

FILMING VIDEOS BY JOURNALISTS

NO, REMINDS THE STTRC



Throughout last spring, STTRC members participated in several awareness-raising activities regarding the revision of job descriptions. At the heart of this initiative, CBC/Radio-Canada wants to expand job descriptions to encourage flexibility and multitasking. To this, the STTRC responded that filming videos by journalists is no.

This position was adopted by the union council in the fall of 2024. Members have rightly stated loud and clear that technicians and journalists must each practice their own profession.

If people have studied in a field and developed expertise over the course of their careers, it is out of professional interest.

No one should be forced to perform tasks when they don't feel fully competent, at the risk of causing stress and overload, and having to deliver work that falls short of the standards Radio-Canada has always strived to uphold.

For the vast majority of STTRC members, management's desire to expand the scope of duties is a clear reality, one that also tends to extend to various functions.

Yes, at CBC/Radio-Canada, employees are complementary. And supportive. We are 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. This is why the STTRC reiterates that journalists are prohibited from filming videos, provided they comply with current guidelines, but also unless an agreement is negotiated in good faith regarding the impact on compensation and current jobs.

JOB DESCRIPTION SURVIVAL GUIDE

We 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 and a copy to your manager;
- After complying with the employer's request, send a copy of the written instruction to your union representative.

2024 PENSION PLAN SURPLUS : TOWARD A DISTRIBUTION IN FALL 2025

Following confirmation of a surplus by the CBC/Radio-Canada Pension Fund Board of Trustees for 2024, CBC/Radio-Canada submitted the withdrawal application to the Office of the Superintendent of Financial Institutions (OSFI) on July 29, 2025.

According to CBC/Radio-Canada, the distribution of surplus assets for the year ending December 31, 2024, will occur no earlier than 40 days after OSFI consents to the withdrawal of funds. If consent is obtained by the beginning of September, the Employer expects the surplus to be distributed in the fall of 2025.

The process will be faster this time because OSFI has authorized CBC/Radio-Canada to apply the consent obtained from active and former Plan members to the distribution of potential surpluses generated up to and including 2027, provided they are for consecutive years.

In other words, for the 2024 distribution, members did not have to give their consent. And if surplus distributions continue, they will not have to do so for the 2025, 2026, and 2027 fiscal years.

However, this does not exempt CBC/Radio-Canada from obtaining the consent of new retirees.

The amount to be shared among active members, retirees, and beneficiaries is \$63,398,000. After the 2024 surplus distribution, the Plan's solvency-based surplus assets will amount to \$1,220,693,000.

As was the case with the 2023 surplus distribution, we encourage our members to monitor their work emails this fall. You will receive a personalized information package from the "CBC Pension Administration" account. This package will include information on the amount to be received and how it was calculated, as well as frequently asked questions (including how to transfer a payment, in part or in full,

to the CBC/Radio-Canada Group RRSP).



Stay tuned for more in our September newsletter !

See next page :

- Monetary Costs of Not Taking Breaks or Lunch
- Mark your calendars
- Reminder : A survey on STTRC communications



MONETARY COSTS OF NOT TAKING BREAKS OR LUNCH

Time is money, as the saying goes. The following three examples are intended to demonstrate to STTRC members the monetary costs of not taking breaks.



Here is what Article 37.3 of the collective agreement provides :

Article 36.5 of the collective agreement provides the following regarding meal period cancellation :

" Any Employee who must work more than seven (7) hours in a day shall take two (2) fifteen (15)-minute breaks at times agreed upon with their superior."

" Whenever the Employer cannot allow Employees to take a meal break or must cancel it on account of operational constraints, such a meal break shall be paid at the applicable wage rate."



Example 1
Journalist with 4 years of seniority does not take breaks 3 days out of 5, and works through lunch twice a week.

- This journalist does not charge for breaks (Article 37.3) or lunches (Article 36.5). Over a year, this equates to 294 untaken breaks;
- For untaken breaks, this equates to 4,410 minutes, or 73.5 hours;
- Over a year, this equates to 98 untaken 30-minute lunches;
- For untaken lunches, this equates to 2,940 minutes, or 49 hours;
- For untaken lunches and breaks, this represents a total of 122.5 hours;
- Amount left on the table: \$6,844.69, or 9.4% of annual salary.



Example 2
An intermediate switcher with 9 years of seniority does not take breaks 2 out of 5 days and works through lunch once a week.

- This switcher does not charge for breaks (Article 37.3) or lunches (Article 36.5);
- Over a year, this equates to 192 untaken breaks;
- For untaken breaks, this represents 2,880 minutes, or 48 hours;
- For untaken lunches, over a year, this equates to 48 30-minute lunches;
- In terms of time, these untaken lunches represent 1,440 minutes, or 24 hours;
- For untaken lunches and breaks, this represents a total of 72 hours;
- Amount of money left on the table: \$4,120.20, or 5.2% of annual salary.



Example 3
Scheduling coordinator, with 6 years of seniority, does not take breaks 4 days out of 5, and works through lunch twice a week.

- This coordinator does not charge for breaks (Article 37.3) or lunches (Article 36.5).
- Over a year, this equates to 392 untaken breaks;
- For untaken breaks, this represents 5,880 minutes, or 98 hours;
- For untaken lunches, this represents 98 30-minute lunches;
- In terms of time, these untaken lunches represent 2,940 minutes, or 49 hours;
- For untaken lunches and breaks, this represents 147 hours;
- Amount left on the table: \$7,979.90, or 11.7% of salary.

SAVE THE DATE!

THE MONTREAL LABOUR RELATIONS COMMITTEE INVITES YOU TO ITS SEPTEMBER COFFEE CHATS

The Montreal local Labour Relations Committee (LRC) is offering you coffee. Mark these dates in your calendar: **September 4 and 16, from 8:30 a.m. to 4:30 p.m., on the third-floor walkway on the Alexandre-de-Sève Street side, committee members will meet with you. Come and share your concerns and frustrations about your work.**

COMMITTEE MEMBERS PRESENT ON SEPTEMBER 4:

Antoni Nerestant
Mathieu Massé
Valérie Sigouin
Damian Pilié

COMMITTEE MEMBERS PRESENT ON SEPTEMBER 16:

Pasquale Pettinicchio
Philippe Paquette
Precilla Morasse
Damian Pilié

WE LOOK FORWARD TO CHATTING WITH YOU!



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.