

RESPECT AND TRUTH, AT THE VERY LEAST

Saying that the announcement of upcoming position cuts has been made transparently and showing respect for employees is an illusion. Not only is the accounting data that management is basing itself on annoyingly vague, but we've been told that cuts are going to be spread out over a year, with no clear breakdown, and with the sole purpose of finding \$125 million. In some regional stations, management has talked about budget cuts of 10%... What does 10% mean? Who or what are we going to cut when all we produce is two daily radio shows, radio newscasts and a TV newscast?



We deserve better than inaccurate announcements that have generated an immense wave of concern. Upper management has refused a meeting that the four unions at Radio-Canada had requested with the two Vice-Presidents of the English and French networks. STTRC, the Guilde, the Association des réalisateurs (AR) and the Association des professionnels et superviseurs (APS) have decided to work together. We want answers from those who make the decisions. Right now, our only contact is with Human Resources staff. They're nice, but Barbara Williams (CBC) and Dany Meloul (SRC) set the tone, and it's their job to answer our questions.

Catherine Tait must announce immediately that there won't be any bonuses for executives this year. It's especially inappropriate to pay executive bonuses for any reason when they're going to eliminate 800 positions. We need to know exactly what the shortfall is going to be in 2024-2025. Will Radio-Canada have to return 3.3% of its budget to Ottawa? Management says yes, the government says that the decision hasn't been made. The answer ends up worth over \$30 million. That means a lot of jobs that don't need to disappear...

Positions are going to be cut, so we have to act rapidly. The joint labour planning committee is already activated. We're going to make sure that the rights of those targeted by the cuts are respected and that the best possible job is offered to them, as stipulated in section 32 of our agreement (see the further article on page 2).

We'll continue to oppose random cuts. That way of doing things is unacceptable. You can't cut positions left and right without endangering teams. It's a form of water torture that we're not going to tolerate. Radio-Canada has to make choices in its programming. Management has to determine its priorities and act on them. STTRC will oppose management decisions with no vision behind them.

INTER-UNION SOLIDARITY

The wave of solidarity is continuing and growing. After demonstrations of support by STTRC members against TVA in three cities in November, the union of TVA employees invited several media unions to an inter-union demonstration on December 13.

At lunch time, several members of our union joined members of the TVA, Bell/Astral and RDS unions to protest the massive cuts that have been affecting the media for months now. FNCC President Annick Charrette was also there, accompanied by colleagues from CSN. Striking members of the Front commun joined the group, as along with locked-out Vidéotron employees who even came down from Gatineau to support the media employees.

TVA union President Carl Beaudoin spoke to thank the members present for their support. MNAs Michelle Setlakwe and Enrico Ciccone also addressed the crowd. The latter worked for TVA and TQS for a number of years. All three recognized the importance of supporting the media and condemned the cuts, which will have a negative impact on the quality of information in Québec, especially in regions that were already weakened.



Photos: Christian Paul

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SECTION 32 AND REDUNDANT POSITIONS: WHAT YOU NEED TO KNOW

The position cuts announced this autumn have started to become clearer. Unlike its previous practice, Radio-Canada is handing out redundant position letters one by one, nine here, three here, ten or so a few weeks later. But what happens when we get the chop?

First, permanent employees whose position has been declared redundant meet with a boss and an HR employee. The meeting lasts a few minutes and is held behind closed doors. The person then meets with a member of the union who can explain the process in section 32. The text may look overwhelming, but in general these are the steps:



- It's important to remember that you've lost your position, not your job.
- You can take the rest of the day to recover from the news and start preparing your CV.
- You'll have seven days to send in your updated CV. Give as many details as possible, as this will help you to find a position. Are you open to working in another region? Mention that.
- A joint committee made up of five union members and several people from HR will study your CV, your history with Radio-Canada and your transferrable skills in order to find you another position.
- First, the committee will try to put you into a vacant position in your job title. If there are no vacant positions, the committee may consider long-term replacements such as a parental leave replacement, for example. Once the replacement ends, your file will be processed by the committee again, and they will start over from the beginning. If there are no vacant positions or long-term replacements available, the committee will see whether you can bump an employee with less seniority.
- If all options in your title and wage group are exhausted, they'll start on lower wage groups, always taking into consideration your ability to be fully functional in the position within three months. They'll try to find a position as close as possible to what you had before, and in which they think that you will be successful. The committee will offer you the best available option. In the vast majority of cases, this will be the only offer and you'll have 72 hours to respond. Before refusing any offer, speak to your union contact on the committee to be sure that you fully understand the consequences of refusing.
- At any point in the process, you are entitled to indicate that you want to leave with severance pay – the equivalent of two weeks' salary per year of seniority – either to leave Radio-Canada or to go on the list of temporary employees. This option is available so long as you have not been confirmed in a new permanent position.
- If you choose to go on the list of temporary employees, you will have priority for assignments for one year. At the end of this period, you'll be in the usual place on the list.
- If you decide to leave Radio-Canada or to go on the list of temporary employees, you'll have the option of going on a recall list for a permanent position. In the 12 months following your departure or your placement on the list of temporary employees, if a permanent position opens up in your job title, the employer is obliged to offer it to you.
- Your union contact on the committee is the best person to answer your questions. Don't be shy to contact them if you have doubts or concerns. They're there to work with you throughout the process.

