

# STTRC'S NEWSLETTER

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## New agreement

Since the signing of the collective agreement on October 17, our new employment contract is in effect. This means that managers, delegates and members must learn to deal with the provisions of this agreement. The main problem noted by the union at the present time is the preparation of work schedules. The STTRC has already informed the employer that its managers must be adequately trained to implement this employment contract.

Radio-Canada management will be able to keep its word regarding pay. The salary adjustments in effect since October 17 and the retroactive payment will be made on the November 17 pay slip. The lump sum payment of 2% on that of December 15th. As for the amended records of employment, important documents for those who receive or have received QPIP benefits, the employer has undertaken to produce them quickly.

In the meantime, with regard to the availability of the "final" texts of the collective agreement, a revision of any typos is in progress. Translation and layout will follow. An online version will first be available within a week (in theory), the paper version will follow.

## UNION COUNCIL ELECTIONS

Much like the midterm elections in the United States, STTRC delegates will be up for election shortly. A strong union is a union where the members are well represented and it is therefore important to have representatives in all sections. Together, the delegates form the Union Council, which makes important decisions in the life of the STTRC. All interested persons are therefore invited to submit their applications for their respective sectors. The new collective agreement gives more responsibilities and "powers" to delegates, which will give them an interesting role in the coming years. Of course, there will be training for those elected.

## Seniority versus... well, seniority

Let's try to clear up the confusion that exists regarding seniority. At the beginning of October (after the 7th), 437 permanent staff received a message from Radio-Canada telling them that after review, there had been a correction of their seniority date. These corrections stem from the work of Damian Pilié and refer to service interruptions that occurred following the application of the 2018 collective agreement. The other permanent employees received nothing because there were no corrections to be made. The employer will have 30 days from November 6 to respond to questions and objections from these 437 members. This agreement was concluded a few days before the signing of the new agreement which includes a new way of calculating seniority.

Since October 17, all employees, regardless of their status, accumulate seniority based on the rule that one day worked equals one day of seniority. Radio-Canada has 60 days (thus until December 17) to compile a seniority list based on "recognized continuous service". It will be widely distributed and everyone will have 30 days to contest. As the collective agreement and the agreement on seniority were concluded almost at the same time, this has created some confusion which, we hope, this text will clear up.

The agreement negotiated by Damian will eventually apply to the term workers. We have agreed to wait for the preparation of the new seniority list, under the collective agreement signed on October 17, to see the impacts on seniority. The conclusion is that both the impacts of the agreement to correct past errors and those of the collective agreement should settle once and for all the problems related to seniority.