



## Bargaining talks at CBC/Radio-Canada

# New era or distant future?

Following the exchange of bargaining proposals between the STTRC and CBC/Radio-Canada management on October 14 and 15, the bargaining talks are proceeding on the previously agreed schedule, two sessions per week.

But though we are meeting regularly, it cannot be said that the negotiations are progressing as smoothly as hoped. As mentioned in our last newsletter, many of management's demands amount to general statements of intent, without spelling out their scope or mechanics.

To facilitate the process, the parties have drawn up a joint work plan specifying the order and manner in which the various topics will be addressed.

While the specifics are lacking, we are seeing some clear indicators of where management wants to go.

On many issues, the management bargaining team is demanding poorer working conditions as the solution to the problems as they see them, including the labour shortage and scarcity. These issues have not yet been specifically addressed but will be soon.

At a time when there are many reports, including on our own airwaves, about employers coming up with creative and imaginative ways to attract and retain increasingly scarce workers, there appears to be little enthusiasm on the part of CBC/Radio-Canada management for any solution other than increasing the periods of availability and imposing harsher penalties on employees who fail to comply.

At the bargaining table, the easiest answer will always be to say no. But we have to listen to the other party's concerns, and indeed we



share the desire to resolve the problems that plague our workplaces. Unfortunately, the “new era of labour relations” oft proclaimed by CBC/Radio-Canada management in recent years does not seem to have inspired their representatives’ approach at the bargaining table so far.



The members of the management bargaining committee:

- **Michel Marcoux** | Senior Advisor, Industrial Relations, Human Resources HR & IR, French Services, People and Culture
- **Christian Grégoire** | Senior Director, Content Development and Production, Programming Regional – Radio QC Regional, French Services
- **Alexis Béchar** | Senior Director, Business Consulting, Human Resources HR & IR, French Services, People and Culture
- **Benoit Beaulne** | Senior Director, Production Services, Media Production – Media Postprod, French Services
- **Frédéric Vanasse** | Senior Director, Content Development and Production, Programming News – Management & Administration, French Services
- **Youni Shabah** | Senior Director, Business and Strategic Planning, Business Services Operation Administration Transformation, French Services
- **Denise Desgagnés** | Director, Business and Strategic Planning, Business Services, French Services
- **Chantale Gagnon** | Senior Manager, Production Services, Media Production Distribution and Operations, Technology & Infrastructure
- **Meredith Dellandrea** | Regional Director, Content Planning, Management and Acquisition, Programming Local – Quebec, English Services