Keep calm and carry on.

OUR NEW WEBSITE IS ONLINE!

Our new, fully revamped, site is online now. You'll find links to contact your union rep, consult the collective agreement and find out about union life at STTRC.

It's all here: sttrc.ca

CANADA LIFE



Did you know that our insurer has a dedicated direct telephone line to answer questions from CBC-Radio-Canada employees?

To reach it, dial 1 877 340-9082.



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OUCH! THE MISADVENTURES OF JOSETTE BLO

A fictional tale that could come true near you



It's a normal day for Josette Blo. She has a lot of work in front of her. Her colleague isn't in, so she has to work twice as hard. She's in a hurry, thinking of something else, so Josette doesn't notice the box that is sticking out from the shelf. She gets caught on it and falls onto her knees. She's a bit embarrassed, and she gets up and keeps going. There's no time to fool around. There's work to be done.

As the day goes on, Josette's knee bothers her more. No worries, Josette has two days of vacation ahead of her. She'll rest up and everything will be fine. After her time off, Josette knows that her knee isn't completely cured, but she gets ready to go to work anyway. She doesn't want to stay home. Her team is counting on her. As she limps to the bathroom, Josette dances around to avoid stepping on the paw of her cat, who is demanding its breakfast, and she feels intense pain in her leg. She can barely walk, so she decides to go to the clinic. Diagnosis: a tear, off work, physio and possibly an operation if the leg doesn't heal properly.

Josette submits a claim for a workplace accident. After a two-week waiting period paid at 90%, Josette is astonished when her request is refused. Josette appeals and crosses her fingers, hoping that she'll have an answer before too long. What could Josette have done instead? Here are the steps that Josette should have followed:

1. Josette should have told her supervisor that she'd had a fall and filled out an accident report the same day.
2. Josette should have seen a physician as soon as possible, whether her family physician or one at a walk-in clinic or, if it was the only solution, gone to the ER. When she saw her physician, Josette should have explained that she was there for a workplace accident and asked the physician to fill out the appropriate documentation indicating that the pain had occurred after a fall at work.
3. Josette should then have made a follow-up appointment with her family physician. Josette has the right to be treated by the physician of her choice.
4. When her little waltz with Kitty made her knee worse, Josette should have gone back to her physician and reported the wrong movement. This would be considered to be an aggravation of her workplace accident because Josette documented her fall properly when it happened.
5. When her local health and safety committee called Josette to investigate, she should have cooperated and explained what had happened. Thanks to the information supplied by Josette, the committee would have had the shelf in question tidied up and requested better lighting in the area so that no one else will get hurt.

Don't be like Josette. When you injure yourself, whether it's a cut, a bump on the head, a burn, or anything else, report it and see a physician rapidly.

DISTRIBUTION OF THE PENSION FUND SURPLUS

We're progressing very slowly, but at least we're not going backward

No, the cheques aren't in the mail... and they won't be for a long while. But we can hope to see what we're owed by the summer. So, here is the latest news.

We (the four unions and the Association des retraités) met with an actuary, the big boss of Finance and Marco Dubé, one of the Vice-Presidents of CBC/Radio-Canada. The figures we had received were confirmed. The 20,000 contributors, retirees and rights holders will share \$130 million. That's the surplus for 2021 and 2022, capital and interest.

Now we're waiting for the green light from the Office of the Superintendent of Financial Institutions, the guardian of healthy management of pension funds in Canada. The good news is that we meet the conditions required, that is, two thirds of all these people are in agreement to distribute this surplus. We should receive a second communication soon, if it hasn't already come out. After that, there'll be a period of 30 days for comments from any of the parties. Only after this period will the Superintendent authorize the managers of the pension fund to proceed with the distribution. In any case, 40 days have to go by between the green light from the Superintendent and the time the cheques are issued. Realistically, we can hope to receive what we are owed late this spring or early this summer.

Each person's share is calculated based on their total contribution to the fund, so it will vary from one person to another. Some will receive a few hundred dollars, others a few thousand. Finally, it's already been decided that we'll receive our share of the surplus in our pension fund for 2023, a sum of around \$53 million. For those who love financial details, on December 31, 2022, our fund had a capitalization rate of 156.6% and a solvency rate of 119.4%. Legislation stipulates that Radio-Canada has to declare a contribution holiday when the fund reaches a capitalization rate of 125% and a solvency rate of 105%.

