

STTRC'S NEWSLETTER

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THE ELECTIONS TO THE NEGOTIATING COMMITTEE, NOW IS THE TIME

You want to help improve our collective agreement? Seven positions are open to be part of the negotiating committee. We will need to consult the members to establish our demands, submit the list of demands to the general assembly and sit down with management to obtain the best possible working conditions for all. You have until January 21 to apply.

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Double standard, again...

The National Post informed us Tuesday that Michel Bissonnette, Executive VP French Services, spent the month of December on vacation and teleworking in his Florida condo, one of the regions of the United States most affected by COVID-19. For her part, Catherine Tait spent several months in Brooklyn in 2020 to take care of her sick husband. Clearly, at Radio-Canada, managers and employees are not subject to the same rules! In the case of Ms. Tait, the situation is justifiable, but Mr. Bissonnette's decision isn't, even though he apologized. The crown corporation's upper management must lead by example. Their employees (and members of the public) refrain from traveling to meet public health recommendations, some work out of fear every day because they don't have access to teleworking or are banned from working at more than 3 hours distance from their workplace. As for taxpayers, they expect better judgment from the leaders of the public broadcaster. Let's admit that there is a difference between taking care of your spouse and your condo. In the latter case, the error of judgment is obvious and the double standard is unacceptable.

Job evaluation: the union is waiting for a sign

Our representatives on the job evaluation committee are still hoping for a breakthrough, but they realize that the sign must come from the senior management of Radio-Canada. We have reported on the unacceptable attitude of employer representatives, who have decided to go it alone and are trying to impose a major reorganization of work, rather than reviewing the current job descriptions. An interpretation that goes against both the spirit and the letter of the collective agreement, which provides that the work must be done jointly. In support of our representatives, the union office challenged senior management by explaining the importance of respecting the current agreement as we enter a year of renegotiation. The employer's attitude within this committee will have a definite influence on our ability to grant the necessary confidence to the employers' negotiators to guarantee a healthy negotiating climate.

PARKING IN MONTREAL REMAINS FREE

While Radio-Canada has said parking will be free until June, employees recently noticed that their monthly subscription charge had started to be taken from their pay again. Radio-Canada made a commitment to the union to contact and reimburse them. In several regional stations, parking is offered free of charge or the costs, when they exist, are reimbursed during the pandemic. If this is not your case, check with your manager. Speaking of parking, looking at the number of vehicles in the parking lot on Wolfe Street in Montreal, you wouldn't believe that we are in the midst of a health crisis and that the golden rule is teleworking with some exceptions. If this is still the case, exceptions have become the rule.



TEMPORARY UPGRADES: WHO LOSES WINS

An arbitrator agreed with us, but a judge overturned this decision. The judge gave in to Radio-Canada's arguments, which challenged the arbitrator's decision, citing the fact that he had insufficiently justified it. Result: we return to arbitration. The cause: journalists on short-term temporary upgrades to whom the employer refused to pay the planned bonus (TUG). A cause apparently simple, but with the SRC, appearances are deceptive.

THE DISABILITY MANAGEMENT OFFICE MAKES PEOPLE SICK...

At least that's what we can conclude in light of the many calls for help we receive from members on leave. Repeated pressure, requests for information of a very personal nature, sometimes thinly veiled threats to end compensation payment, insensitivity, the list of grievances is long. To this must be added the refusal to respect the prescriptions of attending physicians who prescribe work stoppages. You don't choose to be sick, nor should you be treated as a fraud or a liar by the "Bureau de santé" employees. For several months now, the union has been stepping up interventions to "humanize" the Disability Management Office. The testimonies collected by a colleague union delegate bring even more fuel to the fire.

Good to know for one's psychological health

Radio-Canada is offering new training on psychological safety, which aims to prevent psychological damage at work. Although the target audience is managers, this training is supposed to be accessible to everyone. If the subject interests you, go online to ED and ask your manager.

A tool to counter cyberbullying

Radio-Canada uses ZeroFox software to identify threats on the web. This software examines millions of posts on various apps like Twitter, Instagram, Facebook, Youtube, to name a few, and issues alerts when disturbing content is included. Your personal accounts belong to you and are not systematically analyzed. To register for this service or if you feel that you are the victim of cyberbullying: infosec@cbc.ca