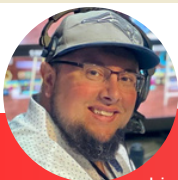


THE NEGOTIATING COMMITTEE ELECTED

Meeting on June 10th at their Special General Assembly, the members of the STTRC approved the candidates recommended by the union council.

Maxime Corbeil, Yvan-Martin Lévesque, Antoni Nerestant, and Priscilla Plamondon-Lalancette were elected to this committee, which will be joined by Jean-François Nadeau, resp. for grievances and disputes, and Pierre Tousignant, president of the STTRC.



Maxime CORBEIL, studio cameraman

Maxime Corbeil is a permanent studio cameraman at the Centre de l'information in Montreal. He began his career at Radio-Canada in 2010 as a technical assistant, and has since held numerous technical positions on both a term and permanent basis.

As a delegate, he sits on two union committees: mobilization along with statutes and regulations.



Yvan-Martin LÉVESQUE, chief technician



As chief technician for acquisitions in Montreal, Yvan-Martin Lévesque has worked at Radio-Canada for 30 years. His role as a trainer in the new production technologies sector gives him unique expertise in this constantly evolving field. He has also participated in several calls for tenders.



Antoni NERESTANT, journalist

Antoni Nerestant has worked at CBC Montreal since 2015. For five years, he held several roles as a term employee: researcher, field reporter, web journalist, assignment editor, video journalist, and editorial secretary.

His union involvement, as a substitute delegate for the CBC section, is motivated by his observation that many members of his section seem unaware of their rights and the tools they have to defend them.



Priscilla PLAMONDON-LALANCETTE, lineup editor (national)



Priscilla Plamondon-Lalancette is a national lineup editor and has worked at Radio-Canada since 2008. Over the years, she has held several positions, including researcher, columnist, journalist, and reporter at RDI, host of Téléjournal in Saguenay, and reporter at Enquête. Proud to work for a media outlet that is the watchdog of democracy and a bulwark against disinformation, she has always considered Radio-Canada "an example of journalistic excellence." She would like the Crown corporation to be a model in terms of working relations and conditions.



Pierre TOUSIGNANT, président of the STTRC



Pierre Tousignant has been President of the STTRC since 2019. He is a regional lineup editor at the Sherbrooke station. He participated in the 2022 negotiations and the 2024 rapid negotiation.

Jean-François NADEAU, resp. for grievances and disputes

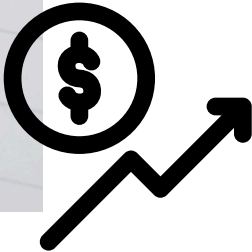


Jean-François Nadeau has been the resp. for grievances and disputes at the STTRC since 2019. He is a journalist at the Quebec City station. He participated in the 2024 rapid negotiation.

See the following pages:

- A pension plan surplus in 2024, and an update on the sharing of the 2023 surplus
- A first report on the use of generative artificial intelligence by journalists
- Mediation-arbitration enters an important phase
- Our job descriptions under the microscope
- Equity, you say?
- The STTRC at north american occupational health and safety week
- Job descriptions: When the exception becomes the norm
- Documenting the Impact of the RDI grid with our members
- The end of bonuses, yes, but it comes with a gift for managers

A PENSION PLAN SURPLUS IN 2024 AND AN UPDATE ON THE SHARING OF THE 2023 SURPLUS



The CBC/Radio-Canada Pension Fund Board of Trustees confirmed in May that the Pension Plan posted a surplus in 2024.

In other words, this will result in a new distribution among eligible Plan members. According to the Board of Trustees, the process was launched with the submission of the Plan's actuarial valuation report to government authorities in early May. The distribution of the 2024 surplus is expected to take place this fall.

Regarding the payment of the Pension Fund surplus for 2023, active Plan members eligible for surplus sharing received a personalized information package in their work email inboxes from the "CBC Pension Administration" account in early June.

