

STTRC'S NEWSLETTER

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FULL DELEGATION

The STTRC is entitled to six delegates to the CCSB, and we will have a full delegation for the meeting scheduled for September 9th. In addition to the president, Pierre Tousignant, we were already represented by Marie-Andrée Charron and Josianne Létourneau. The last union council approved the appointments of Hugo Côté, Sophie Pelletier and Guylaine Guénette. The Guild has seven representatives, the retirees association two, AR and APS, one each.

A sham investigation

Over the past two years, the handling of harassment complaints filed by unionized STTRC employees against managers has been more than questionable. In the same period, we identified three types of conclusions following such complaints.

In the first case, five colleagues were dismissed shortly after receiving the conclusions of their respective complaints. In a second scenario, three employees were dismissed in various ways as a result of such complaints. In all of these cases, in addition to at least two others, the complaint was dismissed. This means that, in a minimum of ten cases, no finding of harassment was retained. In addition, reprisals were taken against employees who denounced the harassment suffered in the majority of these cases. We did not identify any case where a complaint against a manager was upheld.

To add insult to injury, Radio-Canada still does not conform to legislation introduced on January 1, 2021 and which provides that the investigating candidates should have consensus among all parties. The employer continues to use its list with which the STTRC and other union associations strongly disagree. Experience has not only shown that the choice of investigators is a problem, but also highlighted the control of Human Resources on the investigation process once started.

We demand that the employer comply with the legislation and act with a view to correcting the workplaces, rather than protecting the managers in question.

Dialogue: Radio-Canada maintains the service at its own expense

All the unions having refused to assume the costs of the Dialogue company service after a trial year, Radio-Canada decided to maintain the reference service and online medical assistance at its own expense. It was essentially the Association des retraités de Radio-Canada (Association of Retirees of Radio-Canada) that had assumed the costs of the pilot project. As the retirees hardly used Dialogue, the Association decided to withdraw. The STTRC, the Guild, the AR and the APS have all refused to cover the costs of this service estimated at more than \$ 750,000 per year. One of the reasons given is that the provinces, with the pandemic, are turning more and more to telemedicine, making similar coverage by a private company questionable.

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DISCIPLINARY DRIFT

The STTRC notes a major and worrying trend in the way in which Radio-Canada manages disciplinary complaints. Incidents that would have been resolved in the past through frank discussion between manager and employee are now systematically disciplined. What is even more worrying is the increasing severity of disciplinary measures. Dismissals are often disproportionate to the criticized behavior, and the severity of suspensions is increasing dramatically. Indeed, suspensions varying between one and six months are imposed in cases where the facts and all the circumstances in no way justify this blow to the head.

The year 2019 was marked by a tidal wave of employee dismissals who were at their first disciplinary complaint, most of the time leading us to believe in ageism. There were also several terminations in 2020, but what marks this year is the exponential increase in the duration of suspensions, which amounted to almost two months on average! Worse yet, suspensions for 2021 are even higher, averaging around two and a half months per suspension.

The common denominator of most of these severe measures - suspensions or terminations of employment - is that they target employees with a long record at Radio-Canada, no disciplinary history and that the allegations are of low gravity. Highly valued colleagues internally bore the brunt of this dubious approach to say the least.

We have the impression that Radio-Canada has decided to manage the faults alleged against the STTRC union members in a punitive, rather than corrective approach, which is a distressing observation. Rest assured that the STTRC files grievances in each of these cases and deals with these grievances as a priority.

NEW LOGO

You have spoken in favor of this logo! Of the members who responded, 84,2% chose it as part of their Top 3, and 59,9% appreciated this new way of representing us as a union to make it their first choice. Newsletters, website and other union tools will therefore be given a facelift in the coming weeks. And for those who would like to have the logo on their skin to demonstrate their unwavering union commitment, the STTRC can always organize to find a tattoo artist who proudly holds up the dermograph ;)

What does the collective agreement say?

Can my boss perform my duties while I am away?

The answer is no. Management and executives cannot be assigned to the duties of unionized employees, except for certain specific situations, provided for in section 14, either for the purposes of supervision, training, equipment evaluation or even emergency. The union ensures that this principle is respected, in order to preserve jobs.

SUMMER BREAK

The newsletter will take a break from now until mid August. Of course, the STTRC never closes. Our officers remain available, and you can always contact us if needed.

