

## THE CIRB ADOPTS A RESTRICTIVE INTERPRETATION OF THE APS CERTIFICATION CERTIFICATE

After more than five years of waiting, the Canada Industrial Relations Board (CIRB) has ruled in favor of the STTRC regarding positions created by Radio-Canada within the Association of Professionals and Supervisors (APS). The Board "asked its industrial relations officer to work with the parties to attempt to clarify the affiliation of the various positions that remain in dispute between the parties." To this end, the CIRB concluded that the accreditation certificate of the Association of Professionals and Supervisors (APS) must be interpreted narrowly.

### The Dispute

The APS was created in 1995 to represent supervisors and members of liberal professions (lawyers, engineers, accountants, etc.) hired as such at Radio-Canada and employees who perform similar or comparable functions. Since then, the STTRC and the Canadian Media Guild (CMG) have noted that Radio-Canada had adopted a broad interpretation of the APS certification and added job titles that went beyond it. Both complaints also focused on the fact that job titles at the APS should instead be found within the STTRC or the Guild.

The CIRB heard the parties on November 27, 2019, with Radio-Canada and the APS challenging the position of the STTRC and the Guild. The decision rendered on June 2, 2025, by the Chair of the CIRB concluded as follows:

"For all the reasons set out above, the Board adopts a restrictive interpretation of the three categories of positions included in the APS unit, based on the following criteria:

Supervisory staff includes employees or positions whose duties are primarily characterized by the supervision or coaching of other employees. These are essentially first-level managers. »

The other two groups include "professionals" who are "members of a professional organization" and "employees who essentially and primarily perform duties that are similar or

comparable to those performed by a professional."

The decision does not determine which positions created or transferred to the APS should be returned to the STTRC, but implicitly acknowledges that a reassessment of several of them is necessary.

The APS, disagreeing with the CIRB's findings, filed an application for judicial review with the Federal Court. The Guild asked the CIRB to await the Federal Court's decision before resuming its analysis of its own complaint.

\*Excerpts from the decision have been translated and placed in quotation marks.

### ERRATUM

The opinion piece published in the July 15th newsletter regarding the Canada Industrial Relations Board's (CIRB) decision in favor of the STTRC in a dispute between it and the Association of Professionals and Supervisors (APS) contained several statements that went beyond the facts and require correction. First, the use of the APS logo in no way implied shared opinions. If this created any confusion among APS members, we apologize.

Furthermore, the CIRB's decision never indicated collusion between the APS and Radio-Canada in the addition of positions to the APS. We recognize that the APS is an independent and autonomous entity whose primary function is to negotiate a collective employment contract for its members, just like the STTRC. Nor did this decision mean that the positions allocated to the APS by Radio-Canada should automatically revert to the STTRC. This last point constitutes the heart of the complaint filed by the STTRC. Moreover, you will find on this page a revised and corrected version of the original text. We hope that these apologies and clarifications will allow a more accurate reading of the scope of this decision and the impacts on our two organizations.

## THE MEDIATION-ARBITRATION REACHES ITS HALFWAY POINT

### AND SEVERAL BLOCKS HAVE ALREADY BEEN RESOLVED



At the time of the summer break, the STTRC and Radio-Canada reached the halfway point of the mediation-arbitration process, which aims to address 244 grievances covering a wide range of issues, including the granting of an additional week of vacation based on seniority, cross-skilling projects (projets inter-unités), job descriptions, pay, and scheduling.

Discussions between the parties were divided into 11 blocks, and all blocks have been addressed. Since the beginning of June, the parties have noted an acceleration in discussions.

In particular, the parties discussed two crucial topics of this mediation-arbitration process in recent weeks : the granting of an additional week of vacation based on seniority and cross-skilling projects.

The vast majority of grievances relating to scheduling, pay, and temporary advancement have already been resolved.

In addition, agreements have been reached between the STTRC and Radio-Canada to settle grievances in the medical, benefits, and miscellaneous areas.

Mediation-arbitration will resume for the final segment at the end of August.

