

# STTRC'S NEWSLETTER

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## A Labour Relations Committee in utter inertia

You had issues regarding a medical leave? A TUG is not being paid to you, whereas it should be during a temporary advancement? The payment of certain per diems is no longer granted to you? Problems with your annual leave? If you contact the union about any of these issues, it is likely that the SCRC will attempt to resolve this matter with the employer in the Labor Relations Committee, commonly referred to as the "CRT" or "Comité Relations de Travail". The CRT is this joint committee where the union and the employer try to resolve the problems arising from the application of the collective agreement rather than filing grievances. But for weeks now, the employer representatives have either not had a mandate to resolve the problems submitted to this committee or take a long time to validate their responses, which paralyzes our work and compromises the progress of unionized members' files. It should be remembered that Radio-Canada's Labor Relations are only in an advisory role to managers and that it is the latter who make management decisions. Yes, we have succeeded in settling, with the collaboration of our counterparts, certain important dossiers such as those of the counter, the implementation of social benefits for term employees, the relaxation of certain provisions of the article 47, the retroactive integration of research journalists into the Group 26 salary scale, etc. However, some important files are still pending, such as that of seniority, while Michel Bissonnette himself announced a settlement almost a year ago to the day. Should there be a link with the negotiation which is fast approaching? One thing is certain, the CRT that we have set up since the signing of the collective agreement was supposed to be a place that would allow the renewal of working relations with Radio-Canada. At the moment, this is not exactly the case. Despite a management speech that advocated changes that should lead us to a "new era of labor relations", following the signing of the last collective agreement, the walk is unfortunately not keeping up with the talk.

## 1,000 grievances settled by the STTRC

The STTRC recently concluded the mediation-arbitration process with the Employer involving more than 1,000 grievances under the old collective agreements. Everyone affected by the regulations have been contacted and we are in the process of finalizing the last formalities so that the payments are made by the Employer. The exercise was colossal for the union members of the Grievance Committee, who were appointed to lead this imposing negotiation. The preparation and negotiation work lasted more than a year and several pitfalls arose along the way. That said, the result is the compensation of nearly 400 complainants, to the general satisfaction and often to their astonishment. Indeed, the SCRC does not forget the grievances of its members, even when delays mean that cases take several years to complete. We hope that this represents a ray of hope for the comrades who are still awaiting the resolution of their dispute. That said, a significant number of grievances lodged under the aegis of the new collective agreement have been accumulating for more than two years already. We hope that this settlement momentum will pave the way for a discussion with the employer on several points of dispute and lead to the resolution of the dead ends observed in several recent cases, failing which this exercise will eventually have to be started again.

## ELECTIONS FOR QUEBEC AND REGIONAL COORDINATOR POSITIONS

Elections will be held shortly at the union office, where two positions are now vacant: Quebec coordination and regional coordination. Piel Côté, coordinator for the regions, is leaving Radio-Canada to take up new challenges, and the position in Quebec is still vacant. The role of the coordinators is to ensure that the union office is aware of the realities experienced in the stations under their responsibility and to coordinate union work in these stations. The nomination period will begin on May 31 and the vote will take place from June 18 to 22.