

STTRC'S NEWSLETTER

JUNE 22ND 2021

(514) 842-4020 OR (888) 842-4020 SCRC@SCRC.QC.CA

COVID 19: THE LATEST

Even if most regions of Quebec and the Moncton region are yellow - and some are green - health measures are not changing at Radio-Canada. Wearing a mask in the workplace remains the rule and teleworking as well. Management will be reviewing these guidelines in the coming weeks. It is possible that relaxations will be announced. It is also possible that the return to workplaces will accelerate for stations located in the green zone (Abitibi-Témiscamingue and Côte-Nord). But for now, management is maintaining teleworking at its current level (with a few exceptions). They are expected to release the guidelines for the fall period in August. But it is already clear that the current facilities (Montreal and regional stations) will not be able to accommodate all employees if the distancing rules are maintained.

A final blitz before the summer for the bargaining committee

The members of the bargaining committee met intensively from June 14 to 23. The objective of this last sprint was to complete the preparation of a first draft of our requests for the renewal of our collective agreement. This will allow them to take a rest this summer in order to arrive fresh and refreshed at the end of August. Our agreement expires in mid-October, but Radio-Canada could force the start of negotiations as early as mid-June. Will they do it? We will find out shortly. In addition, there was a first meeting of the Information and Mobilization Committee at the end of May. Negotiating an agreement is never easy. We will need everyone's support to succeed in improving our working conditions, which includes our salaries.

AAAH communication!

For several months, teams (cameramen and journalists) who provide coverage on the ground have been jostled when they cover demonstrations. Sometimes serious incidents that require the intervention of the police have multiplied, and not just in Montreal. Management has set up a crisis unit for Montreal which meets before (planning) and after (postmortem) every weekend of demonstrations. A group undoubtedly composed of but which includes, with the exception of an assignment editor, only executive staff. At the request of the union, there will henceforth be a member from the union office within this noble group. Marie-Andrée Charron, as person in charge of the occupational health and safety file, will assume the function. We believe this will improve transmission of information and the reach of communications. Many colleagues confide more easily in their union representative than in their boss. We welcome the open mindedness of the senior director, news programming, journalism and deployments, Ginette Viens (yes, sometimes compliments are deserved), and hope that our colleagues will be able to do their essential work in relative safety.

On page 2

- Premiums either paid "in excess" or not yet paid at all...
- Summer vacations
- Look back on a CCSB meeting: where is our money?
- What does the collective agreement say?

PREMIUMS EITHER PAID “IN EXCESS” OR NOT YET PAID AT ALL...

A few weeks ago during a Labour Relations Committee, the Employer representatives informed us that certain premiums introduced in the current collective agreement had not been paid between the time of signing the collective agreement and the months of late 2019. These are the daily turnaround period premiums, the 2nd meal, etc. They began to be paid in the fall of 2019 without retroactive effect. It was never mentioned to us and no one except one member raised the issue with the employer. These unpaid amounts represent an approximate amount of \$ 700,000. On the other hand, overtime continued to be paid at double rate, mainly to ex-STARF employees until December 2019, without anyone letting us know either. These amounts paid represent approximately \$ 350,000.

LOOK BACK ON A CCSB MEETING: WHERE IS OUR MONEY?

The Consultative Committee on Staff Benefits (CCAS for our French speaking members) is a pan-Canadian joint committee that meets four times a year. There are representatives of all the unions, the management of Radio-Canada and the manager of our pension fund & our social benefits programs. Radio-Canada still refuses to provide us with information concerning the use of a sum of \$ 45 million, a sum resulting from the collection of 0.1% on our salaries between 2009 and 2019. This special fund was to be used to pay off increases in the price of prescription drugs, which turned out to be unnecessary. However, since December 2019, the Crown Corporation has acted as if this money had vanished. They have come to acknowledge its existence, but refuse to say how it is managed. The unions again demanded that Radio-Canada account for the management of this \$ 45 million.

SUMMER VACATIONS

The union invites you to plan vacations during the summer period, as much as possible (yes, there are Olympic Games...). The past year has been trying for everyone. We are collectively tired. Autumn promises to be busy. In addition to negotiating a new collective agreement, there are increasingly convincing signals that there will be a federal election this fall. But with or without a vacation, be careful, the vaccine is not impenetrable armor. Speaking of vaccines, vaccination is an individual choice. The employer reflects on best practices to achieve a combination of respect for individual rights and protection of employees. We are participating in this discussion and will let you know the status of these exchanges as we go.

What does the collective agreement say?

How is overtime paid?

A great union principle: all time worked must be paid! However, overtime must be authorized in advance (Article 39). If you work a regular schedule (i.e. on a 5 day per week basis), overtime is paid at time and a half after an 8 hour day of work. This means that for employees who have a 36.25 hour week, or 7 ¼ hours per day for a regular schedule, the first ¾ of an hour are paid at a base rate; and that, for those whose week is 37.5 hours, the first half hour is paid at the base rate. If the schedule is over 4 days, overtime is paid after a 10-hour day, and if it is 3 days, after 13 ⅓ hours. Good to know: any quarter of an hour started beyond the normal schedule counts as a full quarter of an hour. Work performed on a day of rest is paid at time and a half, and the second day of rest worked is paid at double time (Article 37.4). After seven consecutive working days (eight days for rotating schedules), the employee is considered on leave and the overtime provisions apply (Radio-Canada considers that these provisions, provided for in article 38.2, apply only to permanent employees, which the union disputes). When you work overtime, you should indicate it on your timesheet. If you prefer to accumulate compensatory leave instead of having yourself paid for overtime, this must also be recorded on your timesheet.