

 **Parce que  
Radio-Canada,  
c'est nous**

Bargaining update | 09  
March 16<sup>th</sup> 2022



## Defining the issues

Our bargaining committee was back at the table last week, backed by strong support from the general meeting. The talks did not produce many tangible gains but at least some of the issues have been more sharply delineated.

### Creation of regular positions

It is becoming increasingly clear to both sides that any agreement in principle will have to include the immediate creation of an agreed total of regular positions.

But before getting to the exact number of positions to be created or how they will be awarded, the parties need to get to the bottom of the issue: the high turnover rate caused by job insecurity (status, schedules, assignments, etc.) and the resulting problems with work organization. The roots of the problem lie in the fact that in each sector, at each station, a huge number of hours are filled by temporary employees, even when the work involves regular, recurring needs.

But try explaining that to each CBC / Radio-Canada manager and getting them to tally all the recurring hours at their sector and station, and to figure out how those hours could be consolidated into regular positions. This is

what our bargaining committee has been working on—very patiently we are told—on Tuesdays and Thursdays of each week.

### Workload

Even where there is a real and clear workload problem, the employer will often refuse to acknowledge its existence or to implement appropriate solutions. It's unfortunate. Just last week, management repeated, at the bargaining table, that in case of disagreement the union only has to file a grievance (and we know how long that takes). Also unfortunate.

We've been trying to convince the employer that, when there's a disagreement, it would make sense to have an outside expert help the parties agree on appropriate solutions. For once, our argument, seems to have struck a chord with some members of the employer's bargaining committee.

### Healthier work climate

Our demands aimed at improving the work climate are in the same vein. Before we reach the point of filing formal complaints—which, moreover, are handled without any transparency—wouldn't it be preferable to avoid the deterioration in relations

between members of a work team by turning to mediation and conflict resolution mechanisms?

If there is one experience that also resonates with the managers we work with, it is the feeling of powerlessness in dealing with difficult situations, unhealthy work climates and deteriorating professional or interpersonal relationships, which hurts everyone.

Recently, Radio-Canada management accepted the STTRC-CSN's suggested approach to resolving problems at the Quebec City station. It was an implicit acknowledgement that this should have been done, preventively, a long time ago. To address this real need, we want to include a provision for a Work Climate Committee in our collective agreement.

### **Resources for our stewards**

Representing CBC / Radio-Canada employees and advocating for their rights takes time. With their already busy work schedules, we can't ask union reps to take on these tasks on their own time, with no time to prepare properly.

If there is one piece of good news from the bargaining table, it is that the employer says he would agree to grant stewards leave with pay so they can perform their duties. The increase in union leave will allow stewards to prepare and will make it possible to decentralize union-management discussions on the application of the collective agreement at the various CBC / Radio-Canada sections and stations.



### **Show your true colours!**

Red flags have been popping up at work meetings since Monday to show where we stand. You can download the background for videoconference meetings from: <http://bit.ly/STTRC>

Posters and stickers are now available from your union stewards. Please contact us if you need more.

