



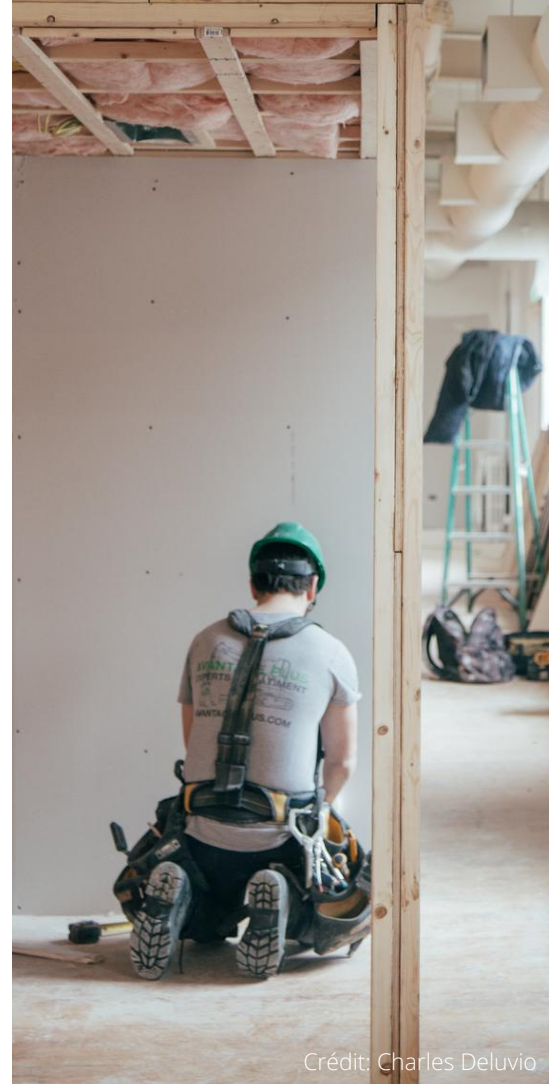
SCRC'S NEWSLETTER

AUGUST 31ST 2020

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If Radio-Canada were an entrepreneur ...

Perhaps you are wondering how the relations between the union, the employees and Radio-Canada are going? An analogy can be useful to illustrate the situation: if the employees represented owners, that Radio-Canada was an entrepreneur and the collective agreement, the list of things needing to be done ... the house would not even be half-renovated, with parts under construction, and others not even started. A few examples: management has no mandate for the researchers committee, almost two years after the signing of the collective agreement. No effort to change anything, despite repeated requests from the union - and despite the fact that it is written into our employment contract. Another example: the cross-unit committee has not even started its work. Our collective agreement was to be an opportunity to look at labor relations, the problems that our comrades experience in their daily lives, to consider the workplace of tomorrow. Since the signing of the collective agreement, and one year from its expiry, the progress of the work has been quite anemic. Perhaps the foremen - otherwise known as the Radio-Canada big bosses - could put more resources and energy into these important projects?



Crédit: Charles Deluvin

ERIN O'TOOLE WANTS TO PRIVATIZE THE CBC

The Conservative Party of Canada has a new leader in the person of Erin O'Toole, a lawyer who served as Minister of Veterans Affairs in the Harper government. Why is this interesting for us? Because the new Conservative leader has a rather particular vision of the public broadcaster: Erin O'Toole proposes to privatize part of the English services, therefore CBC ... but he would not touch the funding of Radio-Canada, at least, for the moment . For the Friends of Broadcasting, a group that promotes a strong public broadcaster, this is clearly an electoral maneuver targeting Quebecers. For the SCRC, this duality vis-à-vis CBC and Radio-Canada is untenable: all Canadians, francophones and anglophones, have the right to quality information from a strong and independent public broadcaster. It will remain to be seen whether the CPC leader will change his message.

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Crédit: Erik Mclean/Unsplash

COVID-19: CAUTION MORE THAN EVER

Already six months of confinement, faced with a virus for which there is still no treatment or vaccine. A certain weariness sets in and some form of letting-go in terms of our vigilance. A latest example: the ban on holding team meetings at Radio-Canada facilities has led some to hold this type of meeting at home. The government allows groupings in small numbers, so we let go of Zoom and see each other in person. Bad idea. Radio-Canada will remind its senior staff that it is still prohibited to organize meetings other than by videoconference. The SCRC agrees with this call to order. There hasn't been a workplace outbreak, but weariness and a false sense of security seem to be setting in.

WHERE DID MY RAISE GO ?

Since the beginning of July, we have to assume an increase in our contribution to the long-term disability plan of 1% of our gross salary. There are two reasons for this. First, the costs have increased. There are more employees on long-term disability, they are younger and take longer to recover. Second, over the past four years, the accumulated surpluses have reduced our individual bill by 40%. There is no more surplus, so we have to assume the total. There is also our contribution to the pension fund which is increasing: each year, the board of trustees makes this kind of decision. We have had reductions in contributions in the past, this time it's an increase. The board of trustees has the mandate to see to the good management of the fund. It is based on an actuarial valuation. A decision therefore to maintain the good financial health of our pension fund. A little more transparency in these practices should be required, in order to fully understand the management processes and in some cases, discuss them at the Advisory Committee on Employee Benefits. CCAS brings together representatives of all unions, the SRC and the managers of our pension fund. In conclusion, look no further for your 1.5% obtained in April.

Members list

Radio-Canada provided us with an updated list of our members. Among the findings, we would be a little over 2,500 ... far from the 3,000 a few years ago. There are several reasons for this decline, some linked to the health crisis, or to unreplaced retirees, non-renewed contracts and term workers who left for lack of working hours. But there is also, in certain cases, the non-respect of our collective agreement.

Contributors to news and general radio in Montreal are not registered and no longer pay union dues. The union denounced this new employer practice, and calls for a rapid correction. As for retirements, management has six months to post the position or announce its disappearance. We all need to be vigilant.

Another observation is that several new employees (there are quite a few) have not signed their SCRC membership card. This is not a condition for the union to protect their rights, but they are not considered members of the SCRC and therefore cannot participate in the union activities, nor hold a position (delegate, member of the union office) or vote in general assembly.

Elections and general assembly

All delegate positions are up for election this upcoming fall. Several have already expressed their intention to run again, and it is a noteworthy expression of interest and commitment. But there are no "reserved" positions at the SCRC. Any member in good standing may apply. There are also a few orphan sections. We will talk about it again in September. Ditto for the general meeting, it will take place on October 3, and if the trend continues, it may possibly be held in several locations, as it was two years ago. We are in the process of identifying areas in Montreal and in other region where it will be possible to meet while respecting the safe distancing measures.