



# SCRC'S NEWSLETTER

September 22nd 2020

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## COVID-19, Radio-Canada and you: does the law take precedence over your health?

While we are in the midst of an upsurge in COVID-19 cases and several regions have gone into early warning mode, Radio-Canada has held a double discourse that is both surprising and disappointing. On the one hand, the procedure for going to the office to work there or retrieve work tools is complex and the employer is being very careful. On the other hand, the legal department of Radio-Canada assigned by bailiff an employee to move outside his region, the Bas-Saint-Laurent, where there is an increase in the number of cases, to another at risk region, in the provincial capital, to question him in person in the context of an arbitration. This employee was deeply uncomfortable with this situation. We see once again that the legal department is completely disconnected from your reality. The Union considers that elementary prudence and sensitivity should have convinced the employer to proceed by videoconference. Indeed, health must take precedence over work habits. However, Radio-Canada's legal department prefers to impose unnecessary risks on you. Fortunately, Montreal and Quebec falling into "moderate alert mode" (orange zone) finally forced the hand of the arbitrator and the employer, although this scenario had already been emerging for several days. In the meantime, the refusal of the legal department to proceed by videoconference forces the cancellation of arbitrations and prolongs the wait and the damage suffered by our colleagues.

## A possible solution to reduce systemic racism

The whole Black Lives Matter movement has generated a ton of reactions. In the labor world, on the side of the Canadian Media Guild, the equivalent of the SCRC elsewhere in the country, many members quickly organized themselves to start a dialogue with the Guild but also with Radio-Canada on the issue of systemic racism. A group of employees believe the solution is: radical reform of the term employment system. In other words, to be on call. According to them, 25% of Radio-Canada / CBC workers have precarious jobs and, disproportionately, these term workers are young and racialized - in other words, they are the very people to whom Radio-Canada / CBC should provide stable employment, and thus should be promoted to achieve its stated goals of diversity and inclusion. And yet, all too often, precarious employees, racialized or not, intelligent and talented, leave Radio-Canada / CBC out of disgust and frustration after having spent years "going nowhere" while waiting for job security, that rarely materializes. In the SCRC, the percentage of term employees is actually higher, at over 35%. In addition to stabilizing racialized people, Radio-Canada would have the opportunity to put an end to an archaic system. Do a 2-for-1 for our members? We would love that!

**UNION COUNCIL ELECTIONS**

The SCRC needs you! There will be elections for all delegate positions. We want to keep our valiant comrades, but also bring in new delegates, who will defend the interests of their members but also ensure that the SCRC executive is kept informed as to all that's going on. So all nominations begin September 21. Nominations close on September 24 at 5 p.m. The vote will take place from September 28 to Thursday October 1 at 5 p.m. Get involved within the SCRC!

**Deadline postponement for the expiration of compensatory leave for term workers**

Radio-Canada has agreed to postpone the deadline for expiring the compensatory leave that had been accumulated by term workers before April 2020. The previous date set for September 30 is postponed to January 31, 2021. The measure is exceptional, due to an error that appears in the My Source portal, where the balance to be used currently includes accumulated leave as of April 1, which should be part of the new 2020-2021 bank.