

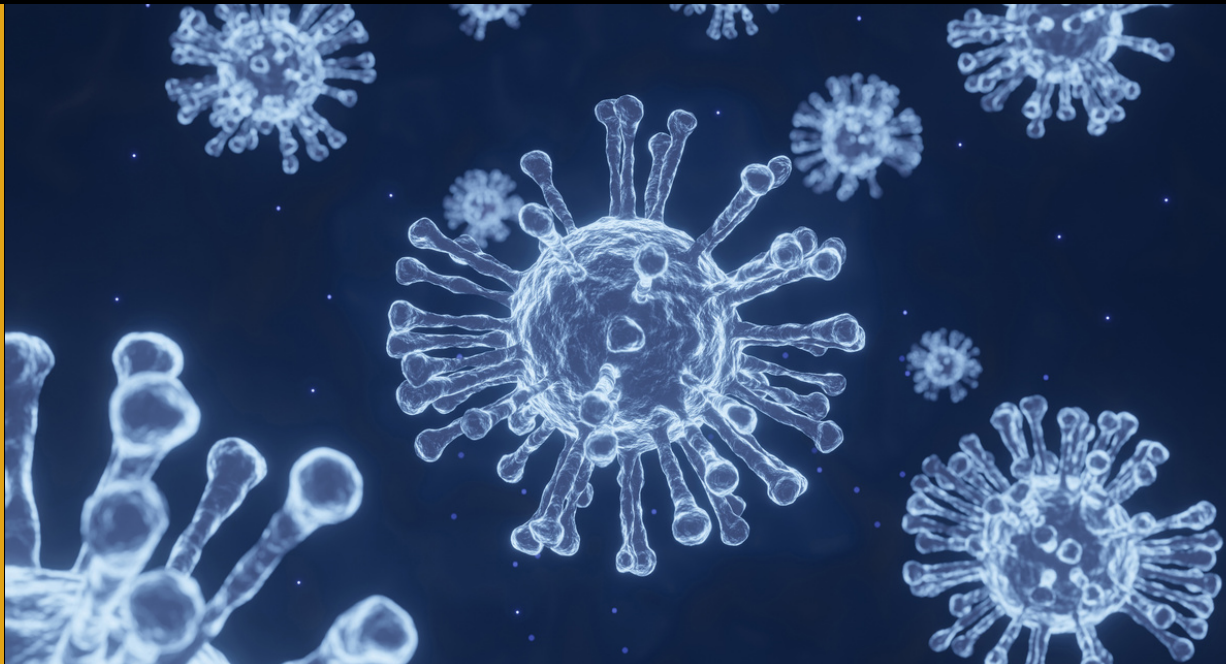
STTRC'S NEWSLETTER

FEBRUARY 5TH 2021

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INCOME TAX RETURN AND TELEWORK

Radio-Canada will provide all those who telework with the necessary forms to claim the deductions and credits offered for working at home. These deductions and credits will not make you richer, but they will help reduce the costs of having a home office. It will also be possible to complete an abbreviated form which will reduce the amount of calculations to be made, form provided by Ottawa and Quebec.



COVID: let's remain vigilant

The pandemic continues, the sanitary rules in the facilities are maintained. But we report a few cases of slackening. Sometimes they are managers who are looking to turn corners, but sometimes they are colleagues. And if we respect health measures in the workplace, we should also be disciplined outside the walls of Radio-Canada. Some of our colleagues suffer from lung impairments or disease. The important thing is not to know who, but simply that we are around them and that we should be careful. We still have a few (ok several) months to go, let's remain in solidarity. Another issue: wear and tear caused both by teleworking and by working in stations. We continue to have weekly meetings with management, if you have any concerns or issues, let us know through your delegates or email coronavirus@scrc.qc.ca.

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Another poll!

Certain employees never hear abouts follow-ups to the annual Dialogue survey, and here we are this week with a rehashed version of Mercer's "employee experience" survey. Aside from the very "customer service" wording, it is disturbing that we are being polled on our compensation and working conditions after we have just elected our bargaining committee. Certainly at the bargaining table it will be up to the union - not the employer nor Mercer! - to carry the members' demands.

TELEWORK POLICY

A committee of senior management continues to prepare the future telework policy. The unions have agreed with the employer that this committee will take stock every month. The next meeting will take place on February 5, and a summary will follow in the next newsletter. The stakes are high: it is certain that there will still be teleworking after the end of the current pandemic. Who? How? Why? What we know: Radio-Canada will be more accommodating when it asks an employee to telework, not so much when the request comes from an employee. Managers will assess each situation according to three criteria: 1- the needs of the employee, 2- the needs of the team and 3- the needs of the organization. We will not be able to work from abroad (sorry Michel B., the good ol' days are over!), But we can wonder if this will really matter after the pandemic? What are your thoughts in regards to teleworking? Start the discussion amongst yourselves, with your delegates or write to scrc@scrc.qc.ca.

COUNTER CHECK!

If you are a term employee, Radio-Canada must send you today your personal counter data, that is to say the number of days worked and the job titles for which the trial period has been completed. You have 20 days to verify this data and send the modification requests to Radio-Canada which, in turn, will have 20 days to respond back. If a disagreement persists, you can file a grievance. Questions? Concerns? Write to us at compteur2021@scrc.qc.ca.

QUESTIONS ABOUT THE COUNTER

Q. If I am currently on more than one list, how do the days accumulate on the counter?

A. All the days worked are added up in the single counter. However, your priority will only apply in job titles for which the trial period of up to 130 days has ended.

Q. Are holidays counted in the counter?

A. Regarding the trial period, the answer is no. Regarding the total number of days on the counter, several types of leave are included in the calculation (see the definition of the counter on page 2 of the collective agreement).

Q. Do you absolutely have to have worked 130 days to have a job title recognized?

A. No. The employer can confirm a job title at any time before the 130-day deadline.

Q. Will all term workers have access to the data on the counter?

A. Yes. Four times a year, the employer must publish an updated global list, and it will be possible to challenge it once a year.

Q. Do I risk being overtaken and losing assignments with the implementation of the single counter?

A. As a result of the merging of the calling lists, it is likely that each person's rank will be modified on the global counter. However, for a person to benefit from call priority, they must have completed a trial period in the job title in question. Before offering training in various job titles, the employer will take into account, among other things, its operational needs.

Q. What is the difference between the probation period and the trial period?

A. The probationary period of up to 180 days applies to new employees (article 27). As part of the pilot project for the counter, a trial period of a maximum of 130 days applies for each job title, and the concept of skills assessment provided for in article 47.4 is suspended.

What does the collective agreement say?

Do I have to tell my manager why I am taking sick leave?

The answer is clear, and it's no! Article 58.4 reads as follows:

“ Employees cannot be required to specify the nature of their disability to anyone other than the staff of the Disability Management Office.”.

The nature of an absence means both your doctor's diagnosis and whether the absence is physical or psychological.

This information is confidential and reserved for a health professional from the Office of Disability Management.

This person is not permitted to communicate this information with your manager.