

STTRC'S NEWSLETTER

JANUARY 18TH 2022

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UNION DISCUSSION GROUP ON FACEBOOK

Over 1500 STTRC members are “friends” of the Facebook page called Groupe de discussion du STTRC. We invite you, for all others, to join them. Even if it is not an official union communication platform, this page remains a very valuable place of exchange. Our four regional coordinators, Josianne Létourneau (Montréal), Bruno Lelièvre (Regions), Pauline Guérineau (Québec) and Serge Clavet (Moncton) publish a text on an article from our current collective agreement every Monday. This is the place that many choose to ask questions or express opinions.

<https://www.facebook.com/groups/syndicatsttrc>

Arbitration for working more than 7 consecutive days

The Union is pushing the grievance concerning the non-compliance with article 38.2 to arbitration. It submitted a proposal for arbitrators to Radio-Canada in order to get this file moving. Article 38.2 provides that the employer cannot oblige an employee to work more than 7 consecutive days. Beyond 7 days, the employee is deemed to be on weekly leave and the provisions on overtime apply. The management of Radio-Canada maintains that this clause only concerns permanent employees, term employees not having a regular work schedule. The consequence was for several term employees to work 8, 9 or 10 consecutive days at regular salary. We consider that Radio-Canada's interpretation is erroneous, and that it shows a serious lack of respect.

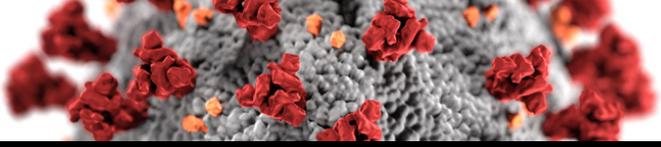
Radio-Canada and retirement

Homewood Santé, the company now responsible for the employee assistance program, is offering a webinar on retirement. The registration period on Ed is underway for the upcoming sessions, open to all staff. Seats are limited. Two choices: Thursday, January 27 from noon to 1 p.m. or January 28 from 3 to 4 p.m. The financial aspects of retirement will not be discussed during these sessions. But the Pension Administration Center website offers a retirement income calculator, which allows you to estimate your retirement income from all sources, including your CBC pension and public plans, prepare a budget, set retirement goals and include other savings, such as RRSPs. There's also the Ready for Retirement section, which includes a step-by-step guide on what to do and what to consider in preparation for your retirement.

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• The latest about Covid-19

• Union Council



EXPLOSION OF CASES

Omicron is wreaking havoc in our ranks. If the SRC had recorded 225 positive cases between March 2020 and November 2021, about 500 were added during the month of December and the beginning of January. Two observations: management notes that the fact that all employees are doubly vaccinated reduces the intensity of the disease. Except for one or two situations under evaluation, employees were contaminated during activities that were not work-related. The union and management hold weekly meetings to take stock.

COVID AND LACK OF STAFF: IMPACT ON PROGRAMMING

Two stations, Sherbrooke and Trois-Rivières, suspended for 3 days (December 30 and 31 and January 1) local production of TJ. Saguenay viewers will have had the Quebec TJ during the weekend of January 15 and 16. The return home program on Sept-Îles radio could not be broadcast one day in December because there was no producer to put it on the air. COVID? Lack of staff? Poor workforce planning? Tasty mix of all three? Let's not hesitate to ask questions to find out the reasons that guide these decisions in order to ensure that COVID does not become the perfect loophole to justify management errors. Reminder: the 5 days of personal leave added to the Canada Labor Code (3 at the employer's expense, two at our expense) apply from January to January of each year. Added to this are the two CBC-paid wellness days, which must be taken by March 31.

TELEWORKING

According to information from management, 60% of employees are currently in full teleworking mode and the other 40% have to travel to the various stations to work either full-time or part-time. The rule remains that presence in facilities is an exception. We invite you to report to us any situation where the managers do not respect this rule.

N95

For an N-95 type mask to offer increased safety, compared to a procedure mask, or two procedure masks, it must be properly adjusted taking into account the morphology of the face. Notice to bearded men, the N-95 is not for you. There is a tutorial on iO! regarding the correct way to adjust it. We have been assured that N-95 masks are available for those who feel they need them, especially teams who have to cover events. Still, in most situations, a procedure mask or two masks worn on top of each other offer, in the opinion of the SRC's medical advisors, sufficient protection.

UNION COUNCIL

First meeting of the year of the Union Council, made up of all the delegates. We were about fifty and spent the day of Jan 12 together, via video... pandemic requires. We have adopted a communication and mobilization plan in support of our bargaining committee. The objective is to make our demands known better and to make management understand that we are serious and determined to obtain a good agreement. This plan includes an itinerant general meeting (yes... via video) which will be held section by section by mid-February. In addition to taking stock of the negotiations, initiated since mid-October, we wish to obtain a mandate to organize means of pressure, excluding any form of walkout. We are in the process of fine-tuning the schedule.