

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

Bargaining update | 04
January 31st, 2022



One step forward, two steps back

The resumption of negotiations got off to a good start at the beginning of the year. Management had received the clause-by-clause legal wording of our demands before the holidays and there were no surprises: the document exactly reflected the demands we had brought to the table at the very first bargaining meeting and had presented in detail several times during the fall.

Last week, however, management requested that our bargaining committee provide another run-down of the texts we have tabled. They want us to clarify our demands so they can better understand their nature – and they're giving us until March. We responded that there has to be a limit to explaining the same demands over and over again without management making any commitment to anything, and we moved the deadline up to February 8.

At the same time, the management bargaining committee informed us that they no longer consider filing their own texts to be a priority. They're worried that this would "harden the parties' positions."



Available anytime, anywhere

On Thursday, management agreed to clarify its demands on employee availability and told us, "We don't need more employees who are not available; we need employees who are more available."

So how are we to be made more available? They haven't gotten into the weeds, but the general thrust is clear.

Abolish overtime

Actually, the employer wants to abolish overtime pay for working extra hours in one day. Were you scheduled to work eight hours but forced to work four more? All the hours would be paid at straight time. Employees would be paid overtime only for working more than 40 hours in a week or 80 hours in a two-week cycle.

Schedules "for information only"

The employer no longer wants to be tied to a schedule on which each employee's days and hours of work are specified. From now on, employees will be notified of their schedule (10 days in advance instead of 17) for information purposes only. On two days notice, a Monday to Friday schedule, for example, could be changed to Thursday to

Sunday. Only the number of hours would be guaranteed. The hours could be at any time, in any configuration. Even the job title would no longer be guaranteed. The schedules of all CBC/Radio-Canada employees (permanent, temporary, part-time, contractual) could be turned upside down.

Split weekends

CBC/Radio-Canada no longer wants to have to give any employee, regardless of employment status, consecutive days off. For example, a weekend could be Tuesday and Thursday. The employer would “strive” to make it two consecutive days but wouldn’t be required to do so.



General Meeting in February

Clearly, we can’t take this lying down. It’s time to start exerting pressure on management to get moving so that we can finally get past the process of clarifying our respective proposals.

A rotating general meeting will therefore be held in February. Meetings will be held virtually, section by section, to facilitate discussion. We will report on the state of progress at the bargaining table and seek a mandate for pressure tactics, which would enable us to carry out the actions planned by the mobilization committee. You will receive details of these local meetings soon.

It is important that you attend. The bargaining committee will need everyone’s support in the coming months. Given the signals being sent by management and the inappropriate measures they are proposing, CBC/Radio-Canada employees need to send a clear message: it is time to improve our working conditions and clean up the problems in our workplaces.



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