

# STTRC'S NEWSLETTER

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## MASKS AND PROTECTIVE MEASURES

Wearing a single-use mask is recommended, but personal face covers are accepted. Masks are provided by Radio-Canada. Furthermore, Radio-Canada has not made a decision regarding the installation of flexible plastic dividers in reporting vehicles. Two challenges for the employer: visibility for the driver and communication between the people on board. It was also suggested to have "Covid agents" on all sets whose sole job would be to ensure compliance with safety measures (wearing a mask, distancing, presence of disinfectant gel). Another issue in Montreal: protective equipment is stored in the store, which is only open Monday to Friday, during the day. Do teams that work weekends have to stock up? We are still awaiting the response.

## Update on the Covid-19 situation

Most of us are finishing a seventh month of teleworking. With a second wave setting in, Radio-Canada recognizes that we still have several months to go. Phase 2 of the "back to the office" plan is at a standstill; management is even trying, in the case of the Montreal CDI, to further reduce the number of employees present. The layout is also being reviewed, they want to give more space to certain teams that have been moved in chaos. In short, we in for a long ride. We are maintaining weekly meetings with senior management. Last Thursday, it was among other things about fatigue. Seven months of remote work are beginning to have lasting effects. Two words will come up often in messages to managers: indulgence and benevolence. And a reminder: Dialogue, the private telemedicine service, allows you to quickly obtain a prescription for consultations with a psychologist. Our group insurance requires a doctor's prescription, but there is no limit to the number of consultations. So if you need help figuring it out, don't hesitate. There are also resources with the Employee Assistance Program (EAP).

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## Electricity and the Internet: these teleworking expenses

COVID-19 continues to spread, and teleworking does not appear to be over for many members of the Syndicat des travailleuses et travailleurs de Radio-Canada, STTRC. Many of you are wondering if Radio-Canada will reimburse expenses related to this teleworking, whether it is electricity to heat your office or your Internet access ... to be able to do your work. The STTRC has already asked the employer if Radio-Canada plans to reimburse part of these costs. The crown corporation tells us no. All unions are asking Radio-Canada to be involved in the development of a telework policy, but so far the employer has refused. The STTRC refuses to let the crown corporation unilaterally determine how and under what conditions teleworking will take place. Representatives regularly raise this issue. Be aware, however, that you can include some of these expenses on your tax return - a good accountant should be able to help you navigate this.

# 350

This is the number of days left before our collective agreement expires. Time flies, right? Since the signing of this employment contract, there have been approximately 200 grievances filed. It just goes to show that an agreement was supposed to solve a lot of problems ... We have noticed, over the past few months, that many members are experiencing all kinds of issues with this collective agreement. In the coming weeks, the negotiation and the communication & mobilization committees will be on track for the next negotiations. Preparatory work for this new round of bargaining begins with a two-day union leadership meeting this week. It will continue on November 2 at a Union Council meeting. In addition to the union president, who is an ex-officio member, the other seven members of the negotiating committee will be chosen by universal suffrage. This operation must be completed before the end of next January. But we invite each and every one of you to be engaged.

## SIX NEW PERMANENT POSITIONS

Recently, six members were granted permanent positions in Montreal - three radio reporter positions, three TV reporter positions. But originally, Radio-Canada had only posted two positions in each of the two sectors. After the posting and interview process, the employer felt they had enough internal needs and applications to create a third TV position. The crown corporation therefore requested the union's authorization for this position ... Seizing the buck, the STTRC proposed the creation of a third radio station as well, knowing that there are also several term workers in this sector, a proposal that was accepted! There seems to be a desire to stabilize the workforce on the part of the employer, and that's good. Precariousness does not benefit anyone, and the STTRC wants to continue doing everything in its power to reduce it.

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## November 11th

The management of Radio-Canada has finally made known its choice: the November 11 holiday, Remembrance Day, is postponed to December 31, for all employees in Quebec. In Moncton, the holiday of the 11th is maintained. In New Brunswick, most businesses and institutions close on this day. Our colleagues had requested that this holiday be maintained on this date. For those in Quebec who work a fixed schedule from Monday to Friday, the holidays will be taken according to the following sequence: Friday, December 25: statutory holiday. Monday December 28: public holiday. Tuesday and Wednesday: at work. Thursday December 31st: public holiday. Friday January 1: public holiday. Remember that the union conducts an annual survey to find out the opinions of the members, but it is Radio-Canada who decides whether or not this holiday will be moved and also determines the date.

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## Vaccination

Radio-Canada is not organizing a flu vaccination operation at its facilities this year. The reason is simple, there are no clinics available, due to the pandemic, they have other priorities. But Radio-Canada reimburses a maximum of \$ 25 for vaccination costs. Details of this offer can be found on My Source. It concerns employees only.