



Temps worked 950,000 hours in 2021

The equivalent of 400 regular positions

Drawing up a work schedule and distributing assignments is no easy task. But when an employer reaches the point where it wants to split up weekly days off and abolish overtime pay for its employees, there is something fundamentally wrong with the organization's job structure.

It may be legitimate for an employer to use a pool of temporary or contract employees to fill occasional absences. But when this pool makes up more than 35% of its workforce, things are clearly out of whack. A series of unfortunate consequences ensue: positions and assignments become hard to fill, employees don't feel valued, and talented, competent people leave the organization.

The STTRC's demands provide concrete solutions:

- As of the date of signing of the collective agreement, convert hours worked on a recurring basis by temporary employees into regular jobs in order to stabilize the job structure
- Convert contract jobs into regular or temporary jobs
- Consider any person who has successfully completed their probationary period to be qualified for the position
- When an opening is posted, award the job to the most senior person deemed qualified for the job title
- Allocate choice of working hours by seniority
- Allow temporary employees to give partial availability on some days
- Give regular part-time employees priority when distributing assignments so they can fill up their work week
- Grant permanent status after 18 months (rather than the current 36) to temporary employees who have been working in the same job title and to regular employees who have the equivalent of 18 months on a temporary upgrade within a 24-month period

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 c'est nous

