



## RADIO-CANADA NEEDS TO GET ITS GROOVE BACK

During the GM on June 8, the union submitted to the membership the employer's invitation to talk. But the mandate is quite clear. Discussions will involve three priorities: closing the wage differential, trying to complete arbitration on accumulated grievances and setting up labour relations committees in Montréal.



This offer to resume discussions was made because everywhere, from Rimouski to Québec City, from Trois-Rivières to Moncton, from Montréal to Rouyn-Noranda to the Saguenay, in every one of our sections, you've acted. They've heard how dissatisfied we are. Now we're waiting to see what concrete proposals will be on the table.



In recent months, in recent years even, working conditions at Radio-Canada have been getting worse. Many of our colleagues have chosen to leave to seek better opportunities elsewhere, and for many reasons. The uncertain climate, the feeling of not being recognized or appreciated at work, crazy schedules, fuzzy perspectives, early retirement, or the desire to find something better before losing their jobs...



Radio-Canada is having trouble retaining its talents: young, less young or experienced. The Crown Corporation is no longer the employer of choice – and enviable – that it used to be. Failures in the payroll system are contributing to the dissatisfaction. So are hitches in the collective agreement, such as money owed but unpaid and inequitable favoritism in some departments. The payment of “meal allowances” that affected a little over 430 employees on the May 13 pay is just the latest digital screw-up.

We're going to talk, but let's keep alert in all solidarity.



### On the next pages:

- ◆ Your new bargaining committee
- ◆ Colleagues paid below the minimum wage
- ◆ Volunteer collaborators
- ◆ New payroll problem
- ◆ Lots of representatives at the FNCC Convention

# YOUR NEWLY-MINTED BARGAINING COMMITTEE

During the AGM on June 8, STTRC members also elected a bargaining committee that will start work a few months before the current collective agreement expires. We asked them to introduce themselves.

## Maxime Corbeil



I'm 34 years old and I'm a permanent studio cameraman in the General Television section in Montréal. I started my career at SRC in 2010 as a temporary assistant technician after studying Television Production at the Jonquière CÉGEP. I've been a shop steward for my sector since 2021, as well as being involved with various STTRC committees. By the very nature of my work as a technician on a TV set, I know how to listen, to understand and to weigh the relative importance of issues, while at the same time enjoying trying to find the best solution possible.

## Julie Maltais



I've been a technician for Radio-Canada for 27 years, in four different trades, and I've had an opportunity to work with dedicated people in a number of sectors. Equity and justice are what motivate me to accomplish the mission you have confided to me. A listening ear, empathy and involvement are my tools for being a useful member of the bargaining committee.

## Precilla Morasse



As an assistant producer for nine years and shop steward for one year, and now as a proud member of the next bargaining committee, I promise to listen to your needs and ideas, to be a fighter at the bargaining table and to be transparent with you. I'm spurred on by pride and highly motivated, and I'm going to fight for more money, more equity, better job security and less disparity. I'm eager to meet you, to listen to your frustrations and to discover your daily lives. Thank you for trusting me to represent you in the next negotiations. See you very soon!

## Sophie Pelletier



Photo: Hugo Côté

I'm a subtitler in Montréal and I'm delighted to be taking part in the next negotiations. My history with the union started in 2012, the first time I was on a bargaining committee, and I'm back for a fourth time. I'm happy that you've trusted me again, but above all to be able to share with the members the benefits of my experience and of my knowledge respecting both our various trades and Radio-Canada's management, as well as the far-too-complex inner workings of negotiations. Management had better hold on to its collective hats: we're already primed for action, and we haven't even started yet! Let's get what is coming to us (\$\$\$) and speak with one voice to get some R-E-S-P-E-C-T!

## Jean-François Nadeau



I've been a journalist in Québec City for around twenty years and a shop steward for fifteen. Since 2019, I've been the member of the Executive responsible for disputes and grievances. I'm also responsible on an interim basis for labour relations. I know the collective agreement from one end to the other, as well as the different problems that arise from it. Daily I represent people from every station. Since in the past I've worked in minority-language situations on radio, television and the web, I'm aware of the needs of my colleagues, no matter what sector they're in or what their job title is. I've also been a researcher, line-up editor, assignment editor, subtitler and teleprompter!

