

## A WINNING MOBILIZATION, A **LUCRATIVE** NEGOTIATION

The strong, noisy and visible mobilization this spring allowed us to obtain the same increases as our ROC colleagues. The salary increase of just over 5% in 2024 and a minimum of 1.5% in 2025 is what the Guild signed. It is the victory of the mobilization of members during the days when we "celebrated" our paychecks.

The results of this express operation: a minimum of more than 6.5% over two years. We can be proud of ourselves. In all stations in Quebec and Moncton, STTRC members came out to denounce the unfair treatment between us and our colleagues from the rest of Canada. In Montreal, two Thursday Paydays were marked by a concerto of rattles, cowbells and whistles in the atrium, performed by an orchestra of a few hundred members

Add the work of the people of the CSN, among others the graphic designers (damn beautiful signs and a lemon macaron worn proudly), people from union (communications, etc.), our advisors from the Federation and all of you have the ingredients of an operation carried out smoothly.

The heart of our discontent was a difference of 5% between us and CBC/Radio-Canada employees in the rest of Canada. And this gap will soon be a thing of the past. It must also be said that the tone at the table was non-confrontational, but gave rise to frank and open exchanges where everyone sought areas of acceptable compromise.



### EXTRAORDINARY GENERAL MEETING : SATURDAY SEPTEMBER 28th, 2024

You are invited to participate in an extraordinary general meeting by videoconference as of 9:00 a.m. on Saturday September 28, 2024.

- SUBJECT**
- adoption of the letter of agreement providing for salary increases in 2024 and 2025,
  - extension of our collective agreement until March 31, 2026,
  - establishment of labor relations committees in Montreal,
  - mediation-arbitration operation concerning grievances regarding the interpretation of our collective agreement

You will receive an official notice of meeting by email, with instructions for registering for the extraordinary general meeting.

What was non-negotiable: obtain 5% retroactive to April 1, 2024. As the agreement in principle provides for an extension of the collective agreement until March 31, 2026, it will have to be voted on at an extraordinary general meeting which will be held on September 28. The goal is to sign on September 30.

One last detail: everyone who left CBC/Radio-Canada between April 1 and September 30 will receive their share of retro. We don't leave anyone behind. This agreement shows to what extent solidarity pays off and that, sometimes, all it takes is a few musical bars of a disturbing concerto to win your case.

MONTRÉAL



RIMOUSKI



TROIS-RIVIÈRES



SHERBROOKE



Thursday 2nd may

Thursday 16th may

Thursday 30th may

Thursday 13th june

QUÉBEC



SAGUENAY



MONCTON



ROUYN-NORANDA



### See following pages :

- What the agreement in principle provides
- Meeting with Minister St-Onge: plea for the survival of CBC/Radio-Canada
- Pension fund, surplus sharing continues
- New delegates

# ...WHAT'S IN THE AGREEMENT IN PRINCIPLE

Remember that our requests were:

➤ OBTAIN 5% ON APRIL 1, 2024, THUS THE SAME SALARY INCREASE AS THE ROC;

➤ IMPLEMENT LOCAL LABOUR RELATION COMMITTEES (LOCAL "CRT") IN MONTREAL AS WAS ALREADY THE CASE IN REGIONAL STATIONS. AGREE ON SOLUTIONS TO REDUCE THE HIGH VOLUME OF GRIEVANCES ON THE INTERPRETATION OF THE COLLECTIVE AGREEMENT STILL ONGOING.

**We can affirm that the agreement in principle obtained on September 10 is in all respects consistent with the mandate entrusted to us.**

Very early on during the talks, Radio-Canada management announced to us its intention to link an increase in the April 1, 2024 increase to a one-year extension of our current agreement, which is scheduled to expire in 2025.

Thus, the parties agreed on the following points:

- In addition to the 2.25% increase granted on April 1, 2024, the employer is adding a new increase of 2.75%, entirely retroactive to April 1. By compound effect (the 2.75% increase applying to salaries already increased by 2.25%), this is therefore an increase of 5.06%. Variable bonuses, such as overtime and night bonuses, will also be increased by 2.75%, between April 1, 2024 and the date of signing of the agreement. Evil tongues will say that it would have been difficult to program Workday otherwise, but hey, this time, we won't complain.
- The collective agreement is therefore renewed for a period of one year; the expiry date of this new agreement is March 31, 2026;
- A salary increase of 1.5% is granted for the year 2025-2026 and will be paid starting March 24, 2025;
- In the event that the increase in Treasury Board funding is greater than 1.5%, the parties will resume discussions.

## SALARY INCREASE

These committees ("LRC") encourage discussions between delegates and local managers to find solutions to the issues raised, whether they relate to the application of the collective agreement, the organization of work or the work climate.

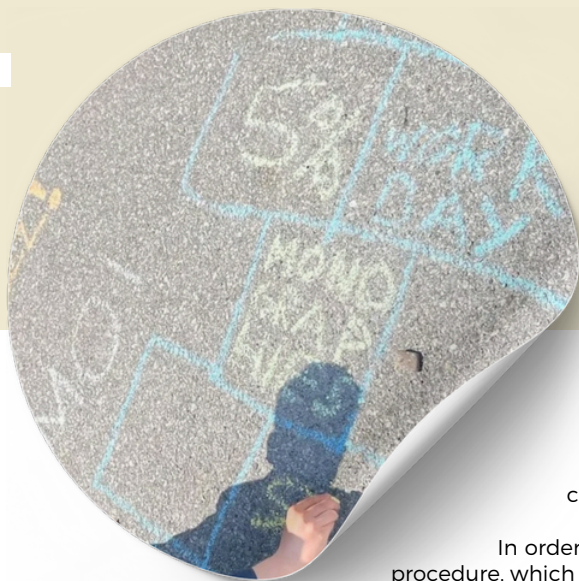
This agreement provides for the following elements :

