

EXECUTIVE BOARD ELECTIONS

The evening of April 28th will be an important moment. We will know who will hold the presidency of our union for the next three years, who will be responsible for litigation and grievances, and who will be responsible for information and mobilization. Oh yes, and incidentally, who will be Prime Minister of Canada... More seriously, the renewal of executive mandates concerns all members. We invite you to vote; the voting period is from April 24th to 28th. You will receive an invitation in your personal email, check your spam folder. So, from the 24th to the 28th, VOTE.

By the way, congratulations to the candidates elected by acclamation.

ÉLUS-ES SANS OPPOSITION et POSTE VACANT	EN ÉLECTION
<div>Secrétariat général/trésorerie</div> <div>LISE MILLETTE SECRÉTAIRE DE RÉDACTION (RÉGIONAL), ROUYN-NORANDA</div>	<div>Présidence</div> <div>JOSIANNE LÉTOURNEAU CAMÉRAMAN JE/VL, MONTRÉAL</div> <div>PIERRE TOUSIGNANT SECRÉTAIRE DE RÉDACTION (RÉGIONAL), SHERBROOKE</div>
<div>Responsable de l'équité, de la santé et de la sécurité</div> <div>MARIE-ANDRÉE CHARRON AGENTE COMPTABILITÉ, MONTRÉAL</div>	<div>Responsable de la mobilisation et des communications</div> <div>MARC GOSSELIN SECRÉTAIRE DE RÉDACTION (NATIONAL), MONTRÉAL</div> <div>CHRISTIAN PAUL MONTEUR CONCEPTEUR PRODUCTION, MONTRÉAL</div>
<div>Responsable des relations de travail</div> <div>DAMIAN PILIÉ TECH COORD CTRE CTRL RÉG ET RÉGIE CENTRL, MONTRÉAL</div>	<div>Responsable des griefs et litiges</div> <div>JUSTIN BULMAN ADJOINT AUX MOYENS DE PRODUCTION, CBC MONTRÉAL</div> <div>JEAN-FRANÇOIS NADEAU JOURNALISTE, QUÉBEC</div>
<div>Coordination Moncton</div> <div>KATHRYN DOSSANTOS ASSISTANTE À LA RÉALISATION TV, MONCTON</div>	
<div>Coordination Montréal</div> <div>PRECILLA MORASSE ASSISTANTE À LA RÉALISATION TV, MONTRÉAL</div>	
<div>Coordination autres régions</div> <div>POSTE VACANT Aucune candidature reçue pour ce poste.</div>	

LOCAL LABOR RELATIONS COMMITTEES IN MONTREAL : IT'S GOING WELL



What do Precilla Morasse, Pasquale Pettiricchio, Philippe Paquette, Mathieu Massé, Valérie Sigouin, Antoni Nerestant, Yan Bonnauron, Sandra Côté, and Damian Pilié have in common? They are our representatives on the three new local labor relations committees ("CRT" in French) at the Nouvelle Maison de Radio-Canada in Montreal. Local "CRTs" have existed for over a year at all regional stations. All that remained was to implement them in Montreal, and that's now done.

Divided into three groups, our representatives held an initial round of meetings with management representatives at the end of March. These meetings were preceded by three coffee meetings on the third-floor walkway, so they could arrive better prepared.

Local "CRTs" allow us to address work organization or climate issues with managers who are closer to the teams. We thus aim to resolve issues as locally as possible. CRTs can also serve as a forum for presenting projects: we have the right to imagine something better, or at least different, than what we are experiencing.

Findings from this first round of union-management meetings: representatives from both groups participated actively, and the discussions were frank. No major decisions were made, but the meetings provided a way to establish benchmarks and break the ice.

The next series of coffee meetings will take place in May. Members, keep an eye on your personal inbox; you'll receive an invitation. Whether it's for a chat or simply to sip a coffee, you're welcome.

REVIEW OF THE LAST STTRC GENERAL MEETING

THE “BS” IS DEAD, LONG LIVE THE “CE”

For most union members, whether management is grouped within the Union Bureau (“BS” in French) or the Executive Board (“CE” in French), as long as they do their job... But let's just say that those involved were a little fed up with the BS label. The general meeting of members held on Saturday, March 29, accepted the name change, thank you.



