



SCRC'S NEWSLETTER

September 26th 2019

(514) 842-4020 OR (888) 842-4020 SCRC@SCRC.QC.CA

COMPENSATORY LEAVE FOR TERM EMPLOYEES

In theory, according to the collective agreement, the temporary employees would have had to use, before September 30th 2019, the compensatory leave accumulated before April. Since the implementation of the new collective agreement necessitates certain adjustments, it was agreed, on an exceptional basis, with the employer, to extend the date provided in section 42.3 to January 31st, 2020. Beyond this date, however, term employees will have any accumulated compensatory leave before April 2019 paid for, but may carry forward up to 10 days. Discussions have been long and arduous with the employer, who has been flexible in this matter, and repeated requests for flexibility on their part have paid off.

"ASK" YOUR PRESIDENT "ANYTHING"

To facilitate exchanges between members and elected officials, we are organizing a Q&A session with SCRC President Pierre Tousignant during a "Facebook live" videoconference to be held on Monday, September 30th, starting at noon, for about 30 minutes, on the union's Facebook group. We will present some current topics, but above all, we will be there to answer your questions. You can send us your questions immediately (david.savoie@scrc.qc.ca) or ask them directly on Facebook!

Our own employees not good enough ?



Once again, Radio-Canada management prefers to hire externally rather than choosing its current employees. The latest example, selecting a journalist from a private TV station and offering him the position of national radio reporter. The chosen candidate is surely competent, the question is not there. However, to conclude that none of the term employees or permanent journalists already working here had what was necessary? Many of them have more than a decade of experience, mostly as field journalists for radio. And what about the contracts for graphic designer or cameraman-editor who will also produce, all granted externally. Contracts given on the sly, without any in-house offers, despite the obligation in the collective agreement. What should we deduct from all this? That new projects are good only for others? Jacks of all trades, but not enough for a permanency? Management has to explain itself and prove that they had no choice but to shop elsewhere. Because there are sentiments of contempt emanating from these decisions.

Credit : Austin Neill/Unsplash

A WORRY AT WORK?

You have a concern with the collective agreement? It only takes one call, and we'll do our best to help clarify things. The first step to take: contact your delegate, who can refer your case to the right person. Do not know who your delegate is? You'll find the list here: <https://www.scrc.qc.ca/conseil-syndical/les-membres-du-bureau-syndical/> Do not have a delegate in your section? Perhaps you can change that ! Alternatively, you can contact the SCRC directly at (514) 842-4020 or 1 (888) 842-4020. Depending on the nature of your issue, there may be different ways to fix it. For example, a file may be referred to the Joint Labor Relations Committee (Comité paritaire des relations de travail, CRT). Otherwise, the union can directly challenge the employer on certain specific points. The SCRC tries as much as possible to avoid "judicialization" of labor relations - grievances are the appropriate way to defend workers' rights, but it can take a long time to reach a solution. Note that if a grievance is filed, it doesn't mean that dialogue is impossible, which seems to be a vision shared by our counterparts at Radio-Canada.