



# L'INFOLETTRE DU SCRC

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## GRIEVANCE TRAINING FOR DELEGATES

An informed delegate is worth two - imagine after a training on grievances! During the last weeks of 2019, our ardent advisers met more than forty delegates from most regions of Quebec and Moncton - from Matane to Trois-Rivières, via Saguenay, Quebec and Montreal. The training focused on disputes and grievances addressed to delegates, in order to better support members in their problems and deal more effectively with the employer. In short, your delegates will better support you if you have a problem and will be more on the lookout for creative interpretations of our collective agreement. The substitutes will not be outdone: there will be another round this year.

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## Yes to more coverage in regions (and more staff to do so)

Radio-Canada management believes that the future is regional coverage. Recently while in Winnipeg, CBC/Radio-Canada President and CEO Catherine Tait said local journalism is a "priority" for the public broadcaster in this era of competition with GAFAM. Something to cheer about, comrades! Regional coverage is most important - local issues cannot be addressed remotely. Despite the fine discourse, there is reason to remain skeptical. Covering more regions is one thing, having proportional resources is another. Let's not forget the cuts to regional services. Regional news broadcasts have been cut by 30 minutes in recent years, and on the radio, the Regional Service (SAR) has cut the equivalent of half an hour of content that was previously available. Not to mention that the cuts to positions, which have affected all of Radio-Canada's newsrooms in recent years, have left their mark. In the spring of 2019, almost 10% of the newsroom was entrenched in Moncton. Fewer journalists, editorial staff members, cameramen, technicians and other artisans mean less time to get it right. The ball is therefore in the court of Ms. Tait and her administration: we need people to do good local and regional news, not just wishful thinking.

# BRAVE NEW WORLD, A DYSTOPIA BY RADIO-CANADA

No, this is not a screenplay from the pages of an Aldous Huxley book. Colleagues were treated to a surreal experience: a Montreal executive summoned a group of workers to a session to explain how each person was responsible for being happy at work. In a dramatic turnaround, it was suddenly Radio-Canada who asked its employees to get up to speed at work. Add your own adjectives here to qualify this magical thought. Because it's up to the employer to provide an environment where employees feel good. And if we believe the results of the most recent surveys of colleagues, we are far from the mark. The SCRC can only hope that this is an unfortunate attempt to help the employees. And if a manager asks you to be happier at work, do not take any soma, the drug of happiness imagined by Huxley; contact your union instead, who will be happy to call our employer to order.

## A REMINDER: THE SPECIAL AID FUND MAY BE ABLE TO HELP YOU

The January 27 deadline for submitting a request to the Special Assistance Fund (SAF) is fast approaching. The SAF was created in 2001, following a decision by the Consultative Committee on Staff Benefits (CCSB). The Fund is used to reimburse health care costs that are not covered by our different insurance plans or by different levels of government. All CBC/Radio-Canada employees and retirees, regardless of their employment status, can apply to the SAF for themselves, their spouse or their minor child. What is covered? Several expenses: medical devices, mobility aids, fertility treatments or even requests for medical cannabis, to name a few. In some exceptional cases, the difference is paid even if the insurance covers part of the expense, such as for hearing aids. Costs of dentist and home care assistance are not covered. The SAF does not advance funds. Applications must be for a minimum amount of \$ 200 and reach the Fund no later than 15 months after the date indicated on the receipt. The SCRC representative to whom you can send your requests is Marie-Andrée Charron (marie-andree.charron@radio-canada.ca); you can also send her any questions you may have about the Fund. The information sent to your representative is confidential. The committee meets four times a year (March, June, September, December) to process requests.

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## Researchers Committee

The joint committee examining the question of researchers held a first meeting. Ironically, the collective agreement provided for a meeting within three months of the signing of our new employment contract. Better late than never, to use the saying. On the union side, the researchers were represented by Caroline Morin, Élise Thivierge, JeanAnn Bouchard, accompanied by the communications manager, David Savoie. The employer had almost nothing to say, because there had been no work done on the issues. In essence, Radio-Canada maintains the same position as during the negotiations, but there could be progress despite everything, according to the employer spokesperson. On the SCRC side, the members did a spectacular job in presenting all the issues clearly and gave a very good perspective on working in the regions. The dates for the next meetings have yet to be decided. The SCRC wants to be able to quickly advance the work of this important committee.

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## Compensatory and temporary leave

A small reminder for term employees: you can keep 10 days of compensatory leave in the bank, but you have until January 31 to use the surplus accumulated before March 31, 2019, otherwise, the leave will be paid in February. Any compensatory leave accumulated as of April 1, 2019 is not part of the "excess" to be used up. As for compensatory leave accumulated from April 1, 2019 to March 31, 2020, the deadline for exhausting the excess will be September 30, 2020.