- The formalization of local LRCs in stations outside Montreal as well as the creation of an LRC in Sept-Îles .
- The creation of a local LRC pilot project in Montreal

In Montreal, due to the very large number of employees, local LRCs will be set up, for the next year, according to the following groupings :

### Grouping 1:

- CBC-Montreal
- Information and news
- Production
- Radio and audio
- General television



### Grouping 2:

- Communications
- Finance and strategic planning
- Media infrastructure and technologies
- Revenue and media solutions
- Digital Services

## LOCAL LABOR RELATIONS COMMITTEES FOR ALL STATIONS



Due to their non-priority nature, hundreds of grievances never reach arbitration. This is the case, in particular, for all grievances relating to inter-unit projects, non-compliance with job descriptions or with regard to arbitrary requirements and criteria when posting certain positions.

In order to resolve this problem, the parties have agreed to the following procedure, which is divided into three stages:

- 1 A mediation process in the presence of the services of the Federal Ministry of Labor in order to try to reach agreements;**
- 2 Unresolved grievances are submitted to a mediator-arbitrator chosen by the parties. Based on the respective readings of the parties, transmitted orally and in writing, recommendations are made by the mediator-arbitrator. The parties can agree and follow the recommendation, or decide to continue the process towards arbitration;**
- 3 Grievances that cannot reach an agreement are subsequently submitted to a traditional arbitration process – however, they are treated as a priority, in the same way as disciplinary measures.**

## A PRE-ARBITRAL MEDIATION

We believe that such a pre-arbitration mediation procedure will finally allow a resolution to numerous disputes over the interpretation of the agreement that we have with CBC/Radio-Canada. What's more, the settlement of these files will prevent us from having to bring them back to the negotiating table each time the collective agreement is renewed. With the hope that future negotiations can be resolved within more acceptable time frames than those to which CBC/Radio-Canada has accustomed us in the past.

## MEETING WITH MINISTER ST-ONGE : ADVOCACY FOR THE SURVIVAL OF CBC/RADIO-CANADA

The Minister of Heritage, Pascale St-Onge, delivered a vibrant plea to CBC/Radio-Canada union members and launched a call for help to ensure the survival of the company. During a meeting with the presidencies of the four organizations, including the STTRC, the minister acknowledged that she has little time left to ensure stable and adequate multi-year funding; elections could be called as early as this fall.

The presidents of the unions present at Radio-Canada share this feeling of urgency, but they nevertheless pointed out to the minister that among the major obstacles are the current leaders of the company and their behavior. The payment of \$18 million in bonuses while the fire loomed over the public broadcaster illustrates this lack of lucidity quite well. This only gives a little more ammunition to those who are campaigning for "defunding" of CBC/Radio-Canada.

No one in the union ranks is fooled: cutting CBC means undermining Radio-Canada. The STTRC is in favor of a review by civil society of the mandate of the public broadcaster and is actively campaigning with the Fédération nationale des communications et de la culture (FNCC) and the CSN for a modernization of governance rules.

We reminded the minister that if she is prohibited from intervening in the management of the Radio-Canada, it is she who appoints the CEO and the members of the board of directors. She is also able to send messages about her expectations regarding the conduct of CBC/Radio-Canada executives.

## PENSION FUND : SHARING OF SURPLUS CONTINUES

After having paid us our share for the years 2021 and 2022, the managers of our pension fund are beginning the process to share the 2023 surplus. Basically, \$53 million plus interest which has accrued since January 1, 2024. But we will have to be patient, the inspector general of financial institutions, guardian of the sound management of pension funds in Canada, is once again asking that retirees decide individually before authorizing sharing. The good news: the answer will be valid for five years.

The payment of our share should therefore take place towards the end of winter 2025 or in the spring of 2025. And according to preliminary information, we could again share \$53 million between us for the year 2024. The conditional is in order, the managers will see the state of health of our fund at the beginning of 2025.

Why these surpluses? The excellent investment returns, on the one hand, and the fact that we still contribute to the fund despite the surplus. The law is thus made that we receive with the left hand a part of what we have poured out with the right hand. Since 2021, our fund has exceeded the maximum ceilings in terms of solvency and capitalization. The objective of a pension fund is to... pay pensions, not to build up a nest egg. It is not a savings vehicle. From this arises a limit to the possible surpluses and the obligation to share them if this is exceeded.

## OUR NEW DELEGATES

### ÉRIC MARAPIN Substitute, admin support. and production

I have been at Radio-Canada since 2018. First a year as post-production coordinator at TOU.TV and currently broadcast acquisition agent for 4 years. I have been an Avid editor for 33 years, in drama and documentary. Married, two children and grandfather! I was a delegate with AQTIS to help members. I showed up to help people who need assistance and listen to their situation. And I could guide them to find resources, as others have done for me.



### VINCENT DUMONT Delegate, Quebec

Let me introduce myself, Vincent Dumont, advanced maintenance technician - isolated locations. For 23 years at "Emitters" at Radio-Canada, I have seen many situations of expansion and contraction over budgets, year after year. But one thing is certain, it is that you all put your heart into your work and give the best of yourself in order to provide quality service. So I will do my best to help you through your challenges. My global vision of Radio-Canada and my contact with the regions allow me to have a different perspective on the problems encountered.

Looking forward to collaborating together!

