

STTRC'S NEWSLETTER

MARCH 29TH 2021

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QUEBEC: EXTERNAL CONSULTANT BEGINS ITS WORK

First meeting Monday of representatives of our union, the AR (association des réalisateurs de Radio-Canada), leaders of Radio-Canada and the industrial psychologist who will quickly get to work with the staff of the Quebec City station. This text is short because we have agreed on common communications, with a few exceptions. We are also committed to giving free rein to the industrial psychologist and therefore respecting a certain confidentiality. A first joint press release was issued to members of Quebec City.. The industrial psychologist must first establish an organizational diagnosis, then make recommendations. Let us show solidarity with our colleagues at the Quebec City station so that a healthy work climate is established in their work environment.

Latest news on the single counter

The validation of the single counter prompted several questions from term employees. Several elements were raised such as the fact that the old "lists" sometimes counted twice the number of days worked, particularly in journalistic functions. These situations have been explained to those concerned. It also appears that the employer had a restrictive interpretation as to the fact of taking into account certain days of leave for the purposes of the counter. However, the collective agreement as well as the previous agreements are clear. We are in discussions with the employer to shed light on this aspect and resolve the problem.

We have also clarified the grievance deadline in the case of challenging the counter number: the 30-day period during which you can file a grievance begins no earlier than March 17, 2021 or from the date of the employer's response, if received after March 17th. Be vigilant and contact your union if you feel you need to file a grievance.

We are "lucky" to still have our jobs!

Can they stop telling us we're lucky? It is grotesque as an argument. Luck has nothing to do with the situation, most of Radio-Canada's funding comes from Ottawa and has not been affected by the pandemic. In addition, management tells us that advertising revenues have declined little. Let us add to this that many term working colleagues who work in general television found themselves without income following the suspension, for many months, of the recording of programs and certain shootings. How lucky our bosses are! Not one was without income since March 2020!

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AHHH... GRIEVANCES!

Grievance is a powerful union tool, analogous to legal action. But we should not be in a hurry to settle. It can take years for a grievance to come to a conclusion. Why so long? Because at each of the many stages, delays and pitfalls can arise. Initially, the union and the employer seek to settle disputes amicably. In principle, it is shorter and less expensive. Often, before the grievance is filed, the subject is discussed in the labor relations committee (article 12). This has the advantage of extending the deadline for filing a grievance. Talks can go on for a long time, however, before the two parties agree that they will not get along. The grievance is then filed and the issue changes committee: it is now discussed by the grievance committee, which meets once a month (article 19). If there is still no agreement, the grievance can be sent to arbitration (article 20). New discussions then begin to choose the arbitrator and to determine everyone's availability. Often the arbitrators have little availability, and the legal department of Radio-Canada has even less! Currently, no arbitration meeting is possible before 2022. And once the hearings are over, you have to wait for the arbitrator to render his or her decision ...

BEWARE OF EMAIL DELIVERED ERRONEOUSLY

In recent weeks, we have often heard that emails sent by the union end up in members' spam mailboxes. And vice versa: some of your emails ended up in spam emails from union employees or elected officials. Let's get into the habit of taking a look at the Spam box. Small reminder also that as of March 31, emails from the union will be sent to your personal email (and not your Radio-Canada e-mail address). If you haven't provided us with a personal email, it's time to do so (at scrc@scrc.qc.ca)!

THE SAGA OF UNPAID "TUGS" CONTINUES

The issue regarding temporary advancement bonuses (or TUG for temporary upgrade) is far from over. A group grievance filed in 2019 is still active. Another older grievance is awaiting a second arbitration. Any journalist who discovers on his pay a non-payment of the temporary advancement bonus as a national or specialist reporter may and must contest it.

Recently, management explained to a few employees that since 2018, premiums were no longer paid in the television division, and that "following a decision by the Superior Court on the interpretation of section 25", this would be the same for radio. However, the Superior Court has never ruled on the merits! All it did was order the appointment of a new arbitrator, for a 2014 grievance won by the union and contested by Radio-Canada. The first referee did not give sufficient reasons for his decision.

Pending the outcome of these battles, it is our collective agreement, signed by both parties, which applies (articles 25 & 62.5). Bonuses are indeed due to all reporters assigned to national or specialist reporting, whether they work on news, current affairs or public affairs, regardless of the platform. So be sure to find out about your assignment and / or the person you are replacing. If in doubt, ask Resources, your Assignment Editor or your union steward. The "national" or "specialized" functions are no longer indicated in the timetables published on iO!, but they still exist!

Reminder: according to article 25.2, if you are assigned for more than two hours to the main tasks of a higher group, you are entitled to the TUG. Ask for it in writing! In case of refusal, please send the relevant information (schedule, time card, pay stub, email exchanges) to our union advisor denis.poitras@scrc.qc.ca.

What does the collective agreement say?

Is it true that you can purchase vacation weeks?

Yes, it is possible for a full-time employee to purchase five or ten days of annual leave (article 51.14). Deductions will then be debited from each pay for this purpose. For term employees, their full time status must last at least a year in order for them to purchase five or ten days off. Part-time employees can purchase days off in proportion to the days worked. The form to register for this vacation purchase program is available in My Source under the My Leave & Attendance tab.

See you at the annual general meeting

The union's annual general meeting will be held on Saturday April 24th. Due to the COVID-19 pandemic, the union council decided that it would take place by video conference. You will receive detailed instructions on how to participate by email.