



JOB ASSESSMENTS STATE OF PLAY

When signing the first post-merger agreement, in 2018, the STTRC and the Employer agreed on a review and re-evaluation of the job descriptions, as well as the establishment of a system for evaluating jobs.

Why revise?

Almost all of the job descriptions date from 2005, and some from 1995. They no longer always reflect the tasks carried out and must be modernized. An effort at uniformity is necessary since the job descriptions were written differently by the SCRC, the STARF and the SCFP.

Why reassess?

The exercise consists of drawing parallels between different job titles. Securities are rated against each other using an objective tool including several evaluation factors.

How many titles?

Post-merger, the STTRC brought together 285 job titles, several of which are no longer occupied. A reduction and regrouping exercise was carried out. Important: reduction in the number of job titles is not synonymous with reduction of positions.

Where are we today?

As of October 2024, the vast majority of job titles have been written and both parties agree on the content and several texts have already been translated. There are less than ten job descriptions left on which there have not yet been discussions and another ten on which discussions are still ongoing.



What a job description does

Job descriptions are used to specify the tasks that are or can be performed for each job title. The tasks and descriptions are written in a clear, simple and concise manner.

What a job description does not do

A job description does not provide an assessment of the quality of the work or the people who occupy the jobs. The job description is not used to assess the person's workload. If you are overwhelmed, you can refer to the Workload Committee.

And what about salary?

Salary is the last part of the job evaluation exercise. The joint committee will produce a grid composed of groups and levels. The job categories will be classified according to the score obtained after analyzing all the factors listed in the evaluation tool. No employee will suffer a reduction in salary as a result of an evaluation process or a change in the evaluation system. **As for setting the salary grids, this portion will probably be discussed at the negotiating table if the committee cannot reach an agreement before...**

See following pages :

- Salary increase : when and how
- Radio-Canada/CBC disability form
- Your delegates in action
- New delegates

YOUR DELEGATES IN ACTION

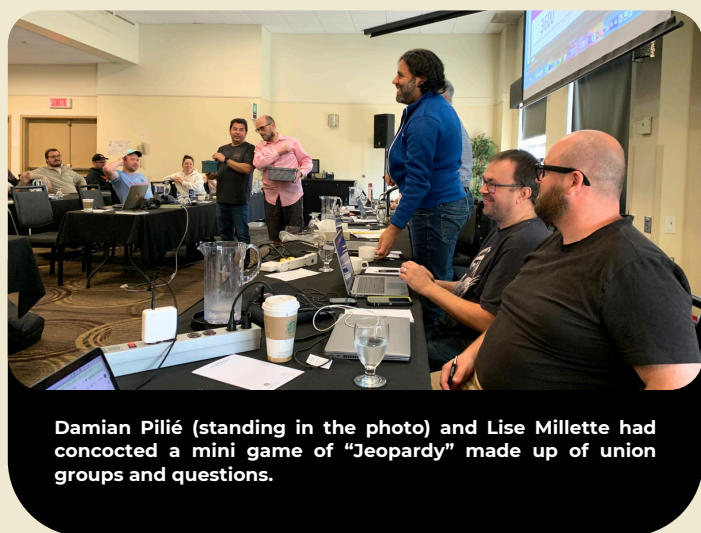
A PRODUCTIVE MEETING BETWEEN ELECTED OFFICIALS

The STTRC delegates and executive members met for two days of exchanges, training and discussions in Drummondville at the beginning of October. The primary interest is to get to know each other, as there are departures and arrivals every year. It is above all an opportunity to update our knowledge, to set some goals for the coming year and yes, to take a little time to fraternize.

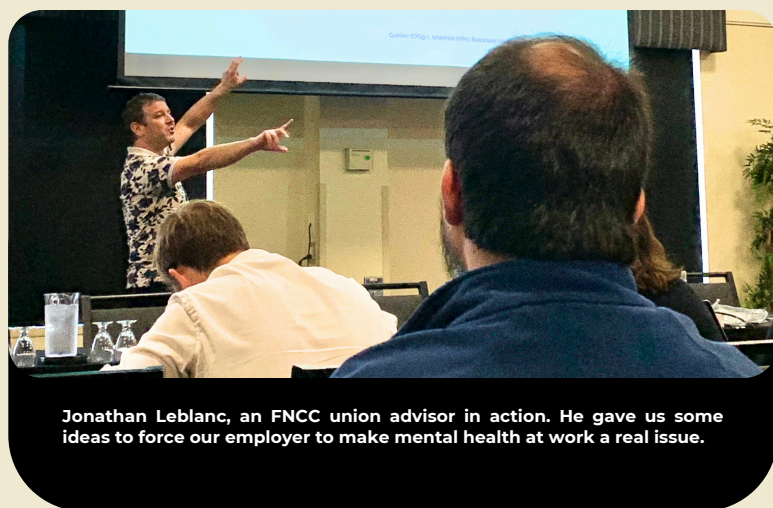
The first day was devoted to more formal discussions, including on job descriptions and a form to report work overload. We now have, under our agreement, a recourse to report our workload overload. Your delegates can help you complete the Workload Committee form, do not hesitate to consult them.

