

STTRC'S NEWSLETTER

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ELECTION OF THE NEGOTIATING COMMITTEE: IT'S COMING!

The election of the negotiating committee for the next collective agreement will take place in a month. You can submit your candidacy between January 11 and 14, and the vote will take place from January 15 to 18. This bargaining committee is made up of eight members, including the president of the union. On the ballot paper, priority is given to the election of one term employee, one contractual employee and a member from a region other than Montreal. Details on nominations and the electoral process will be provided at a later date.

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- A Christmas present from your union
- No Christmas presents for the Joint Job Evaluation Committee

A year-end report (bittersweet)

2020 is winding down. It was about time, right? With a year like this, taking a look back seems like a difficult task - because we are still digesting all the events that we have been through. That said, at the STTRC, a few things stand out. We have worked more closely than ever with the Crown corporation's management team to ensure the safety of members at work. Hopefully management will understand that it is beneficial for everyone to work together. 2020 will also have been synonymous with teleworking for many of you - happily for some, less happy for others. In this regard, there are discussions that should continue well into 2021 within a pan-Canadian committee on Culture. But the four unions (STTRC, Guild, AR and APS) continually request to be consulted, and not just informed. The whole mediation-arbitration file was largely problematic, with an uncooperative employer. We are running 12 committees concurrently with management and so far only one has an interesting conclusion. And despite the promise made in the Summer by a vice-president, we still do not have a settlement for the erroneous loss of seniority of hundreds of permanent and term employees. There are still some victories, including an agreement to better manage the schedules of term workers and the demotion of the director of stations in Eastern Quebec, to name a couple. The many battles fought by the union have made it possible to grab victories here and there, but on the most important issues, Radio-Canada is standing still. For 2021, can we wish ourselves an employer who really wants to solve problems for its employees?

Teleworking from Brooklyn

We recently learned that CBC/Radio-Canada's big boss Catherine Tait is working from Brooklyn, NYC these days - notably because she takes care of her husband. Of course, one can understand this rationale - and it's appeal. But that raises some thorny questions. Is it normal for a Canadian Crown corporation to be run from the United States? The CEO of Radio-Canada is proving that we can do telework, that's a good thing. It is a bit annoying to note, on the other hand, that managers have refused our members to telework, for example, from their chalet in the Laurentians while they are working in Montreal, or even in Blanc-Sablon for someone whose station is in Sept-Iles. If the Internet link allows it and the colleague's job lends itself to it, why not? In the "double standards" category, it is difficult to do worse. If we're not to ask Catherine Tait to come back to Canada, could our managers be consistent in their decisions?

A CHRISTMAS PRESENT FROM YOUR UNION...

No, no, we are not going to send you a plastic gadget made in China, but rather offer you, as a Christmas present, an experience. David Goudreault is a poet, a novelist, a columnist and incidentally a columnist on our airwaves. He had also made a slam about Radio-Canada a few years ago, which he presented at a fundraiser in support to the Crown corporation and at a general meeting of the ex-SCRC. We thought it would be cool for him to do a performance like that and for all STTRC members to have access to it from the comfort of their living room. So, David Goudreault will perform live on December 22 at 5:30 p.m., replayed at 8 p.m. on Zoom. Those who miss it can catch up December 24, replayed at noon and 7 p.m.. For those who are concerned about the financial aspect: the absence of back-to-school events certainly makes it possible to organize and pay for this special performance. We said to ourselves that with the year we had, you would collectively agree.



...AND NO CHRISTMAS PRESENTS FOR THE JOINT JOB EVALUATION COMMITTEE

The Joint Job Evaluation committee is still at a standstill. Why this blockage? Following their recent protests, the representatives of the STTRC proposed to speed up the committee's work with a simple and effective process of consulting members on their current tasks. A questionnaire that would provide a true picture of the situation for each job title. For Radio-Canada, it seemed out of the question to work with the old job descriptions, and the employer insists that their revision is an employer prerogative. However, according to appendix F of our collective agreement, the parties have agreed on the need to jointly revise the existing job descriptions. We therefore find ourselves at a crossroads. Either we work together as provided for in the collective agreement, or we consult the members on our side. Radio-Canada has promised us an answer by January 7. Once again the deadlines are stretching.

Worse still: although they promised to send us 25 job descriptions per week, Radio-Canada only teases us with a handful here and there. To date, we only have around fifty of these descriptions, unilaterally modified by the employer. Yet there are 300 in our collective agreement.

While waiting for January 7, the union side of the committee has therefore begun to prepare certain survey tools to allow the collection of information regarding your current tasks. To facilitate the reflection of the employer's representatives on the committee, your union representatives finalized the questionnaire and sent it to their counterparts. As Beau Dommage perhaps sang premonitiously: "23 décembre Joyeux Noël, monsieur Côté, Salut ti-cul, on se r'verra le sept janvier".

The STTRC during the holidays

Of course, the STTRC elected officials and employees will take a few vacation during the holidays. The offices will be closed from Friday December 25, 2020 to Sunday January 3, 2021, but you can always contact us, someone is there to answer your questions if needed. As for the newsletter, we resume in mid-January 2021.