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Bargaining update | 04
February 8th 2022



Management's demands

We told them what we think!

There was a flood of reactions last week to the employer's demands on availability for all employees, regardless of employment status. Many of you expressed your outrage on Facebook or in emails. It was correctly pointed out that management's approach would only aggravate the existing retention problems and end up reducing the availability of employees. The bargaining committee has informed the employer of the frosty reaction to its demand for more "flexibility" in the provisions on availability and assignments.

The feedback we received from members directly contradicts management's assertions. There are actually very few "ghosts" or "tourists" among temporary employees. In fact, the vast majority of temps are so available that they work many more consecutive days than what the collective agreement provides for and sometimes even overtime. Many would jump at the chance for a regular position, if it were offered.

Regular employees also reacted strongly: they don't want to hear about making their working conditions even more precarious, either by destabilizing weekly days off or making schedules much more malleable than what the collective agreement currently provides.



To make it easier to discuss our proposals intelligently, we asked the employer to share the actual numbers on the hours worked by temporary and contract employees, absences, overtime hours worked, the number of temporary employees working full time, etc. The employer agreed to provide us with these figures but had to acknowledge in passing that they would support some of our arguments.

A sustainable, stable job structure

Having presented the detailed supporting documents for our demands, we have told the employer we would like to start discussing those numbers this week. We are confident that we will be able to demonstrate that a sustainable and stable job structure with more regular positions is possible.

Management repeated that it's open to creating regular positions but said that, given the financial impact, the matter could not be resolved at this early stage in the bargaining.

We reminded the employer that consolidating temporary positions into regular positions would have minimal financial impact; the vast majority of the employees who are likely to obtain the newly created positions already have the same salary scales, benefits and pension plan as regular employees, since they meet the eligibility criteria.

There are many factors involved in employee availability and in better matching the needs of CBC/Radio-Canada with those of its employees. It is true that there are many factors involved in employee availability and in better matching the needs of CBC/Radio-Canada with those of its employees. However, creating regular positions and improving the mechanics of job assignment must be key to any new job structure at CBC/Radio-Canada.



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