



**Parce que
Radio-Canada,
c'est nous**

Bargaining update | 03
Decembre 6th, 2021



Bargaining talks at CBC/Radio-Canada

Complete texts will be filed by the holidays

After taking an agreed break, the parties returned to the bargaining table on Tuesday. In the latest bargaining sessions, we continued discussing some of our mutual demands, and we got the employer to clarify some of its asks.

As a result of this work, we were able to announce our intention to submit all the proposed contract wording related to our demands before the holiday break. The employer's representatives welcomed our plan, but couldn't say they would be able to do likewise.



At the latest meetings, we also discussed the Labour Relations Committee provided for in article 12 of the collective agreement, and in that connection we put forward various scenarios that could lead to a decentralization

of some aspects of our labour relations. One of the points we raised was our desire to allow local parties the autonomy to deal with day-to-day issues, and to give them the necessary resources and guidance.

We also discussed, in broad strokes, the management and union points of view on work climate, psychological harassment and the handling of complaints. To date, management's proposals have been limited to updating the wording of the collective agreement to align it with changes in Canadian legislation.

We reminded the employer that we don't have a mandate to negotiate legally stipulated minimum requirements. Our bargaining committee again explained the union's demands concerning a healthier workplace; specifically, we want to end unilateral decision-making by CBC/Radio-Canada management by setting up a joint committee to receive complaints, while respecting

confidentiality. Federal government mediation services are available and should be used before things reach the complaints stage, we argued. Workload assessment measures should be developed jointly and used to settle problems of overwork, non-replacement and burnout.

In this regard, we questioned the management bargaining committee about the appointment of Andrea Morrison as Senior Mediator at CBC/Radio-Canada, which was recently announced by Diane Girard, the Mother Corp.'s Values and Ethics Commissioner, and particularly about Morrison's future role. The management bargaining committee was not able to give us an answer at this time, which underscored the relevance of our questions.

It should be noted that CBC/Radio-Canada has yet to officially inform the STTRC-CSN of the creation of the Senior Mediator position, or of its role, or of its mandate. However, our union did have the opportunity to meet with Morrison on November 28 and congratulate her on her appointment, at the invitation of the

Values and Ethics Commissioner. The answers to our questions will give us some indication as to whether and how her appointment may fit in with our demands designed to improve the situation at workplaces where there is an unhealthy climate or difficult work dynamics.