➤ MORE IN OUR UPCOMING NEWSLETTERS !

### See the following pages :

- Job descriptions : Another successful mobilization
- "Don't confuse opinion with information"
- A fiery spring for radio
- A survey on STTRC communications
- Temporary upgrades of national reporters: Superior Court dismisses STTRC's legal appeal
- Changes under scrutiny at CBC Montreal
- Five full-time positions awarded to researchers and web editors

# JOB DESCRIPTIONS: ANOTHER SUCCESSFUL MOBILIZATION

**S**everal hundred members at Radio-Canada stations in Quebec and Moncton mobilized on June 19 to discuss job descriptions, under the theme "Drifts: Trying to do everything can get you lost."

So many violations of our job descriptions are primarily due to a staff shortage. Too many positions are left vacant or eliminated, increasing the pressure on the small teams.

Three members of the negotiating committee, Jean-François Nadeau, Maxime Corbeil, and Yvan-Martin Lévesque, spoke on June 19 during our mobilization on job descriptions.



In Sherbrooke, members dined on sushi and avoided the forecast storms. The News God protected them, and they stayed adrift, but dry.



It was raining cats and dogs in Quebec City, but our members were resilient. So much so, that we ran out of pizza during this mobilization.



In Trois-Rivières, members gathered at a restaurant to mobilize about job descriptions.

In Montreal, 300 lunch boxes were distributed to members during the lunch hour on June 19. Leaflets introducing members of the negotiating committee, several of whom were on hand, were also distributed. These were enriching discussions.



Pizza brought out the crowd at our Moncton station !



STTRC members mobilized at our Sept-Îles station to discuss job descriptions.



In Saguenay-Lac-Saint-Jean, burrito bowls have sparked discussions about job descriptions.

Management is asking its teams to cut corners: it's banking on their dedication to demand the impossible: "Come on, a little editing never hurt anyone."

When our members are asked to step outside their field of expertise to perform tasks that aren't part of their job title, the consequences are numerous. Both for the quality of the work performed and for the stress these situations can cause.

At Radio-Canada, employees are complementary and supportive. Obviously, we're called upon to help each other, sometimes even by stepping outside the established framework.

But that doesn't mean it's not important to define what should remain the exception, not the norm. And to do this, not only must we reach an agreement with Radio-Canada on the revision of our job descriptions, but we must also ensure that they are respected.

Here's a look back at this successful mobilization in photos. Have a great summer, happy vacations for those who have them, and a big thank you to all those who will be holding down the fort during this period.

See you again in the fall as we prepare for negotiations to renew our collective agreement, which expires on March 31, 2026.



In Abitibi-Témiscamingue, our members were adrift in the resort's stairs. A concept photo led to a successful pizza luncheon.

# "DON'T CONFUSE OPINION AND INFORMATION."

For the first time in its history, the International Federation of Journalists (IFJ) held its congress in North America in early June. For the occasion, the IFJ held a panel at the Nouvelle Maison de Radio-Canada on the theme "Public Broadcasters, at the Heart of Our Right to Information."

The discussions, moderated by Marie-Louise Arsenault, host of the show "Tout peut arriver", on ICI Première and ICI RDI, were lively.

The president of the Fédération nationale des communications et de la culture (FNCC), Annick Charette, has noted a confusion of genres in the media for several years. "Even public television is on board with this, namely that we have fewer and fewer professional journalists covering events and more and more columnists giving their opinions." In this regard, the public is often perplexed because they don't differentiate between the opinion of a columnist and work based on a code of ethics for real journalists. And that, I think, is detrimental to us enormously," she indicated towards the end of the panel.

## OUTDATED PUBLIC LICENCE SYSTEMS

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Séamus Dooley, RTÉ journalist and Deputy General Secretary of the National Union of Journalists of Ireland, points out that a commission of inquiry into the future of the media in Ireland made 50 recommendations. The only one rejected by the Irish government: reforming the licence fee system.

