

# STTRC'S NEWSLETTER

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## VACCINATION AGAINST COVID-19

For public health reasons, the STTRC recommends that its members be vaccinated against COVID-19, if they have not already done so. Radio-Canada will demand that all its employees be vaccinated by December 1, regardless of their status or where they work. At this time, we do not yet know the impact that non-vaccination by choice will have on our members' employment and earnings. Management expects to be able to state their intentions during the first or second week of November. A videoconference meeting is planned. We have been told that Radio-Canada will try to convince hesitant and recalcitrant employees before taking any measures. It is certain that the STTRC will contest any abusive measure.

## Two grievances won by the STTRC

In the last month, the STTRC won two arbitration victories in cases dating from old collective agreements and which have experienced significant delays.

First, a technician was suspended for a period of 5 days for essentially having testified in support of a colleague in another arbitration. This colleague was accused of having contravened the employer's policies and the technician testified that this was common and known practice. Immediately after his testimony, the employer met and sanctioned the technician. In his decision, the arbitrator emphasizes that this suspension "does not meet any of the main objectives in disciplinary matters. For the STTRC, it was unacceptable to sanction an employee for testifying in another case.

In the case of the second grievance won, it was a question of interpretation relating to the retirement allowance. An employee who had been seriously ill and therefore disabled for several years has retired. When paying his retirement indemnity, the employer relied on a policy contrary to the collective agreement to assert that his salary for the purpose of calculating the indemnity should be frozen at the time of the onset of his disability, i.e. five years earlier. The arbitrator holds that the policy contradicts the clear terms of the collective agreement and that it is the collective agreement that takes precedence. In this case, unfortunately, the delays caused mainly by the long delays between availabilities of the employer were so important that two years elapsed between the first and the second day of hearing. The complainant could not see the outcome of his case, having passed away in the meantime.

STTRC still has a large number of grievances of unfair disciplinary action and misinterpretations of the collective agreement and intends to see them through.

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# RADIO DELINQUENCY

The management of Ici Musique obliges contractual researchers to air the programs to which they are assigned, a task that is not part of their job description. An unacceptable unilateral decision when intermediate sound technicians are available and put on standby. Even worse, fellow technicians saw their schedules modified at the last minute to exclude them from on-air periods. This is a blatant breach of the collective agreement. Many contractors agree to perform technical tasks in spite of themselves, aware that a refusal could lead to the termination or non-renewal of their contract. This obligation is also insulting for technicians who have passed demanding theoretical and practical examinations before obtaining their employment. The management of Radio-Canada must call to order the bosses of Ici Musique. Respect for the collective agreement, an agreement signed by both the union and the management of the Crown Corporation, is a common obligation.

## TEMPORARY POSITIONS LASTING A FEW MONTHS

Another blatant case of unacceptable improvisation, this time among designers. Radio-Canada has posted positions with the status of temporary, the duration of which varies from a few months to a year, the status of temporary full-time does not exist according to our collective agreement. In the case of designers, they are permanent and hold a position, or they are temporary and replace an absent permanent. The management explained to us that this non-respect of the collective agreement meets the needs of the production. However, it would be easy for the management to do things right by temporarily assigning a permanent, which the agreement allows and would meet "the needs of the production". The STTRC reminds Radio-Canada that it cannot derogate from the employment contract as it sees fit.

## USELESS COMMITTEES

The collective agreement, which expired on October 15, provided for the establishment of a large number of committees to try to resolve certain issues. The STTRC draws up a rather disastrous assessment of this exercise, since many of these committees produced very disappointing results. This is the case, among others, of the cross-unit committee, which was supposed to look into projects involving several union units. The committee has met many times, yet it has not studied any project. As for the workload and work environment committee, the representatives on the employer side do not seem to have any mandate to act. Other committees - for example the one on researchers or even the web editors - obtained only very poor results for the members. For the benefit of STTRC members, it should be avoided in the next collective agreement that many issues be relegated to committees.