## Pierre Tousignant



I'm a line-up editor at the Sherbrooke station and have been an employee of Radio-Canada since 1998. I've been the President of STTRC since 2019 and Vice-President of the communications sector for the Fédération nationale des communications. The main job of a union is to negotiate a collective working contract, that's the nub of a collective agreement. The challenge is to ensure that everyone gets what they want.

Photo: Simon Séguin-Bertrand



## NEW PAYROLL PROBLEM

Meal allowances were added to the pays of over 400 employees. According to the employer, the error came from a wrong move in Workday. In some cases, 80 hours' worth of meal allowances were added! The overpayments on the June 13 pay ranged from a few hundred dollars to \$3000. They'll be recovered. We have to make sure that this happens according to the rules.

Radio-Canada's policy stipulates that for amounts due, a maximum of 10% of the regular net pay can be recovered. For debts between \$50 and \$2000, recovery can be spread over a maximum of 15 pays, while for amounts between \$2000 and \$5000, recovery can be spread over a maximum of 20 pays. The policy also states that in exceptional cases, agreements can be made with the employer to spread the payments over an even longer period.

## RADIO-CANADA COLLEAGUES PAID BELOW THE MINIMUM WAGE



The Union pointed out to the employer that since the minimum wage was raised to \$15.75 an hour on May 1, the first steps of the wage scales of our lowest-paid jobs are now below the minimum wage. This unacceptable situation affects four of our members. The employer assures us that this will be corrected.

Here's another example supporting an equitable wage increase in relation to the one awarded to employees in the rest of the country.

# OVER THIRTY STTRC DELEGATES AT THE FNCC CONGRESS

The 26<sup>th</sup> FNCC-CSN (Fédération nationale des communications et de la culture) Congress was held from May 28 to 31, 2024, in Shawinigan. As STTRC is an affiliate, the Congress was an opportunity to get together with other unions in the media and culture sectors to discuss the concerns of the Fédération's member unions, current issues and the challenges we expect to face in the coming years. On the menu at the Congress: artificial intelligence, electronic surveillance, questions of wage disparity and uncertainty that have filtered into our collective agreements over the years and ways to counteract them. We also discussed the Fédération's campaign on local information: Information is a public good. The Congress delegates supported this campaign by reminding the Minister of Culture and Communications the importance of local information.



A Congress is always a golden opportunity to strengthen the ties between the unions that make up the Fédération, to network and to create alliances. STTRC was very well represented, with around thirty delegates. Attendees participated in STTRC's payday action campaign by also making a human chain. It warmed our hearts to be supported by the Congress as a whole in our very own campaign.



The Congress was also where we elected our Fédération representatives for the next three years. The new Executive is made up of Annick Charrette (Syndicat général des employés(ées) de Télé-Québec), Pierre Tousignant (STTRC-CSN) and Karine Tremblay (SEE de la Tribune), who were all elected to a new mandate. The new members of the Executive are: Jean-Philippe Bergeron (Syndicat des travailleuses et des travailleurs de Copibec et de l'UNEEQ), Mathieu Fraser-Lasnier (Syndicat des employés-ées de RDS) and Maxime Sarrasin (Syndicat général de la radio).



Photos: Simon Séguin-Bertrand

## VOLUNTEER COLLABORATORS UNACCEPTABLE BEHAVIOUR BY RADIO-CANADA

ON AIR



The Syndicat de travailleuses et travailleurs de Radio-Canada vigorously opposes the employer's lack of respect for Letter of Agreement 16 concerning collaborators. It appears clearly that a large proportion of them still do not have a hiring contract and are working on a volunteer basis.

In response to this concerning situation and faced with Radio-Canada's inability to provide us with a full list of these employees, the Union has begun to make a thorough census of all collaborators. This audit is aimed at determining who among them are in good standing and have signed a contract that meets the provisions of Letter of Agreement 16.

Once the portrait is complete, the Union will demand that the employer take immediate corrective measures. We won't tolerate these unjustified disparities any longer. Radio-Canada has to respect its commitments to all its collaborators, with no exceptions.

## APPEALS OF SENIORITY STATUS REJECTED

Many of those who appealed their seniority status have had their appeals rejected by the employer. Radio-Canada is holding to the text of the collective agreement, which states that only a modification made in the last year may be reviewed. If you believe that your situation is exceptional and should be reviewed anyway, contact the Union at the following address:

**[anciennete@scrc.qc.ca](mailto:anciennete@scrc.qc.ca),**

with details.