.

## What does the collective agreement say?

Do I have the right to accept contracts outside Radio-Canada?

Article 16 says yes, but under certain conditions. If you are permanent or contractual, this work must not compete with Radio-Canada, unless you host a program that is not a news program. If you are a term employee, this must not affect your work nor the availability you have offered to Radio-Canada. In all cases, these activities must comply with the Code of Conduct, the Conflict of Interest Policy and Journalistic Standards and Practices (if they apply to you).