This kit includes information on the amount to be received and how it was calculated, a FAQ (including information on how to transfer a payment, in part or in full, to the CBC/Radio-Canada group RRSP), and the payment date, scheduled for July 15.

A FIRST REPORT ON THE USE OF GENERATIVE ARTIFICIAL INTELLIGENCE BY JOURNALISTS

Emerging adoption, driven primarily by young journalists, a positive perception of its contribution to the quality of work, but also a feeling of dependency it provokes and strong concern for the future of the journalism profession. Here are the findings from the report "Generative AI and the Journalism Profession: Good or Bad News?" by authors Vincent Pasquier, Catherine Lespérance, Xavier Parent-Rocheleau, Nicolas Turcotte-Légaré, Marie-Claude Gaudet, and Antoine Bujold, of the Department of Human Resources Management at HEC Montréal.

Vincent Pasquier, associate professor at HEC Montréal, and Catherine Lespérance, postdoctoral fellow at the same institution, presented this report on May 15 at the federal office of the Fédération nationale des communications et de la culture (FNCC-CSN).

This study was conducted among 400 Canadian and international journalists. The report's authors focused on the profiles of generative artificial intelligence (GAI) users, the transformations in journalistic work, journalists' perceptions of GAI tools, and issues related to their regulation.



Among the highlights :

- Approximately two-thirds of journalists use GAI tools sometimes (37%) or regularly (27%). According to the report's authors, as in society as a whole, the adoption of GAI tools is occurring at an unprecedented speed compared to previous technological breakthroughs.
- The use of GAI tools varies depending on the age of the journalists surveyed. For example, between 26 and 43% of journalists aged 18 to 41 use it regularly, compared to 18 to 20% of journalists aged 42 and over.
- AI tools are primarily used in two phases of journalistic work: the data collection, preparation, and analysis phase (72% sometimes and regularly) and the information processing, production, or review and editing phase (75% sometimes and regularly). The tools are used less regularly during the ideation phase (19%).
- As for journalists' motivations for using AI tools, 66% of respondents say they use them because these tasks are time-consuming. "AI is seen as a productivity tool," explains Vincent Pasquier.
- More than two-thirds of respondents (68%) agree that AI tools improve their productivity. Approximately 6 in 10 respondents (58%) believe that AI tools enable them to produce higher-quality work.

The journalists surveyed are quite concerned about the risks of inaccurate information, plagiarism, and a decrease in the originality and quality of content.

Not everything is rosy in the land of AI. First, approximately one-third (32%) of journalists with less than six years of experience rely on GAI to verify the quality of their work. This percentage drops to 16% among journalists with more than 20 years of experience.

In addition, the journalists surveyed were quite concerned about the risks of inaccurate information, plagiarism, and a decrease in the originality and quality of content. Journalists were also concerned about the risk of job losses.

A significant portion of the journalists surveyed (21%) were unable to indicate whether their organization had invested in AI, adopted tools, or implemented policies governing their use.

While the use of AI is becoming widespread in newsrooms, its framework remains largely in its infancy, the authors of the report believe. Union presence, for example, still appears to have limited impact in the face of these developments. In this context of uncertainty, the authors write, one thing is clear : in the absence of a collective framework, the risks of abuse—in terms of employment, autonomy, remuneration, or working conditions—are very real.

Professor Vincent Pasquier adds that employers are trying to bypass unions when it comes to GAI.



Vincent Pasquier, associate professor at HEC Montréal, and Catherine Lespérance, postdoctoral fellow at the same institution, presented the report on the use of generative artificial intelligence by journalists in May to the federal office of the Fédération nationale des communications et de la culture (FNCC-CSN).

MEDIATION-ARBITRATION ENTERS AN IMPORTANT PHASE

🔊 In a shared effort to reduce the volume of grievances, the STTRC and Radio-Canada are in the process of mediation-arbitration. The two parties have agreed to address 244 grievances covering several areas of the collective agreement : schedules, inter-unit projects, pay, temporary advancement, job descriptions, jurisdiction, medical care, disciplinary measures, and benefits, among others.

