

# STTRC'S NEWSLETTER

DECEMBER 21ST 2022

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## MONITORING OF THE NEW AGREEMENT

The two parties talk to each other and meet regularly. It is normal for the first months of life to be more troubled. Despite all the time spent in negotiation meetings, the two camps have not always defined the content of the agreement or even the letters of agreement. But the climate is good and management is clearly looking more often than not for passageways to facilitate landing and avoid clashes.

## OFFICE CLOSURE

The STTRC office will be closed from December 23, 2022 (5:00 p.m.) to January 4, 2023 (9:00 a.m.). This past year has been quite busy for our three hard-working employees. A break will allow us all to recharge our batteries. For emergencies, an officer can be reached by email at the union's general address, [scrc@scrc.qc.ca](mailto:scrc@scrc.qc.ca).

## Commitments: repeated mishaps

We can say that the beginning months of our new collective agreement is, to say the least, tumultuous. All of the commitments made by Radio-Canada, except one in part, were not honored on time. The retro for all within 30 days of signing the texts, for permanent employees yes, for the others no. The lump sum of 2% paid within 30 days, nada, we get access to it after 60 days. To date, 95% of the sums due have been paid, according to the employer. However, errors are reported to us (more than 400), they will be corrected at the beginning of 2023. There are also some 80 colleagues who have benefited from parental leave and who have received excessive amounts. The SRC notified them even before receiving the amounts, which limited the damage, but there was a mess in the follow-up and "communications".

Radio-Canada has started to offer 10 permanent positions for researchers and 50% permanent positions for full-time editors. Our two brave meteorologists have also received an offer of full-time status. The final list of new permanent staff will be known in January since they have the right to refuse.

We'll have to improve the percentage of compliance with our agreements, the employer knew full well what he was committing to. What we understand is that the services of the SRC had difficulty keeping up with the accelerated pace of the commitments made by management in regards to the new collective agreement.

But let's be lenient, Shared "Services", it is often unionized colleagues, sometimes at the STTRC, sometimes at the Guild who are like most of us overwhelmed and who have taken double bites to deliver both the salary retroactivity and the lump sum payment. We have made several recalls and retain our right to file grievances. The next step: the agreement provides for the addition in January 2023 of 120 permanent positions allocated to as many term employees. So far, this deadline should be respected.

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Président



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**Damian Pilié**  
Labor Relations  
Officer



**Jean-François  
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Grievance Officer



**Josianne Létourneau**  
Montreal coordinator

## 2023, A BIG YEAR FOR UNION LIFE

We have just held a first round of union council elections. The result will oblige us to continue the recruitment operation. There are orphan sections and others somewhat bare. This is especially true in Montreal. In addition, the union management is finalizing a 3-day training session for the members of the union office and the delegates & substitutes, training which will be given in a hotel outside of Montreal. In addition to familiarizing ourselves the collective agreement and getting to know each other, we are going to take advantage of this meeting to explain in detail the operation of the local labor relations committees, talk about union life, activism and fill a good part of the parity committees, among other things a few new ones such as the one on workload (a polite way of saying overload) and on training and professional development. This new agreement opens doors for us that were previously closed. Our delegates become true agents of change in our sections.

**On behalf of the members of the Union Office,  
we wish you very happy holidays.**



**Maxime André**  
Coordinator other  
regions



**Pauline Guérineau**  
Quebec coordinator