

STTRC'S NEWSLETTER

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UPDATE REGARDING THE COUNTER

When Radio-Canada sent the list of the single counter, several members noticed that their holidays had not been taken into account for the calculation of the number of days used to establish their call priority. As article 22 of our collective agreement specifies that seniority is accumulated during holidays authorized by the employer, the union asked that the list be corrected.

The employer agrees to include all leave retroactively to the date of signing of the collective agreement, October 15, 2018. The counter will be modified to take this into account in the case of all people who are in this situation, whether they have mentioned it or not.

The union tried to have the days of the ex-SCRC and ex-STARF recognized. Previous agreements do not allow this, nothing in the current collective agreement provides for it and the employer refuses to do so.

Radio-Canada's DNA: the crisis in the spotlight

This week, Michel Bissonnette presented the results of a study on Radio-Canada's DNA. The diagnosis falls like a hammer blow: Radio-Canada as a patient is sick, it's DNA is rotten, eaten away by exclusion, discrimination, unconscious bias - yes, again all of these - and the psychological violence that comes with poorly selected managers, who are inadequately trained, pressed by the huge Radio-Canada machine that never takes a break. More than a change of direction or a cosmetic renovation full of the hashtags of the moment, the patient needs a shock treatment, a long and difficult therapy which will change the entire system. And it's urgent, because the disease is progressing rapidly.

The Radio-Canada DNA study aimed to paint a portrait of its average workplace. The leaders expected to receive a good-natured report, revealing a committed, loyal, passionate staff. Rather, they received a damning report, a punch of realism detailing all the barriers, discrimination, assaults, big and small, all the ugliness that our members have been reporting to us for years and that management refuses to hear. Mr. Bissonnette announced an action plan in the image of Radio-Canada: a committee, an external expert, an additional manager. These are all solutions that have been tried in the past without success, but Radio-Canada is in a deep rut and it seems difficult to get out of it. It will take a lot more to save the patient and we will continue to fight for things to change for good, and for us to be part of the process.

The only positive point of the study is you: our members are proud to work for Radio-Canada and the quality of the work they do, they feel useful and believe in the mission. You are the heart and soul of our Crown corporation. It is high time our leaders recognize this.



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INCREASE IN VIOLENCE AGAINST OUR MEMBERS IN THE FIELD

Members of the STTRC have been subjected to verbal and physical violence in recent protests against the curfew, amid growing hostility toward the media. Following representations from the union, the employer promised to put in place a series of measures so that the teams in the field can work in safety. Several elected officials of the union office are in constant contact with management and with the members to ensure that these measures are respected. Two Zoom videoconferences will be held on Monday, one at noon (Meeting ID: 943 7356 4281, Passcode: 907267) and one at 7:00 p.m. (Meeting ID: 966 2396 2386; Passcode: 547304), to hear your concerns about your safety while filming in these situations.

RCI: THE MANAGEMENT LIED TO US, SHOULD WE BE SURPRISED?

The death penalty announced in December to most of the colleagues at Radio Canada International (13 permanent positions and 3 contractual positions abolished), which was to be executed on April 1, has been postponed again, at least until May 14. How else but to describe this as uncaring managerial improvisation by bosses who show little consideration for RCI employees? But it gets worse. Since December, management has stated that the announced changes respect RCI's mandate. However, a bill under consideration (C-10) contains a change to RCI's mandate that clearly exposes management's lies. The current law obliges Radio-Canada to provide an international service and this obligation is part of the conditions of its license. This condition disappears in the proposed changes to this article. This confirms that the decision to henceforth address certain communities established in Canada contravenes the current license conditions.

Renewal of the agreement: an initial consultation

The negotiating committee is currently conducting an initial consultation with the members via a survey. The period for responding has been extended to April 22. The answers, which the committee hopes to get many, will help clarify the stakes for the next negotiation. This first portrait of our expectations will serve as the basis for a tour of the sections by videoconference that will take place over the next few weeks. The first days of work allowed the members of the committee to appreciate the scope of the task, and above all, the importance of properly carrying out the consultation and increasing the number of exchanges with as many members as possible. A polite way of telling you how much you all have a vital role to play in ensuring that we have the best draft for a future collective agreement. Afterwards, all that will be left to do is negotiate...

Fewer emails from the union ...

After the general assembly, we will stop sending a notice to your Radio-Canada email address when communicating to your personal email. If you still have not provided a personal email address, you can do so at any time by writing to scrc@scrc.qc.ca (same thing if you change your address or phone number).

Over the past few weeks, the volume of emails sent by the union has been quite large, in anticipation of the general assembly and with the transition to sending emails to your personal addresses. Among other things, you received an email indicating whether or not your status was in order. We send this type of email before events such as general meetings or elections, which are reserved for members who have signed their union membership card.