

CHANGES AT RDI DETAILS AND SCREW-UPS

The hastily revised programming at RDI came into effect on Monday, January 20, 2025.

Remember that the day on the air now begins at 6:00 a.m. and that the afternoon is limited to two 2-hour shows; no more continuous news module (MIC). Once again, our colleagues have worked hard to ensure that these changes, sometimes poorly put together, have no impact on the air. On the editorial level, priority is now given to topics with an economic or political dimension. Management repeats that the field teams, from the Atlantic to the Pacific, will always have their place on the air, but many doubt it. They fear that the reflex will be to turn to analysts, commentators or specialists.

This would make RDI a carbon copy of LCN, enough to give ammunition to those who want a drastic reduction in funding for CBC/Radio-Canada. The next few days and weeks will tell us if these fears are justified.

Some impacts: it is the end of unused meal breaks for some technicians, a schedule that allowed for an early departure. Their presence at work will last 9 hours (7 hours 30 previously), their shift worked going from 7 hours 30 to 8 hours.

The teams, including the morning broadcast team, are so reduced that many are wondering how they will be able to take time off for the two 15-minute health breaks. Already, taking time off to go to the bathroom is complicated. These issues should not fall on the shoulders of employees. These are health and safety issues, and it is up to managers to provide a healthy work environment.

The same goes for the production rate, which must remain decent. Everyone's vigilance is required. We have a solid network of delegates at the union, do not hesitate to consult them or inform them of any situation that seems abnormal to you.

We note the disappearance of a national assignment editor position, an assignment assistant but, oh surprise, the addition of a management position. And some term employees find themselves with shortened work weeks. A few clarifications: there is no minimum employment level, so management can play with the workforce; the main bulwark is the existence of provisions in the agreement to denounce work overloads (article 69). Furthermore, term employees are not guaranteed a minimum number of work hours. Their function is to replace permanent employees or to fill extraordinary needs.



OVERPAID OVERTIME RECOVERY POSTPONEMENT

The employer informs us that recoveries for double-paid overtime will not begin, as planned, on February 6.

The recoveries concern amounts overpaid for the period between October 15, 2022 and February 26, 2023. Shared Services was supposed to contact all those concerned at the beginning of January, which has not been completed.

Several employees tried, in vain, to contact Shared Services to point out an error or to request that the payments be spread over a longer period. After being contacted by the union, Shared Services checked and some date errors were discovered in reports provided to employees. The day and month formats were reversed. The documents were corrected, which caused additional delays in processing the recoveries. Shared Services should soon begin the process of communicating with each employee to explain the terms of the recovery.

The employer assures that under no circumstances will a recovery be made without a personalized email being sent to the employee informing them of the amount and terms of the recovery in question. The union will be closely monitoring the rest of this file. It is time for employees to stop suffering from Workday's mistakes!



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- Information deserts : The battle continues

2025, A YEAR OF TRANSITION AND TURBULENCE



Several events should make 2025 a year with a surprising taste...

Since January 3, we have a new CEO, Marie-Philippe Bouchard, who was until very recently CEO of TV5 Québec Canada. She previously held several management positions at Radio-Canada for more than two decades.

She arrives at a pivotal moment in the history of the CBC. The federal elections could give us a Conservative government led by a leader who has repeated for several years that he wants to end public funding of the CBC. The survival of CBC/Radio-Canada would then be at the heart of our actions for the year, and probably for 2026. Already, the 4 unions present at CBC/Radio-Canada have agreed to coordinate their actions. We are working closely with the APS and the AR. Studies have been commissioned from two research institutes to better assess, among other things, the importance of the institution in the Canadian economic ecosystem.

We hope to be able to establish productive relationships with the new CEO and her team in what could be the biggest battle in the history of CBC/Radio-Canada. But of course, we will continue to aggressively pursue union affairs, because the agenda promises to be busy.

First, a mediation-arbitration operation is beginning and will take place before a mediator from the federal Department of Labour, then before a grievance arbitrator. More than 400 cases will be debated before him: disputes between us and management concerning the interpretation of clauses in our collective agreement. It is a major operation.

Then, the work of revising our job descriptions will continue throughout the year. The objective is still to arrive at a revision of the salary scales by the end of March 2026. The drafting of a policy on gender pay equity, which will come into force in March 2026, is monopolizing part of our efforts. This policy is a legal obligation that Radio-Canada is slow to implement. It requires the work of a committee made up of representatives from all components, union or not, and representatives from management.

2025 will also be a year of renewal of the mandates of your elected officials. First, all executive positions will be at stake, and elections will be called at the end of March; these are 3-year mandates. Then, in September, it will be the turn of delegates from all sections, and these are also 3-year mandates.

We will also launch, in the coming months, the preparation work for the renewal of our agreement, which expires in March 2026. We already know that with the revision of the salary scales and the implementation of a pay equity policy, our salaries will occupy an important place in the negotiations.

Finally, in the coming weeks, we should set up the labour relations committees in Montreal. These committees have existed for over a year in the regional stations and have helped improve life at work.

Through all this, the usual union routine. Will Workday be up to no good again? Not to mention all the other committees whose goal is to improve our life at work. Are you ready? Your elected officials are, so happy new year.



INFORMATION DESERTS THE BATTLE CONTINUES

The Fédération nationale des communications et de la culture (FNCC), one of the 8 federations of the CSN and of which the STTRC is a part, will continue in 2025 to fight against the emergence of regions that no longer receive coverage from any media outlet. These information deserts are one of the results of the revenue crisis that has been hitting the media for several years.

As a member of the FNCC, the STTRC is actively participating in this campaign. The president of the STTRC, Pierre Tousignant, is one of the vice-presidents of the FNCC and acts as one of the moderators of the discussion groups. Six meetings were held in the fall of 2024, and in each of them, about twenty spokespersons from groups active in as many communities participated: members of parliament, business leaders, representatives of municipalities and community groups, people from cultural, associative and union circles. One notable absence from these meetings was the members of Radio-Canada's local management.

They all have in common the need for media as part of their activities, and all suffer from their disappearance. A community without media to bear witness to its vitality and the issues that concern it is a community that is dying.

A new round of meetings will be held in February on the island of Montreal, on the North and South Shores of the island and in the Laurentians. The goal is to mobilize active groups to form a united front and find solutions to stop this hemorrhage.

The FNCC proposes 5 measures: 1 - strengthen the tax credit for the payroll of news media. 2 - an "infofraîs" to support news. 3 - double the tax reduction to support advertising purchases from a news media. 4 - adopt a real government advertising purchasing policy. 5 - encourage cities to adopt policies to support local media.

Over the past 10 years, the country's media have seen their advertising revenues decrease by \$800 million, revenues that have largely migrated to GAFAM, the multinational web companies.

A NEW DELEGATE IN TROIS-RIVIÈRES



Hugo Mercier

I am the new substitute union delegate for the STTRC for the Trois-Rivières station.

I have worked there for 13 years and have held pretty much all the technical positions such as cameraman, editor, multi-function technician and I have been a switcher-producer for 11 years. I am a strong supporter of workers' rights. I am someone who is sensible, direct, and not afraid of his convictions.

My main objective is to ensure that our working conditions reflect our dedication, our expertise and our contribution to Radio-Canada's mission.