

# STTRC'S NEWSLETTER

JUNE 20TH 2022

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## CONFIDENTIALITY: YES, BUT...

Radio-Canada management encourages employees to report any bad behavior or reprehensible acts they witness, while assuring them of confidentiality. However, a situation during an arbitration allowed us to see that confidentiality is not absolute. An employee denounced an act of a co-worker. Before making his written denunciation, he asked his manager to assure him that the process was confidential, which was confirmed to him. The employer has, however, reneged on his word, in recent months, by forcing the whistleblower, despite his refusal, to come and testify in arbitration before the person he had denounced. It is therefore important that you know that you can report wrongful behavior or acts, but that if the case goes to arbitration, your confidentiality will not be protected.

## Tell us what you do with your days

After two years of effort and discussions with the employer, the job evaluation questionnaire has finally seen the light of day! Some of you should have received the questionnaire and instructions on how to complete it in your Radio-Canada email.

In order to avoid being overwhelmed by too many responses, we established objective criteria that allowed us to select a first cohort of just over 1,700 members. It is therefore possible that you did not receive the questionnaire because you did not meet the selection criteria.

You have until June 24 to return the completed questionnaire. Since it's a Google form, you don't have to fill it out all at once, and until you submit it, you can edit it. For those who work in several job titles, the committee has selected the one you hold most often. It is therefore important that you answer the questions thinking about the tasks you perform when you hold the job title indicated in the email. All the monographs are available on the union's website under the Convention 2018 tab if you want to refer to them.

The more of you who complete the questionnaire, the more accurate the resulting job descriptions will be. With accurate job descriptions, we will be even better equipped when the time comes to move on to the next step, that of building a system of coherent salary groups and bands.

If you have any questions about the process or how to complete the questionnaire, write to [questionnaire.monographie.sttrc@radio-canada.ca](mailto:questionnaire.monographie.sttrc@radio-canada.ca).

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# HARMONIZATION OF SALARY BANDS WITH THE GUILD

A step forward in a case that dates back: an arbitrator asks Radio-Canada to make a reasonable effort to study the question of harmonizing salary bands with the Canadian Media Guild (CMG). This involves discussions with the STTRC following this analysis, but not the obligation to reach an agreement.

As a reminder: in a letter of agreement dating from 2009, the SRC undertook to study a harmonization of salary bands with the CMG. The arbitrator recognizes that this is an obligation of means. In other words, there is no obligation to reach an agreement, but "to make a reasonable effort to study the matter". The first stage of this study was "to examine the wage gap between the two groups" before moving on to "the harmonization of the bands themselves with those of the CMG."

Radio-Canada relied on a report by the Mercer firm to argue that the merger of accreditation units justified delaying this process.

In the end, the arbitrator allowed the grievance, but limited the period of possible compensation to 30 days before the filing of the grievance, ie from April 5, 2012. This file is to be followed and gives additional impetus to our current negotiations.

## NEW CONTACT INFO? DON'T FORGET TO NOTIFY THE UNION!

Your union would like to be able to reach you if necessary using your personal contact details. For many of you, we have the ones you provided when you signed your membership card. Some have also provided a personal email to be able to participate in a general assembly or an election. If you ever change your phone number, email address or mailing address, please let us know at [scrc@scrc.qc.ca](mailto:scrc@scrc.qc.ca).

## REMEMBRANCE DAY HOLIDAY WILL REMAIN ON NOVEMBER 11

In a recent union survey, the majority of Quebec members wanted to move the holiday from November 11, 2022 to January 2, 2023. Radio-Canada just answered no. The request would be impossible to process due to the implementation of WORKDAY, a system which, according to our information, is called upon to process payroll, human resources data, the My Source portal, etc. Employees in Quebec and Moncton will therefore be on statutory holiday on Friday, November 11, which for many will be the start of a three-day weekend. Until then, let's hope that the arrival of WORKDAY will be smooth...