Discussions between the two parties were divided into 11 sessions.

The protocol binding both parties provides for 30 days of mediation within 120 days of the first day of mediation, which took place in April. By early June, both parties had completed eight days of mediation.

The grievances regarding schedules, pay, and temporary advancement have been settled for the vast majority.

Furthermore, according to the STTRC, the parties have begun discussing two of the central topics of this mediation-arbitration: inter-unit projects and the granting of an additional week of vacation based on seniority.

The parties have noted an acceleration of discussions during the last sessions; several are scheduled from mid-June to mid-July. We will provide a report in the next newsletter.

OUR JOB DESCRIPTIONS UNDER THE MICROSCOPE

Another huge project, the revision of our job monographs, is progressing according to the planned schedule. The first stage, consisting of determining the duties of each job title, is nearing completion. This step aims to describe the tasks by title based on the survey completed by over 800 members and additional meetings.

This seems simple at first glance, but we must ensure the clarity of the descriptions. History shows us that our bosses have a keen sense of interpreting our tasks, which doesn't always align with our interests.

There is disagreement over a dozen job titles, mainly in news: technical or journalist positions for which the employer wants to combine tasks. The STTRC's position is to oppose this approach, as a journalist is neither a cameraman nor an editor, and vice versa.

We already know that of the approximately 260 job titles, a number will disappear since there has been no one in these positions for a long time. In some cases, there will be few changes, but for others, they will be major.

The next steps will aim to determine the value (score) of each job. A grid exists that takes into account all possible criteria, including psychological impacts (stress, etc.). The result will be the corresponding salary. And ultimately, the salary grids will need to be reviewed.

We still believe it is possible to complete this work before the end of the current agreement, March 31, 2026. But as with equity, this work must be done meticulously.

The goal is to create strong support for the results, both among STTRC members and management staff. The committee will also have to prepare a communications plan in parallel with its work. More on this in future newsletters.

EQUITY,

YOU SAY?

”

Work to develop a gender pay equity policy is progressing well, but management misjudged the amount of work required to achieve it. The result: the committee is several months behind schedule. It's almost certain that the policy won't be ready by spring 2026.

The good news is that the working environment is excellent among the representatives of the different groups. Mutual trust has quickly developed between the representatives of the STTRC, the AR, the Guild, the APS, and the two management staff representatives, making the work much easier.

The committee must evaluate more than 800 jobs. Two joint work days are scheduled every two weeks to complete this colossal task. It requires meticulous attention to detail, as members are eager to avoid any mistakes or oversights.

The first step was to identify jobs that are predominantly female, male, or gender-neutral. The committee is expected to begin its evaluation work shortly. Note that the law provides for a review every five years.

STTRC AT THE NORTH AMERICAN OCCUPATIONAL HEALTH AND SAFETY WEEK



Marie-Andrée Charron (left), Resp. for Equity, Health, and Safety at the STTRC, participated, along with Stéphane Bordeleau (center) and Sophie Pelletier (right), in activities at the NMRC during North American Occupational Health and Safety Week in early May. The Joint Health and Safety Committee raised awareness among STTRC members about noise pollution. The coasters that can be used in the booth or studio remind us of the importance of turning the volume down to zero before plugging in or changing sources.





JOB DESCRIPTIONS: WHEN THE EXCEPTION BECOMES THE NORM

On May 19, STTRC delegates and elected officials participated in our third action on job descriptions under the theme "Just for all the time : When the exception becomes the norm."

No lunchtime commotion this time, but instead, we handed out leaflets to our members and posted posters on our union bulletin boards, including our survival guide on job description violations.

The theme of this mobilization was more than appropriate. Our members are often asked to accommodate Radio-Canada for just one day, two days, or more, but over time, our job descriptions end up being disregarded.

When a superior orders us to perform a task, whether or not it's consistent with our job title, we must remember this fundamental rule of labor relations: obey now, grieve later. Comply first, file a grievance later.

