

STTRC'S NEWSLETTER

18 OCTOBRE 2022

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Signing of the new agreement

After the approval of the agreement in principle, at a general meeting on September 25, the new collective agreement was signed on October 17 by Pierre Tousignant, president of the STTRC, Michel Bissonnette, vice-president of French Services of Radio-Canada, as well as the members of the two bargaining committees. This session of signatures took place in the presence of elected members of the union office, representatives of the CSN, the FNCC and Radio-Canada. This puts an end to the work of the bargaining committee, whose members had been elected at the general meeting in January 2021. Upon signing, the new rules of the collective agreement are in force. Remember that this employment contract will expire on March 31, 2025, so in about 30 months. Radio-Canada maintains its commitment to pay all amounts due under this new contract no later than 30 days after signing. As for the allocation of permanent positions, the process should begin in January 2023. Who will be the people who will obtain these positions? An analysis must be made, among other things, of the number of regular hours worked by term workers. Positions will be assigned to the most senior term employees in the job titles and sectors concerned. The rest is up to us, as members and elected officials. There is work in this collective agreement and the means to do it. The bargaining committee has opened several doors on recruitment and the granting of positions, training and professional development, as well as on the workload. It is now up to us to take over to properly bring this employment contract to life and ensure that it is respected.



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CORRECTIONS TO SENIORITY AND COMPENSATORY ALLOWANCES

After hounding the employer in March 2019 for unjustified service breaks, in particular for child care leave, which occurred between March and December 2018 and after more than 35 meetings between the union labor relations representative, Damian Pilié, and his employer counterparts, we finally obtained the correction of the seniority lists for 436 permanent employees. The agreement provides for the payment of nearly \$31,000 to 50 permanent employees to compensate for the negative impacts of these bogus seniority losses. Others will receive a total of \$23,500 to correct erroneous severance pay. It was essential that this work be completed before the signing of the new agreement, which makes room for a review of seniority and henceforth allows term and contract employees to accumulate seniority. The new seniority principles of the collective agreement will then be applied. The 436 permanent staff should have received an explanatory letter, and they have until November 6 to contest their new seniority date. The letter received specifies the Employer's email address to report a disagreement. In the event of an unsatisfactory response or for any questions, we invite you to write to anciennete@scrc.qc.ca. The operation will soon be done for term and contract employees, but since the same mechanics will be applied as for permanent employees, corrections, when necessary, will be done more quickly.

ELECTIONS TO THE UNION OFFICE

With the signing of the collective agreement, the mandate of the union office comes to an end. Ten positions will be filled: president; secretariat and treasury; grievances and disputes officer; labor relations officer; head of communications and mobilization; equity, health and safety officer; coordinator of Montreal; coordinator of Quebec; coordinator of Moncton; coordinator of other regions.

The Election Committee has determined the following dates for the election process:

- Nomination period: October 24 to 28
- Voting period: November 11 to 16

You will receive communications from the Election Committee with more details over the next few days.

Arbitration award

Radio-Canada was successful in an arbitration when Me Francine Lamy, in her capacity as arbitrator, concluded that a grievance filed by the former STARF was unfounded. The dispute concerned letter of agreement number 8. The letter stipulated that Radio-Canada must maintain an internal production rate of Canadian content of at least 70% and was introduced in the 1997 agreement of the ex-STARF. From 1998 to 2002, Radio-Canada provided STARF with information on Canadian production, then radio silence until 2012, when STARF asked for accounts for the previous five years. Radio-Canada did not respond to the request. In July 2013, the STARF again requested data for the years 2012-2013 and 2013-2014, the SRC still did not respond. The STARF will finally file a grievance in September 2014. Radio-Canada provided the data for the second year, but considers the grievance prescribed for the year 2012-2013. On September 21, the arbitrator agreed with the Crown Corporation, namely that "the data provided by the employer [in arbitration] meets the requirements of the letter of agreement, in that it demonstrates in a convincing manner that the employer respects its commitment to ensure a minimum of 70% internal production" for the year 2014-2015.