



SCRC'S NEWSLETTER

MAY 15TH 2020

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TERM WORKING PREGNANT WOMEN, COVID AND WORK

Good news for pregnant women with term worker status! From the beginning of the health crisis, Radio-Canada had taken the wise decision to remove pregnant women from the workplace. Some were teleworking, but others, due to the nature of their duties, could not do the same. This meant, for some, staying at home with a salary, but not accumulating seniority on the call lists. We agreed with the employer that these members should not be penalized because of the crisis. Pregnant employees with term worker status who cannot telecommute will therefore continue to accumulate seniority and will not lose their rank. No one will therefore be penalized during the creation of a small human.

“Tour” of regions and sections



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Elected members of the SCRC had devised an imperial plan, in collaboration with the CSN, to start a tour of the regions this spring. Parades and marching bands were planned, the participation of famous artists, there were even rumors of holograms and fireworks. The coronavirus forced us to rethink our plans (but we'll keep the holograms in mind). We are therefore launching, as of next week, a virtual tour of the regions. Starting May 19, our president Pierre Tousignant and other members of the union office will organize virtual sessions to discuss with members and delegates from all sections of the SCRC (Montreal and the regions). We will suggest a few themes, but above all we want to hear from you. Among others on your working conditions, your relations with your managers, our employment contract. These discussions will help and guide elected officials in the weeks and months to come. You will receive details of these meetings over the next few days by email. Be there!

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CLOSURE OF THE ÎLES-DE-LA-MADELEINE OFFICE

The decision had been presented to colleagues from Rimouski, Matane, Carleton and Gaspé, but Radio-Canada had never publicly announced it. A regional radio did. Since this week, those living in Îles-de-la-Madeleine have learned that Radio-Canada is closing its local office. The journalist position is transferred to Carleton-sur-Mer. The coverage will be done remotely with the dispatch of a reporter if necessary. Among other things, this decision angers local deputy Joël Arseneau, who writes: "This decision risks causing a serious disconnection between journalistic coverage and the singular reality of the distinct territory of the archipelago. This decision is contrary to the interests of the (locals), contrary to the approach advocated by the leaders of Radio-Canada barely two years ago, contrary to good journalistic practices, and contrary to the fundamental objectives of the Crown Corporation to report on the reality of the regions of the country". The disappearance of the journalist position on the Islands also means a net loss for Acadians in the Maritime provinces who will no longer be able to hear from the family. The SCRC questioned management on this decision and its implications.

MEETINGS WITH SENIOR MANAGEMENT OF RADIO-CANADA

The SCRC continues to participate in meetings with members of management. Every Thursday, from 1 p.m. to 2 p.m., the unions present in Quebec and Moncton take stock with, among others, Marco Dubé, Vice-President Person and Culture and responsible for Human Resources. This is an opportunity to update on the situation together. After almost two months of crisis, we have noted that telework will become a more important component in the organization of work in the coming months. This means that telework will be more easily accessible. Radio-Canada is working to prepare a policy on telework, a policy that will apply after the health crisis. The unions reiterated their desire to participate in the development of this policy, and not only to receive it at the end of the process and to be kept informed of the deconfinement plans before they are put in place.

REGARDING MENTAL HEALTH

Another observation, after almost seven weeks of teleworking, a certain heaviness sets in. Heaviness with multiple causes. Particularly in terms of the physical aspect: we have to review our work habits to make way for breaks. At the office, we get up, we walk, we chat, so we stretch, we flex our legs, we move. In teleworking, you should avoid spending long hours sitting in front of your screen. Ditto for our neurons, heaviness is also mental.

Mediation-arbitration

The SCRC has obtained an agreement with the Crown Corporation regarding the conduct of the mediation-arbitration provided for in the collective agreement. A mediation phase lasting a total of 25 days will allow the parties to discuss several files without incurring any costs, since one part will take place before the Federal Ministry of Labor and another within the framework of formal mediation-arbitration, but without the participation of the mediator-arbitrator. This process will be followed by an arbitration phase. We hope this will allow the SCRC and the Crown Corporation to resolve many grievances, as well as expedite the processing of future grievances. Everything should normally end by Christmas. The SCRC Grievance Committee will be involved in preparing for the process, which will hopefully begin in June, and will participate in it, obviously accompanied by our legal counsel.

EAP Fridays

The Employee Assistance Program launched EAP Fridays, a series of webinars designed specifically for the health crisis we are experiencing. The topics covered relate to mental health in these times of confinement and teleworking. Among other things, it will be about anxiety. The contents are always available. More info on the EAP website, which is on IO. On May 15 and 22, it will be about stress management and resilience. Meetings take place between noon and 1 p.m.