

# STTRC'S NEWSLETTER

APRIL 30TH 2021

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

## THE DARK SIDE OF SCHEDUALL

For reasons of their own, our wonderful bosses have decided to ditch ART for processing our time cards and work schedules. They are now using ScheduAll. But there are several issues, and some big ones. This application deprives us of essential information to ensure that our collective agreement is respected. This is true for term employees, but also for permanents who have multiple skills to their bow. As a bonus, they can now play in our schedules and our time cards without leaving any trace. How can we explain why Radio-Canada executives made a conscious decision to use a management tool in defiance of the provisions of our collective agreement? By the way, do they know of this collective agreement which they have signed?

## Vacation confirmation

The posting date of vacation has been postponed this year, due to the recent resolution of the issue of temporary employee counters. Postponing the confirmation of vacation requests to May 21 makes it possible to use the February 28 temporary seniority list rather than that of November 22, therefore on a revised and corrected list which will allow assignments to be granted in accordance with seniority. The November 22 list was a first draft and was the subject of numerous requests for correction following the validations made by the members. Is it ideal? No, because we understand all the impacts that this can have on summer planning. The employer told us that it was able to respond favorably to employees who made requests for the month of May.

## The Researchers Committee: The Next Chapter

More than a year after its very first meeting, the Researchers Committee met again on April 28. Previously, the employer had "heard" the demands of the STTRC, but without a mandate, the employer representatives had not been able to put in place a solution. However, this time, the employer came up with solutions. No permanence for these contract workers, because the employer wants to "maintain flexibility and versatility" in its workforce. Obviously, the union believes that Radio-Canada is wrong, and that the researchers are versatile ... The other solution is the extension of a certain number of contracts for researchers in Montreal, ten, to make them annual contracts. Reduce a little precariousness and insecurity? We cannot be against it. But in view of the situation, this offer is anemic: the Crown Corporation did not mention researchers in regions, the pay gap with research journalists and unpaid overtime. The members of the committee, on the union side, strongly suggested that the employers review their analysis of the situation and come back to us with other solutions.

## On page 2

- Still unpaid premiums

- Vidéojournal: gare à la surcharge de travail
- What does the collective agreement say?

# STILL UNPAID PREMIUMS

The refusal by managers to pay premiums for replacements of less than four weeks is becoming widespread. Remember that the agreement provides (article 25.2) that an employee assigned for a period of more than two consecutive hours to the main tasks of a higher group receives \$ 20 or \$ 25 per shift depending on the job title he replaces. However, a manager has decided that we are not replacing a position, but rather a person, which is an enormity. And as is often the case, enormities are contagious. The news director and big boss of the CDI said she was not aware when the matter was reported to her last Thursday, and that she would do certain checks. How long does it take for verification and corrections? Your answer is as good as ours.

## VIDEOJOURNAL: BEWARE OF OVERWORK

Rouyn-Noranda was the first station to produce a video journal, but the format will be extended to all regional stations. What is it about? A lightweight version of a newscast produced for webcasting. A tune known to many: "Things are going very well in Rouyn". True, but here are two elements to qualify this shortcut: the Rouyn station does not make TV and an essential element to explain that "things are going well in Rouyn", we added the equivalent of two and a half positions for the production of this " video journal". Despite numerous attempts, our colleagues in Moncton were unable to obtain answers from local managers on the staffing that would be allocated for the production of their video journal, which is due to go on the air at the end of the summer. A grievance has already been filed: a journalist has put himself on the air using his cell phone. However, the job description for journalists allows them to take pictures, but not to put themselves on the air.

## What does the collective agreement say?

### How is overtime paid?

A great union principle: all time worked must be paid! However, overtime must be authorized in advance (Article 39). If you work a regular schedule (i.e. on a 5 day per week basis), overtime is paid at time and a half after an 8 hour day of work. This means that for employees who have a 36.25 hour week, or 7 ¼ hours per day for a regular schedule, the first ¾ of an hour are paid at a base rate; and that, for those whose week is 37.5 hours, the first half hour is paid at the base rate. If the schedule is over 4 days, overtime is paid after a 10-hour day, and if it is 3 days, after 13 ⅓ hours. Good to know: any quarter of an hour started beyond the normal schedule counts as a full quarter of an hour. Work performed on a day of rest is paid at time and a half, and the second day of rest worked is paid at double time (Article 37.4). After seven consecutive working days (eight days for rotating schedules), the employee is considered on leave and the overtime provisions apply (Radio-Canada considers that these provisions, provided for in article 38.2, apply only to permanent employees, which the union disputes). When you work overtime, you should indicate it on your timesheet. If you prefer to accumulate compensatory leave instead of having yourself paid for overtime, this must also be recorded on your timesheet.