"This was the commission's main proposal. The current system is outdated. Politicians are cowards and are not prepared to defend the values of the importance of having a strong public broadcaster. I have hope that in the age of misinformation, there will be a return to the values of public broadcasters."

## A UN CHARTER TO PROTECT JOURNALISTS

The International Federation of Journalists deplores the fact that more than 100 journalists are killed each year while doing their work. No international treaty protects journalists, laments Dominique Pradalié, President of the IFJ and a retired journalist from France TV.

Under its proposed charter to protect journalists, the IFJ proposes, first, a permanent committee worldwide, then an obligation for each country to report on what has been done in the past year to promote press freedom, and finally, the establishment of independent teams capable of conducting investigations in countries where such investigations are impossible.

Ms. Pradalié invited the Canadian government to support her proposal.

Seizing the opportunity, Antoine Chuzeville, a journalist at France TV and first general secretary of the Syndicat national des journalistes (National Union of Journalists) in France, reported that the French broadcasting industry had chosen the slogan for its 24-hour news channel in June: "Opinion is not news."

"It's a thinly veiled criticism of what our competitors are doing, namely requesting radio or TV frequencies from the French government to officially broadcast news, like C News, LCI, or BFM TV. But in reality, there are very few reports on these channels and there are many, many opinions. We even have Mathieu Bock-Côté, whom you know well, who regularly appears on these news channels."

Antoine Chuzeville believes that for the first time, public service has clearly chosen its color: reporting, analysis, and decoding. "It costs more, it takes more time than inviting three people and asking their opinion on everything and anything. We must defend and support these fundamentals of public service. We must not confuse opinion and information, as too many private competitors do."

## THE MYTH OF THE BBC PUBLIC SERVICE

Tom Mills, author of an essay on the BBC - *The BBC: Myth of a Public Service* - and a lecturer in sociology at Aston University in Birmingham, England, explained how the venerable public broadcaster has always been vulnerable to political pressure.

Political power uses the BBC's funding model, which has historically given it independence, to exert pressure, he explained.

"Then there are political appointments. In the coming years, the BBC's mandate will evolve into a new role, which is the result of negotiations between central government, the BBC, and 10 Downing Street. What does this mean for the public service? Social media, polarization, the power of private platforms, the collapse of traditional media—all of this could have an impact on the public's trust in the BBC," commented Tom Mills.

Pierre Tousignant, President of the STTRC and Vice-President of the FNCC, recalled that in Canada, the BBC has always been considered the preferred model for operations and funding.

In 2022, the BBC's funding, he added, was \$96 Canadian per household, while CBC/Radio-Canada's was \$33 per household. "At Radio-Canada, we had the Radio-Canada International model, which allowed us to reach Canadians of different languages around the world; unfortunately, the funding didn't follow. Management was forced to make choices that, in my opinion, were cruel, resulting in us broadcasting much less abroad than we used to."



The panelists were Pierre Tousignant of the STTRC, Rafaella Lorusso, a journalist for La Repubblica, and Dominique Pradalié, President of the International Federation of Journalists.

## WHO WERE THE PANELISTS?

- **Dominique Pradalié**, president of the IFJ, former journalist for France TV
- **Tom Mills**, journalist at the BBC and lecturer in sociology at Aston University, Birmingham, England. Author of the essay "*The BBC: Myth of a Public Service*"
- **Antoine Chuzeville**, journalist at France TV and first General Secretary of the National Union of Journalists in France
- **Michiko Kurita**, journalist for NHK in Japan and head of the European bureau of the Japan Freelance Union
- **Rafaella Lorusso**, journalist for *La Repubblica* and former General Secretary of the Italian Journalists' Union
- **Séamus Dooley**, journalist at RTÉ (Irish public television) and Deputy General Secretary of the National Union of Journalists of Ireland
- **Annick Charette**, president of the Fédération nationale des communications et de la culture (FNCC-CSN)
- **Pierre Tousignant**, president of the STTRC and Vice-President, Communications, of the FNCC-CSN

# A FIERY SPRING FOR RADIO

## RESULTS THAT ARE THE FRUIT OF TEAMWORK

Congratulations on the superb results of our radio colleagues revealed in the spring Numéris surveys. Colleagues from all stations across the network can be proud of the quality of the productions broadcast. The sustained growth in audiences is proof of this. Congratulations and thank you to those we hear, but also to those who, behind the scenes, are just as responsible for these successes, whether they work in technical or administrative roles. A program is like an iceberg; the essential part isn't audible, but it is just as important.