During the second day, we discussed mental health and employer strategies to make us solely responsible for it. But using the EAP, eating well, exercising, sleeping well, not smoking or consuming alcohol and drugs (pot is legal after all...) in moderation only count for very little in the equation. The workplace, the organization, the overload, respect and recognition are the main factors that have an impact on our mental health. Information and mobilization were also discussed, the bread and butter of union action. How to properly inform members about labor relations in their environment, then how to mobilize strategically to obtain the expected results.

Here is a photo review of this annual meeting between elected officials.



Damian Pilié (standing in the photo) and Lise Millette had concocted a mini game of "Jeopardy" made up of union groups and questions.



Jonathan Leblanc, an FNCC union advisor in action. He gave us some ideas to force our employer to make mental health at work a real issue.



Studious delegates and lively debates.



François L'Écuyer, CSN union advisor, explaining the mobilizing effects of a good communications plan.

THE SALARY INCREASE

WHEN AND HOW

Following our general meeting on September 28, Radio-Canada management asked Shared Services to adjust our salaries and prepare for a retroactive payment. The salary scales will be adjusted based on an addition of 2.75% to our current salary, which already includes a 2.25% increase, which will bring our total salary increase to 5.06% on April 1, 2024. As for the retroactive payment, it will cover the period between the changes to the current scales and April 1, 2024.

Remember that this retroactive payment covers the base salary and all percentage bonuses (overtime, overtime buyback and other inconvenience bonuses). The retroactivity to April 1, 2024 also concerns all those who have left CBC/Radio-Canada since then. The union office will work over the coming weeks to set up local labour relations committees in Montreal and to prepare the pre-arbitration mediation operation.



CBC/RADIO-CANADA DISABILITY FORM

WHY IT'S IMPORTANT FOR YOUR DOCTOR TO FILL IT OUT

People are contacting the STTRC Health and Safety Committee saying their doctor refuses to fill out the CBC/Radio-Canada disability forms. It's important to remember two things :

1. Discussions are underway in Quebec to reduce the forms and paperwork that doctors have to provide, but it's still in the bill stage.
2. The CLHIA, an association of Canadian insurers, has reached an agreement with doctors to use a standardized form that applies to civil servants, among others, but this agreement does not cover companies that, like CBC/Radio-Canada, act as their own insurer. For short-term disability, you might think that Canada Life is the one that insures us; however, they are only hired to handle the paperwork. As a self-insurer, CBC/Radio-Canada has the right to use a home-made form.

So, if your doctor refuses to fill out the CBC/Radio-Canada form, you must insist and make him or her understand that your employer manages short-term disability itself, and is therefore not covered by the agreement with the insurers. If you are unable to have a CBC/Radio-Canada form filled out, you expose yourself to the possibility that your income will be cut by CBC/Radio-Canada until they receive the requested form.

The STTRC enthusiastically supports the doctors' requests to reduce unnecessary paperwork and forms and we are challenging the employer's practices, along with the other unions. While waiting for the file to progress, do not be caught between a rock and a hard place, insist that your doctor fill out the required form.



OUR NEW DELEGATES

ISABELLE LAROSE Gaspé-Carleton

I have been employed by Radio-Canada since 2013. During my first years as a term employee, I held several positions at the Matane station, including columnist, radio desk editor, researcher and producer. Since 2020, I have been a permanent multiplatform journalist at the Carleton-sur-Mer station, with the mandate to cover the Baie-des-Chaleurs and Îles-de-la-Madeleine region, on TV, radio and the web.

I am particularly concerned about the growing workload and the multiplication of platforms and formats to "feed", and this is what prompted me to get involved in the union.



SÉBASTIEN SERGERIE Gaspé-Carleton

I started working at Radio-Canada in 2001 as a transmission maintenance technician in Quebec City. In 2006, I moved to Matane to keep my job and finally get my permanent position, after more than 5 years of full-time work. In 2012, I was relocated to Gaspé and I have now been working as a chief transmission maintenance technician for a few years now.

I decided to get involved as a delegate in my union to defend our rights as employees and to contribute to improving our working conditions.

