

RECOVERIES : EMPLOYER IS NEGLIGENT

Workday errors that lead to recoveries of funds are multiplying, to the point of causing not only anger, but also distress, anxiety and sick leave among employees.

The latest in the running : a recovery concerning overtime, paid twice, between October 15, 2022 and February 26, 2023. The error affects more than a thousand people! It's indecent!

This new slippage poses additional challenges since it involves recovery on taxable remuneration paid over two tax years. How do we ensure not only the accuracy of the debt, but also a fair recovery and reimbursement of the overpaid tax?

Among the employer's responsibilities, there is that of adequately remunerating employees as well as providing a healthy and safe workplace. Clearly, these two responsibilities are not being assumed here.

For many, this announcement of another recovery, received on December 4, was the third or even fourth in a few months. There are limits to making mistakes and to only employees suffering the consequences.

We are evaluating our recourses to contest these serial errors. We can agree that the employer can make them, but when they become management practices, we must denounce its incompetence and seek compensation for the harm caused.

As a reminder, here are some other examples of Workday errors that have led to recoveries in recent months : a little over 400 people had dozens of hours recovered for displaced meals that had been added by mistake and overpaid.

In some cases, more than 90 hours were recovered. The employer even recovered entire paychecks, not even respecting its own policy!

Also, recoveries were made gross and not net. The amounts reimbursed were higher than the amounts deposited. Fortunately, this has since been corrected.

A hundred people also received for months the salary bonus paid to employees who did not have access to benefits, even though they were eligible for them. This error caused recoveries.

Individual bonuses, not linked to salary, were also overpaid.

MONCTON COLLEAGUES IN MOURNING



The Moncton station is in shock after the sudden death of one of its cameramen. Here is a little note that his colleagues sent us :

"Gilles Landry had been a photographer, but he considered that working as a cameraman JE at Radio-Canada was his 'dream job'. He started in 2009 as a relief and he had been the 'weekend guy' for a few years. Always in a good mood, he said hello to everyone. He was always welcoming to new journalists, he liked to help them find their place and share his experience with them. He published his 'bureau du jour' almost every day, a photo or two from his filming location, especially on the road. His wife, Nathalie Lemay also works at Radio-Canada Moncton, as a subtitler and assistant producer. They worked together on weekends.

In short, a good guy, a good colleague, a good friend and a good worker." Nathalie and your colleagues in Moncton, you are not alone. Your grief is shared by the 2,800 members of the STTRC.



The amounts to be recovered range from a few hundred to a few thousand dollars.

And these are just a few examples...

These repeated blunders undermine employees' trust in the employer. In addition, it is practically impossible to verify whether the amounts "mentioned" are the correct ones and that the calculations are valid.

There have been many calculation errors in the past and the traceability of transactions is difficult to do, if not impossible for most employees.

The statements produced by Workday are also very difficult to understand because the information is not clearly indicated.

We demand, in the name of the psychological and financial health of our members, that all this stop immediately! And above all, that CBC/Radio-Canada admit and take responsibility for its mistakes. Fed up with paying the price for Workday's blunders.

See the following pages :

- Job descriptions: consensus is emerging
- "Information, a public good", the battle is engaged against information deserts
- A new agreement signed
- Rest and end-of-year celebrations

JOB DESCRIPTIONS : CONSENSUS IS EMERGING



Your elected officials discussed the members' findings and opinions following the consultation on changes to our job descriptions requested by management. A first discussion, but certainly not the last.

In a more or less formal manner, we undertook to consult the members of the STTRC during the fall on certain problems that are already beginning to be raised in the context of the work of the joint job evaluation committee.

Let us recall that this committee aims first and foremost to dust off the descriptions of the tasks normally performed by the holders of the various job titles necessary for the smooth running of Radio-Canada operations. Since some job titles have not been reviewed for over 15 years, it is normal to tackle them.

But beyond this update, Radio-Canada management would like to take advantage of the opportunity to broaden these descriptions in order to promote versatility, flexibility and multi-tasking. An objective that blurs the boundaries of the tasks that we know.

What do the main incumbents concerned think? These cameramen who are asked to ask questions and these journalists who are asked to take images from their phone? This was the meaning of the consultation conducted by the union council delegates with the various work teams.

The findings of this consultation were shared with the delegates of all the stations during a special session of the union council in November. Here are some consensuses that emerged :

➤ "TO EACH THEIR OWN JOB"

If people have studied in a field and have been able to develop expertise during their career, it is out of professional interest. No one should be forced to perform tasks when they do not feel fully competent, at the risk of causing stress and overload. All the more so since the expansion of the tasks of some risks jeopardizing the jobs of colleagues we cannot do without.

➤ "WE ARE ALREADY OVERLOADED"

For the vast majority of STTRC members, management's desire to expand the scope of tasks is a reality that we can see and that carries the risk of seeing the workload increase.

A work overload undermines daily work and too often, the notion of multi-tasking often means adding tasks.

➤ "TRUST IN RADIO-CANADA IS AT ITS LOWEST"

The observation is brutal : almost no one trusts Radio-Canada and its managers to define what the "exceptions" could be. If one-off expansions based on imperatives were to be established, it would certainly not be with collective agreement clauses as vague as "according to needs" or "based on assignments," specify the STTRC members, who refuse to give the employer a blank cheque.

These findings received the general approval of the delegates present at the last union council. Other realities were also highlighted during the discussions that followed, including the variety of practices not only between major centres and regional stations, where multiplatforms are essential in the organization of work, but also between regional stations themselves, where the reality can differ from one place to another.