## SEVEN GOLD MEDALS AT THE DIGITAL PUBLISHING AWARDS

Radio-Canada won seven gold medals and three silver medals at the 10th edition of the Digital Publishing Awards, held on June 13 in Toronto. This event recognizes the quality of Canadian digital content creators in 26 categories.

Gold medal winners include colleague Daniel Blanchette Pelletier's investigation into [shrinkflation](#), the [Rad newsletter](#), the digital stories in the [Empreintes series](#), and the podcasts [La mort libre: 10 ans d'aide médicale à mourir](#) (medical assistance in dying) and [Sans réponses](#), about unsolved crimes.

## AND AWARDS AT THE ANNUAL CANADIAN ASSOCIATION OF JOURNALISTS GALA

Journalist Romain Schué and director Thomas Bignon received a gold medal at the annual Canadian Association of Journalists gala [for their infiltration of a human smuggling network](#).

Also at the same gala, journalists Davide Gentile and Daniel Boily, director Jacques Racine, and photographer Ivanoh Demers received a silver medal for [their coverage of the story of Normand Meunier](#), who requested and received medical assistance in dying after developing severe pressure sores at the Saint-Jérôme hospital. A coroner's inquest was ordered following Mr. Meunier's death.

Finally, the Enquête team of Sylvie Fournier, Benoit Michaud, Daniel Tremblay, and Jo-Ann Demers won a silver medal in data journalism for [their report on the assets of religious communities in Quebec](#).

## CHARLES TISSEYRE AND ÉMILIE DUBREUIL RECOGNIZED FOR THE QUALITY OF THEIR FRENCH


Our colleagues Charles Tisseyre and Émilie Dubreuil have won the Raymond-Charette and Jules-Fournier Awards, respectively, one for their contribution to the broadcasting of quality French on air and the other for the quality of their writing.

Both awards are presented by the ministère québécois de la Langue française (Quebec Ministry of the French Language).

Charles Tisseyre, who is celebrating his 50th anniversary at Radio-Canada this year, will officially receive the Raymond-Charette Award in the spring of 2026.

Holding a master's degree in literary studies, Émilie Dubreuil has been a journalist for nearly 25 years. She has contributed to numerous renowned publications, including *L'actualité* and *Voir*.

Also present on Radio-Canada radio and television, she has been publishing her magazine-style web reports for the past seven years, both in short and long formats, whose originality and success are highlighted here.



## THE "INFORMATION, A PUBLIC GOOD" CAMPAIGN CONTINUES

A tour of several CSN central council conventions was held in May and June to present the FNCC's "Information, a Public Good" campaign. The campaign was well received everywhere, and resolutions of support were unanimously adopted at each of the conventions visited.

A tour report has been produced and will be made public in September. Meetings are planned with various decision-makers, and a tour of allies is in the works.

Our colleagues from the program Tout terrain broadcast a special on May 25th on journalism under pressure. It notably discusses information deserts, the focus of the FNCC's campaign.

<https://ici.radio-canada.ca/ohdio/premiere/emissions/tout-terrain/episodes/953384/rattrapage-dimanche-25-mai-2025>

## A SURVEY ON STTRC COMMUNICATIONS

[CLICK HERE](#)

We are conducting a survey until the end of the summer regarding the STTRC's communications tools.

- ✓ What methods do you use to stay informed?
- ✓ How can we reach you?
- ✓ How often?
- ✓ Do you read the emails sent by the STTRC?
- ✓ Is the information presented clearly?
- ✓ What new methods are available?
- ✓ Any suggestions?