The amendments to the STTRC's bylaws and regulations provided a source of valuable discussion.

While several members chose to participate via videoconference, others traveled in person. It's good to see each other, as we don't get many opportunities to meet up.



The meeting reiterated its desire to maintain the same number of votes on the union executive, and the union authorities acknowledged this. We also adopted a budget to promote union activity in the regions, and the message is clear and unanimous: we will be taking action in a local station near you.

We also discussed the progress of the revision of job descriptions (see other text) and a possible battle for CBC/Radio-Canada's survival in the event of the election of a government hostile to the Corporation. The STTRC is working with the three other unions present (Guild, APS, and AR)

and, along with the APS, is contributing to the production of a series of studies on the role and importance of CBC/Radio-Canada in the media landscape and in audiovisual production and broadcasting in Canada. A focus group was also held on the relationship between Canadians and CBC/Radio-Canada.



Gilles Boudreau and Damian Pilié were on the technical side; they are listening attentively to Rémi Tremblay's remarks from the Saguenay station.

The STTRC is also working with the FNCC, our federation, to host the annual general meeting of the International Federation of Journalists next June. We are working with CBC/Radio-Canada management to organize a public debate in the NMRC atrium. The theme will focus on the role and importance of public broadcasters in democratic societies.

JOB DESCRIPTIONS, WHY?

Simply put, the answer could be: because our base salary is determined by our job description. It describes in detail what we do. It's part of our collective agreement and is therefore the result of an agreement between the union and management. It is used to determine the value of each job.

Our job descriptions are over 20 years old and, in many cases, have aged poorly. They no longer necessarily accurately reflect what we do. But every time management adds a task without adjusting the salary, it means we're volunteering. And our managers get into the habit of asking us for more, without adjusting our salaries, especially since we're quite placid and take the boss's word for it. For his/her benefit, not ours.

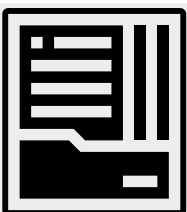
This is the main reason why the union's motto is to demand compliance with the current job descriptions while the update process is completed. But it's also to ensure that there is no encroachment on a colleague's job, and to avoid work overload and job eliminations.

Our committee is completing the first phase, which consists of updating each job description. This work is based on a survey completed by 800 members from all walks of life and individual interviews to complete the picture. The goal is to ensure that our revised and corrected job descriptions reflect what we do.

The second phase will be to assign a value, through a points system, to each job. Since a point has a monetary value, the total points earned will determine the salary.

Finally, we need to review our salary scales, which are inconsistent, to say the least. It's tedious work, and we have to take the time to do it well. The result must be sustainable for 15 to 20 years. Even if the agreement doesn't provide for a formal consultation process, the job descriptions must receive broad approval from union members and managers.

But, and we're back to square one, if we don't demand that our bosses respect our job descriptions, we're shooting ourselves in the foot. Not only are we agreeing to be paid less for the work we do, but as a bonus, we're giving the employer every excuse not to adjust our salaries; we're already doing it for free. And so we're a "good deal."





On March 20th, in Montreal, Moncton, and across Quebec, we once again said NO to the management's greed, which ignores our job descriptions and constantly demands more of us. Here are some photos from this day of action.



Gaspé



Matane



Saguenay



Montreal



Trois-Rivières



Sept-îles



Moncton



CBC/RADIO-CANADA : THE FACTS FIRST



The public broadcaster is regularly the subject of criticism, sometimes very harshly. CBC/Radio-Canada is accused of bias and its low ratings on the English network are highlighted. Its funding, which comes largely from government coffers, is also called into question. Conclusion: Many of its detractors believe that private networks would be more than capable of taking over. There are many impressions and assertions in all this that require verification. This is what our union, the Syndicat des travailleuses et travailleurs de Radio-Canada (STTRC-FNCC), has done by commissioning a series of studies from the Canadian Council for Policy Alternatives (CCPA) and the Institute for Socioeconomic Research and Information (IRIS). These studies were jointly funded by the APS and also supported by the AR.

What do they say?

