

# STTRC'S NEWSLETTER

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## Negotiating committee elections

And we start this year at breakneck speed... 2021 will be a year of negotiations, our agreement expires on October 15. It is already time to elect our negotiating committee. Because there is a lot to do before starting to negotiate with our bosses. So in practice: The nomination period begins January 11 and ends on January 15, and voting takes place January 15-18. Who are we voting for? Seven members in good standing with our union, three of whom must have a particular quality: term employee for one, contractual for another or a regional station employee for the third. And to do what? According to our by-laws (article 39.1 of the "statuts et règlements") refine your knowledge of our collective agreement, prepare a draft for a new labor contract by discussing with elected officials, for instance, and with members during a tour, submit the results of your work for member approval at an assembly. Then the fun begins: we start negotiating with the bosses. Throughout the negotiations, the elected officials are informed of the progress, along with the members. We try to work by consensus (which requires listening and being humble...) and finally, we present the result of our work to the members in general assembly. The general assembly is the only body authorized to accept or reject a proposed settlement. However, the negotiating committee will make its recommendations. Watch your Radio-Canada inbox, you will receive a message on Monday indicating how to submit your application. You can use the union Facebook page named "Groupe de discussion du STTRC" to introduce yourself to other members. The committee members will be elected by universal electronic suffrage, between January 15 and 18, under the rigorous supervision of Isabelle Montpetit, secretary-treasurer of the union, and of the delegate Marie-Josée Gendron, with the support of Sylvain Plante, STTRC employee. Pandemic or not, this year we are negotiating. So are you in?

## END OF THE REGIONAL BONUS

A quite ordinary start to the year for dozens of STTRC members. At a time when many of us are particularly in demand due to the pandemic, management has chosen this time to withdraw inter-unit bonuses. Admittedly, they were destined to disappear, but doing so in the midst of a health crisis sends a strange message. For colleagues, especially in the regions, these bonuses were a form of recognition. This bonus, which disappears this January, will leave a gap in the paycheck of dozens of workers, up to \$ 5,000 per year. Since the STTRC can only deplore the withdrawal of these bonuses - one of the consequences of the current collective agreement - you can also, as a member, make your dissatisfaction known to your manager. We will also have to ask that this issue be brought to the negotiating table when we renew our employment contract.

## COVID, the lockdown and us

We can say that 2021 begins with a dose of 2020 for Quebecers: we are in lockdown, with a few more intense restrictions - and perhaps a bit "sick and tired" of homemade bread recipes ... If there is something typical for STTRC members is that the atypical schedules are numerous. What to do, then, with a curfew in effect between 8 p.m. and 5 a.m.? At the STTRC's request, Radio-Canada will produce a letter that will be distributed to all employees who require it. Members who think they need it can request it from their manager. The union also asked that two members not travel together in the same vehicle, to avoid contact. We are awaiting feedback on this and will keep you posted. The employer will also be challenged on the significant number of members on site, particularly at the CDI, in Montreal.