

Parce que Radio-Canada, c'est nous

Bargaining update | 11
March 28, 2022



Management tables new offer The employer is proposing to... comply with the collective agreement

After 32 bargaining sessions devoted to explaining the many problems caused by the deficient job structure—too many precarious employees compared with regular employees, no objective mechanisms to make the awarding of positions, schedules and assignments less arbitrary, no realistic prospect of obtaining regular status, resulting in high turnover, etc.—our bargaining committee was hoping for concrete answers from the employer on Friday. Especially since the management bargaining committee had said they were going to table a new offer that would answer our demand to stabilize the job structure and consolidate work teams.

Was it hoping for too much?

What the employer actually offered is to grant regular status to some 50 people who have been in the same position, as replacements, for more than two years. Basically, the employer will apply the collective agreement for these 50 employees who have been in the same job in the same department for more than 24 months.

To be sure, our current collective agreement only requires that regular status be granted after 36 months. And it must be

acknowledged that the offer to reduce the period to 24 months is in fact the first movement by the employer at the bargaining table so far.

Still no numbers

We don't even know how many of the 50 positions in question have actually been held by the same person for more than 36 months, but we can assume that many of them have. So management's "new offer" largely boils down to complying with the collective agreement.

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Caps and cups have been cropping up at CBC / Radio-Canada stations, making a statement on the set and in the workplace. Above, employees of the Québec City station gathered on Friday to show their support for the bargaining committee.

The employer has yet to provide the numbers, statistics and other data that the STTRC requested almost a year ago, so we can't check it. (After providing us with incomplete data last summer, CBC / Radio-Canada promised to give us all the numbers but the management bargaining committee has been constantly putting it off.)

So the employer has totally ignored our proposal for the creation of regular positions. Here's the process we suggested:

- For each department, calculate the number of hours worked by regular, temporary and contract employees;
- Calculate the proportion of hours worked on each work team to meet regular, recurring needs that are filled, on an equally regular basis, by temporary or contract employees;
- Based on this analysis, identify the regular positions that could be created on each team;
- Agree on their allocation by seniority to employees who meet the requirements for the position.

Executives and managers: you have your work cut out for you

When we say that the million hours worked by temps in 2021 is equivalent to 400 regular positions, we are stating facts, not setting out a negotiating position.

For the STTRC-CSN bargaining committee, it was never a question of applying a mechanical formula such as "2000 hours = one regular position." But when we see that on some work teams, more than half the hours are worked by precarious employees, we think it would be mutually advantageous for the

employer and the employees to correct the situation.

Clearly, the necessary analysis of CBC / Radio-Canada's operational needs has not been performed, despite repeated promises by the management bargaining committee.

And equally clearly, executives, managers and team leaders—i.e. the entire management side—haven't been brought into the loop by the management bargaining committee. But in the coming days they can expect to be called upon to pitch in and contribute to the consolidation and stabilization of their work teams.



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