The union council members mandated the executive and the members of the joint job evaluation committee to continue the work while ensuring the interests of the members and the concerns raised by the consultation. While dusting off the job descriptions is a necessary step, we should never let Radio-Canada management take the opportunity to blur the boundaries of tasks between distinct professions that are essential to our operations.

Finally, the union council was of the opinion that these findings and consensus would benefit from being widely shared with STTRC members.

➤ "IT'S THE QUALITY OF THE NEWS AND THE STANDARDS OF THE CROWN CORPORATION THAT ARE AT STAKE"

Radio-Canada workers are clear : they have professional, ethical and professional obligations to respect in the context of their duties, which largely determine the quality of the news at Radio-Canada. Whether in terms of image and sound quality or compliance with journalistic standards and practices, the mixing of functions and their interchangeability will be to the detriment of the quality of the news.



Even during breaks, discussions continued. Cleaning up job descriptions, sometimes 20 years old, is not easy and raises many questions.



A NEW AGREEMENT SIGNED

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

It was a short and profitable negotiation, the agreement is now signed. We received our increases and retroactivity, without errors this time... Remember that Radio-Canada offered us 2.25% for 2024; we wanted 5%. Two months of sometimes noisy and artistic demonstrations later, the employer agreed to review these figures. Three meetings were enough to get what we were asking for. We now have an agreement in effect until March 31, 2026.

In the meantime, there are three important events: a federal election, the start of negotiations on the revision of our salary scales, and the establishment of a real policy on gender pay equity. We will also have the opportunity to renegotiate our increase on April 1, 2025. Not to mention the inauguration, on January 3, of the new CEO of CBC/Radio-Canada, Marie-Philippe Bouchard.

We will use 2025 to prepare for the next negotiation. Your representatives on the executive, the union council, and the negotiating committee will call on you to ensure that our demands are in line with what we want.

This new agreement is proof that mobilization pays off.

“INFORMATION, A PUBLIC GOOD” THE BATTLE IS ON AGAINST INFORMATION DESERTS



The Fédération nationale des communications et de la culture (FNCC-CSN), of which the STTRC is a member, has undertaken a tour of several regions of Quebec to talk about the precariousness of the media and the growing media deserts. Let's be clear, a community without media is a community that disappears.

Local and regional media are particularly affected, and their disappearance means the loss of a place for meeting, debate, information, a place where people are witnesses to the vitality of communities.

The FNCC put forward 5 requests :

- 01 **STRENGTHEN THE PAYROLL TAX CREDIT TO EXTEND IT TO ELECTRONIC MEDIA**
- 02 **AN RECURRING FUND “INFOFRAIS” TO SUPPORT NEWS**
- 03 **DOUBLE THE TAX CREDITS FOR THE PURCHASE OF ADVERTISING FROM A NEWS MEDIA**
- 04 **IMPLEMENT A REAL GOVERNMENT POLICY ON ADVERTISING PURCHASES**
- 05 **“MY CITY” SUPPORTS LOCAL NEWS**



In Abitibi-Témiscamingue, we are starting to see communities without local media. The situation is more than worrying, as some media are struggling to survive. The presence of the media is also a way to strengthen a sense of regional belonging.



In Sherbrooke, about thirty guests responded to the invitation : elected officials from Quebec and Ottawa, but also people from the cultural, business, community sector and media bosses sectors. One observation: a community without media is a community that is crumbling.

Six meetings were held in Rouyn-Noranda, Sherbrooke, Rimouski, Quebec, Trois-Rivières and Gatineau.

In total, nearly 130 representatives of groups, municipal, provincial and federal elected officials, Chamber of Commerce leaders and media bosses agreed to discuss. All welcomed the FNCC's requests and, in some cases, added their regional touch. In Rouyn, municipal representatives announced that they wanted to add local media to their local purchasing policy or to reach agreements for an annual advertising purchase amount. Furthermore, even though they had all been invited, the bosses of Radio-Canada's regional stations were conspicuous by their absence.

This noted and underlined absence is all the more surprising and, above all, disappointing when we remember to what extent CBC/Radio-Canada's leaders insist on the importance of “regional anchoring”.

The tour will continue in 2026. If a healthy and plural press is important to our bosses, let's hope that their presence at such meetings will be one of their priorities.

REST AND END-OF-YEAR HOLIDAYS

The union offices will be closed from December 23 to January 6. For all those who can, take advantage of the end-of-year celebrations to stock up on rest, laughter and smiles. And to those who will "hold down the fort", we will be thinking of you.

2024 will have been a year that was "entertaining" to say the least. 2025 promises its share of twists and turns. With its 2,800 members, the STTRC is a great union, let us be proud of it.

On behalf of all elected officials, have a happy holiday season.

RECOVERY MISCONDUCTS WE'RE MAKING NOISE!

In all stations, the collection blunders have generated a lot of frustration among employees.

On December 13, the mobilization committee invited members to gather during lunch hour and make noise to denounce the negligence shown by Radio-Canada. The goal was to be seen and heard loudly by Ottawa, where the payroll errors originate. Once again, the members of the STTRC were there!

Here's a look at what happened in different cities.



In Rimouski, the rattles and cowbells were heard!



In Montreal, the atrium once again resonated to the sounds of a festive hurley-burly.



In Trois-Rivières, low faces that speak volumes...



In Rouyn-Noranda, we would like to sweep away all the problems generated by Workday.