We therefore recommend that STTRC-CSN members adopt the following course of action when a superior asks an employee to perform tasks that are outside their job title :

- Require the superior in question to clarify their request in writing, as well as the tasks requested of you;
- If the request comes from the assignment department, require that the instruction be sent to you in writing, with a copy to your manager;
- After complying with the employer's request, send a copy of the written instruction to your union representative.

And for the final action in our job description campaign, we invite you to dine in front of your respective stations on June 19 under the theme "Drifting, trying to do everything, you get lost."

WHAT IS A JOB DESCRIPTION?

A job description covers all the tasks normally performed by those with a specific job title. The salary assigned to each job title depends, in particular, on the complexity of the associated tasks.

The salary associated with each job title is subject to negotiation with the union. This is why the employer recognizes that it must first agree with employees on the scope of duties specific to each job title.



Delegates Sandra Côté (left) and Yan Bonnauron (right) distributed leaflets in the atrium of the Nouvelle Maison de Radio-Canada (NMRC) alongside Montreal coordinator Precilla Morasse. They are not pictured here, but delegates Philippe Paquette and Mathieu Massé helped out during this operation.

Our colleagues at the Quebec City station are fed up with the exception being the norm when it comes to job descriptions.





DOCUMENTING THE EFFECTS OF THE RDI SCHEDULE TO OUR MEMBERS

Hastily made changes to RDI's schedule in January raised several concerns among STTRC members.

From January 20 to the end of June, management combined previously hour-long programs (*Zone info* and *En direct avec Patrice Roy*) into two two-hour shows. In addition, *D'abord l'info*, RDI's morning show, has been airing at 6:00 a.m. since January 20.

Although management has confirmed to the teams of *En direct avec Patrice Roy* and the *Téléjournal 18 h* that they will resume their regular time slots next fall (from 5:00 p.m. to 7:00 p.m.), our members' fears of overload remain valid.

Since the new schedule came into effect, our members have complained about an increase in their workload. Several term employees are regularly asked to work additional shifts, sometimes at the cost of questionable encroachments.

Unfortunately, there have also been sick leave and resignations among employees.

Union representatives at the Centre de l'information (CDI) have approached management to request changes to the work organization, but to no avail.

In this context, we are moving to a new phase of our action plan aimed at improving the situation at the CDI.

For the past few days, our CDI members have been invited to complete a questionnaire that will document the psychosocial risks associated with the changes to the RDI schedule.

Our members will be able to anonymously discuss the consequences of this decision.

The data will then be analyzed with the help of the CSN, and we will present it to management.

Other actions are planned downstream to force the employer to make changes in the way it manages its staff.

It's not complicated; we're asking to be listened to, not just to be heard.

THE END OF BONUSES, YES, BUT IT COMES WITH A GIFT FOR MANAGERS

On May 14, the CBC/Radio-Canada Board of Directors decided to end the Short-Term Incentive Plan (STIP), which the STTRC-CSN has always referred to as "annual performance bonuses." This decision comes with a gift to executives and senior management.

The Board of Directors announced that to maintain the overall compensation of its executives, their salaries will be adjusted "to compensate for the elimination of individual performance-based pay," retroactive to April 1, 2024.

As the old adage goes, the devil is in the details. And what are those details? The executive salary adjustment will be fully calculated as a contribution to the pension plan, which was not the case with the previous bonuses.

"The STTRC has always maintained that these bonuses were disguised wages, as we suspected they were paid systematically, regardless of whether management objectives were met," denounced STTRC-CSN president Pierre Tousignant.

"Once again, CBC/Radio-Canada is more generous with its management and senior management staff than with its unionized staff," added the president.

Meanwhile, STTRC members received a 1.5% salary adjustment on March 25, as did all unionized CBC/Radio-Canada employees.

According to Statistics Canada, inflation was 2.4% in Canada in 2024. As a result, STTRC members' compensation continues to fall behind the increase in the Consumer Price Index.