1 CBC/Radio-Canada remains the most reliable news network.

The most recent polls show that 78% of Francophones and 67% of Anglophones consider the Corporation "trustworthy," compared to 69% for TVA and 62% for CTV.

2 The public network is used by a large majority of Canadians.

78% of Francophones and 64% of Anglophones say they watch CBC/Radio-Canada regularly or occasionally.

3 CBC/Radio-Canada receives little public funding.

Per capita funding represents less than \$36 per year, or less than 10 cents per day. A study shows that the Corporation ranks 16th among the 19 major public broadcasters in terms of public funding.

4 There are fewer and fewer alternatives to CBC/Radio-Canada in the country.

Since 2008, 101 local media outlets have closed in Quebec and 37 have reduced their operations. Communities with populations of 30,000 or fewer have lost 10% of their news outlets. Across the country, Newfoundland and Labrador, Quebec, Prince Edward Island, and Manitoba are the hardest-hit provinces. In 2023, two major closures occurred: Métro Média in Montreal, and Metroland, which went bankrupt. 2024 was hardly better, with the decline of CTV and Corus stations.

The conclusion is clear: we need more CBC/Radio-Canada, not less. Democratic societies depend on an informed population that receives truthful and objective information from qualified journalists, not public relations professionals. Faced with threats to our economy and our sovereignty, we need accurate news coverage and analysis. The expansion of CBC/Radio-Canada is, in this context, more than necessary.

One of the values that founded the STTRC is to always defend CBC/Radio-Canada. We can be critical of the work of its managers, but we will never stop fighting for the public broadcaster.

All the studies on which this text is based are available on the STTRC website at sttrc.ca





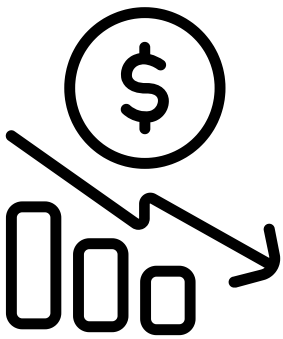
HEADS UP TO ANOTHER ROUND OF NEGOTIATIONS FOR OUR AGREEMENT

This year, the STTRC's efforts will be largely focused on preparing for negotiations to renew our employment contract. The current agreement expires on March 31, 2026. These negotiations will be tough, and they are likely to revolve around monetary issues. They will take place in a context where a gender pay equity policy and the implementation of new salary scales are expected to come into effect following the revision of job descriptions.

The executive committee has already begun its preparatory work. It hopes to identify the issues with our current agreement; salaries are not the only issue. In this regard, there will be a special general meeting in June to launch elections for the negotiating committee. Four positions are up for grabs.

WHEN DISABILITY BECOMES SYNONYMOUS WITH POVERTY

To continue advancing in the salary scale and even to benefit from negotiated salary increases, it's best to stay in good health.



When a person becomes long-term disabled, their benefits are calculated based on their salary. The problem is that the salary taken into account remains unchanged as long as the person is disabled. As a result, there are some people who have been disabled for several years, sometimes almost ten years, and for whom their income has never increased! In addition to having to live with significant health problems, they are condemned to poverty, which is unacceptable!

Some tell us they are up to their necks in debt, while others have sold their homes to generate some additional income.

The union intervened with management and labor relations. A grievance was also filed. The employer maintains that this is, among other things, an insurance contract issue. In our opinion, this situation violates the legal principles of an arbitration decision won a few years ago by the STTRC.

On October 15, 2021, grievance arbitrator Carol Jobin ruled on the case of a retiree who had ended his career on long-term disability and whose salary had been "frozen" by Radio-Canada throughout his disability. As a result, his retirement allowance, as provided for in the collective agreement, was paid based on his salary on the last day worked. The arbitrator concluded that the salary progression provided for in the collective agreement was automatic and did not contain the exception provided for in the employer's policy.

Since a policy cannot amend the collective agreement, the arbitrator ruled that this disability pay freeze policy was illegal. He even concluded that this practice was discriminatory, since it was based on a distinction prohibited by the Charter, namely disability. It is time for this same logic to also apply to long-term disability benefits.

We strongly condemn the employer's refusal to index long-term disability benefits in line with our salary increases.

