

# STTRC'S NEWSLETTER

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## Major crisis in Rimouski

Since the end of September, the Rimouski station and all of eastern Quebec have been grappling with a major crisis: there is a lack of personnel to operate the assignment module adequately. Volunteer journalists replace, for better or for worse, these functions. Assignment is an issue recognized by management. The model of a centralized module in Rimouski to assign journalists from Rimouski, Matane and Sept-Îles does not work. There are 22 journalists for these 3 territories. The crisis stems from the fact that the director took advantage of the absence of all the members of the module (three permanent staff and one term employee) to temporarily decentralize the assignments. Even as a temporary fix, this reorganization was poorly received by part of the Rimouski workforce. For their part, the Eastern delegates ask Radio-Canada to mandate, as soon as possible, an external resource to establish a diagnosis and present recommendations - the same approach used at the Quebec station.

## Job evaluation: Thank-Yous and now “Take 2”!

During the presentation tour of the new collective agreement, many of you approached us to find out about the work of the joint job evaluation committee. Here is a summary of the most recent developments.

First, the letter of agreement that dealt with the subject of job evaluation was renewed in the new collective agreement. The committee has been meeting at least once a week since the end of negotiations and additional meetings will be added as needed.

The union committee also welcomed a new member to its ranks. We therefore welcome Julie Roy, who has been a research journalist in Montreal for several years. Her knowledge of the newsroom and journalistic jobs will be a great addition to the committee. A big thank you to Julie for agreeing to join the adventure.

We received nearly 480 completed questionnaires last spring, which represents just over 25% of the selected sample. The committee wishes to thank those who took the time to respond. The analysis of your answers has already begun for certain job titles. The committee is not idle and it is interesting to read what you have submitted.

For those who would have liked to complete the questionnaire, but who have not yet done so, know that a second information gathering campaign will take place in a few weeks. You will therefore have a second chance to participate in the development of our new job descriptions. Emails will be sent during the week of November 7. You will once again have two weeks to complete and return the questionnaire. Watch your Radio-Canada email. Your answers are essential so that the new job descriptions truly describe our reality, and that they are then reflected in the salary grids. Not everyone will receive an email: like last time, a sample of members will receive the invitation to complete the questionnaire.

## UNION DUES

In anticipation of the negotiations for our new collective agreement, the members of the STTRC had accepted, at a general meeting in October 2020, a temporary increase in union dues, in order to have resources to be able to carry out the negotiations. The contribution rate had gone from 1.95% to 2.05%, equivalent to a few dollars more per week. Given that we have obtained a new collective agreement, avoiding a labor dispute, the STTRC, as agreed, will revert to the previous dues rate, therefore 1.95%. This reduction in contributions does not take effect immediately: there is a two-month delay before the employer adjusts the amount on the payroll.