Thank you for taking a few minutes to complete this survey; it will certainly help us improve our communications. There will be a follow-up to this survey in our fall newsletters.

# TEMPORARY UPGRADES FOR NATIONAL REPORTERS : SUPERIOR COURT DISMISSES STTRC'S JUDICIAL APPEAL

**T**he STTRC had been awaiting a Superior Court decision since March 14 in a grievance filed by the former SCRC in 2012 regarding the interpretation of temporary upgrades for reporters assigned to higher positions.

A historical review of this saga is in order before going any further :

- On June 13, 2019, arbitrator Guy Lafrance ruled in favor of the Union. The Employer filed an appeal for judicial review with the Superior Court, which ruled in favor on December 7, 2020.
- The arbitration process then resumed, with hearings scheduled from September 2022 to February 2023. On July 27, 2023, arbitrator Maureen Flynn upheld the Employer's claims.
- The STTRC also filed an appeal for judicial review, and the decision of March 14, 2025, dismissed this request.

The good news is that the scope of Mr. Flynn's decision expired before the hearings even began. Indeed, Mr. Flynn concluded that "the scope is limited to the term of the collective agreement, that is, until October 14, 2018." Indeed, since the text of the collective agreement had changed and the grievance was filed under the pre-merger agreement, this interpretation became moot as of October 15, 2018.

Mr. Flynn's interpretation of the temporary advancement clause at the time is that "to be entitled to the bonus, it must be demonstrated that the Employer decided to assign the journalist to the main duties of the higher-paid position and that the journalist expressed such expectations." »

Arbitrator Flynn therefore created a criterion of intent that is not found in the collective agreement, namely that the union "must demonstrate that the Employer chose to assign the journalist to perform the principal duties of a higher-paid job. It demonstrates the intention at the beginning of the assignment or during the assignment."



Although this interpretation has not been made under the merged agreements, we expect the Employer to adhere to it. We will therefore decide more recent grievances related to this same interpretation issue.



## CHANGES UNDER SURVEILLANCE AT CBC MONTREAL



BC Montreal management is reorganizing its weekend television newscasts. The 6 p.m. newscast will be rebroadcast at 11 p.m. There will no longer be any live newscasts in the late evening.

To address this lack of live news, management will implement a pilot project to deliver a recorded and edited video newscast during the week, but broadcast on Saturdays and Sundays.

Beyond general concerns about the erosion of CBC Montreal's live presence and the potential impact on the credibility of its newscasters, the STTRC doubts the teams' ability to handle major news stories that would break in the evenings on weekends.

Why? Because Saturday and Sunday evenings are never easy, whether we recall the train derailment in Lac-Mégantic in July 2013 or the horrific murders committed at the Quebec City mosque on a Sunday evening in January 2017.

The STTRC will closely monitor the situation following the implementation of these changes and will not hesitate to intervene with CBC Montreal management.



## FIVE FULL-TIME POSITIONS AWARDED TO RESEARCHERS AND WEB EDITORS

Under Letters of Agreement 14 and 18, which address the assigning of permanent positions to certain editors following the signing of the 2022 collective agreement and the creation of other permanent positions, Radio-Canada will award three full-time positions to researchers and two full-time positions to web editors.

C'est ce que Radio-Canada a annoncé au STTRC lors du CRT nRadio-Canada announced this to the STTRC during the national CRT meeting in June.

For researchers, the ratio of contract to permanent hours was 84.7% for the period from April 1, 2024, to March 31, 2025. To achieve the 80% target set out in the Letter of Understanding, Radio-Canada proposes awarding three full-time positions.

Among web editors, the ratio of contract to permanent hours was 53.7% during the same period, exceeding the 50% target. To achieve this target, Radio-Canada proposes to award two full-time positions

Finally, the ratio of temporary to contract hours was 23.3% in 2024-2025. This is lower than the 25% ratio established in paragraph 7 of Letter of Understanding 18.