

September 26th, 2025

(514) 842-4020 OR (888) 842-4020 STTRC@STTRC.CA



A BUSY AUTUMN

Preparing for collective bargaining, concluding a phase of mediation-arbitration, elections for the union council, a union council meeting in Drummondville in November, an extraordinary general meeting at the end of 2025 to vote on our bargaining proposal, and, prior to that, a regional tour by the bargaining committee. The STTRC has a packed agenda for its members this fall. Here's an overview.

1

COLLECTIVE BARGAINING

Appointed by the union council in June, the members of the bargaining committee are already working for our next round of collective bargaining.

The members of the bargaining committee are :



- **Maxime Corbeil**, studio cameraman in Montreal;
- **Yvan-Martin Lévesque**, supervising technician in Montreal;
- **Jean-François Nadeau**, journalist in Quebec City and STTRC Grievance and Disputes Officer;
- **Priscilla Plamondon-Lalancette**, national editorial secretary in Saguenay;
- **Pierre Tousignant**, regional editorial secretary in Sherbrooke and STTRC President;

The committee began its work in August. Its members analyzed the power dynamics, as well as conducting an analysis of the current situation. They are now at the stage of comparing data and analyzing it.

To support the bargaining proposal, they will gather the necessary information from various sources, including union representatives and members in the field. These practical examples reflect the challenges faced by CBC/Radio-Canada employees.

Then, in November, the bargaining committee will present its work to the members of the union council in Drummondville. Following discussions with the union representatives, the bargaining committee will tour the various regions and local sections to present the bargaining proposal.

This process will culminate in an extraordinary general meeting on the bargaining proposal in the following weeks. This meeting, with a specific, predetermined agenda, will allow members to vote on the bargaining proposal, which will then be submitted to the Employer.



2

MÉDIATION-ARBITRATION

The mediation-arbitration process is entering an important phase. Approximately 15 days have been scheduled by mid-December to address 244 grievances covering several topics in our collective agreement: work schedules, cross-unit projects, payroll, temporary upgrades, job descriptions, jurisdiction, disciplinary measures, and employee benefits.

By the summer break, at least three categories of grievances had been largely resolved: work schedules, payroll, and temporary upgrades. In addition, both parties agreed to resolve the grievances related to medical issues, employee benefits, and miscellaneous matters.

Finally, the Employer is reviewing a preliminary proposal from the STTRC to resolve the vast majority of grievances related to job descriptions.



3

UNION COUNCIL ELECTIONS

As stipulated in the STTRC bylaws, the positions of delegates and their alternates will be subject to election this fall.

The Secretary-Treasurer will send nomination notices to the various sections in the coming weeks. The Secretary-Treasurer will collect nominations and organize elections as required.



Only members in good standing within the section where the election is held are eligible to vote. Delegates are elected for a three-year term.

4

DRUMMONDVILLE UNION COUNCIL MEETING



For several years now, the STTRC has convened all its delegates for a three-day union council meeting to review recent developments and discuss upcoming issues. The meeting includes presentations and plenary sessions on various topics.

Our Drummondville summit in November will follow this same format. In addition to a presentation of the bargaining proposals, other discussions are planned, including one on mental health in the workplace.

We will also review the status of the mediation-arbitration process, develop a collective work plan, and elect STTRC representatives to various committees.

See following pages :

- Did you know that your right to training is included in the collective agreement?
- Video recording by journalists: The Employer responds to the STTRC
- The 2024 pension plan surplus payment is coming soon
- Radio-Canada shines at the Géméaux Awards

- Variable cleaning schedules in our stations
- Radio-Canada is the 2025 Media League Champion

DID YOU KNOW THAT YOUR RIGHT TO TRAINING IS INCLUDED IN THE COLLECTIVE AGREEMENT?

How many training sessions did you attend last year? Did you express interest in any training courses? Did your manager follow up with you? These questions relate to Article 29 of the collective agreement, which deals with training.

Yes, the right to training and professional development is included in our employment contract. Before we go any further, a reminder of the content of Article 29 is in order.

The Parties, who recognize the importance of training and development being offered to Employees in a fair manner, agree to collaborate in order to fulfil such a goal.

The Employer provides adequate training to its employees so that they can carry out their duties.

Regarding professional development, the Employer uses training postings for a minimum of seven days, accessible to all employees. Keep an eye on your email.

Don't forget to mention the training courses you want to take during your annual meeting with your manager.

You can also submit your training preferences for the coming year in writing to your manager.

Please note that you have the right to ask your manager for the reasons why a training request was denied. This matter can also be addressed at the local labour relations committee and escalated to the national labour relations committee.

Training is approved by your manager and depends on available spaces, operational needs, and budgets.

When training is approved, the Employer will take the necessary steps to cover your position. An empty seat is not an option.

Please note that the Employer may grant you unpaid leave for academic training. It may also reimburse part or all of the registration and course fees for an approved course, provided that the course is relevant to your current role, in accordance with the Human Resources training policy.

Furthermore, the Employer may grant sabbatical leave through a competitive process in which eligible employees (full-time, with seven years of service) can submit a proposal for activities that will enhance their personal and professional development. These proposals are evaluated by the Joint Labour Relations Committee.

Orientation is intended for situations where the employee already possesses the necessary qualifications or skills and only requires guidance to apply their knowledge in a new work environment. For example, you have a permanent position as a newsroom secretary and are moving from one program to another.

Please note that while you are undergoing training, you waive your rights under the collective agreement regarding overtime and premiums.

When the Employer assigns an employee to deliver training that is normally provided by a member of the bargaining unit whose job function includes this task, the employee is relieved of their regular duties and receives a daily allowance of twenty dollars (\$20).

Representatives of the STTRC and the Employer meet at least three times a year as part of the Joint Committee for Learning and Development. Under the collective agreement, this committee contributes to the annual training needs assessment by sharing training needs identified by the STTRC and making recommendations to the Employer.

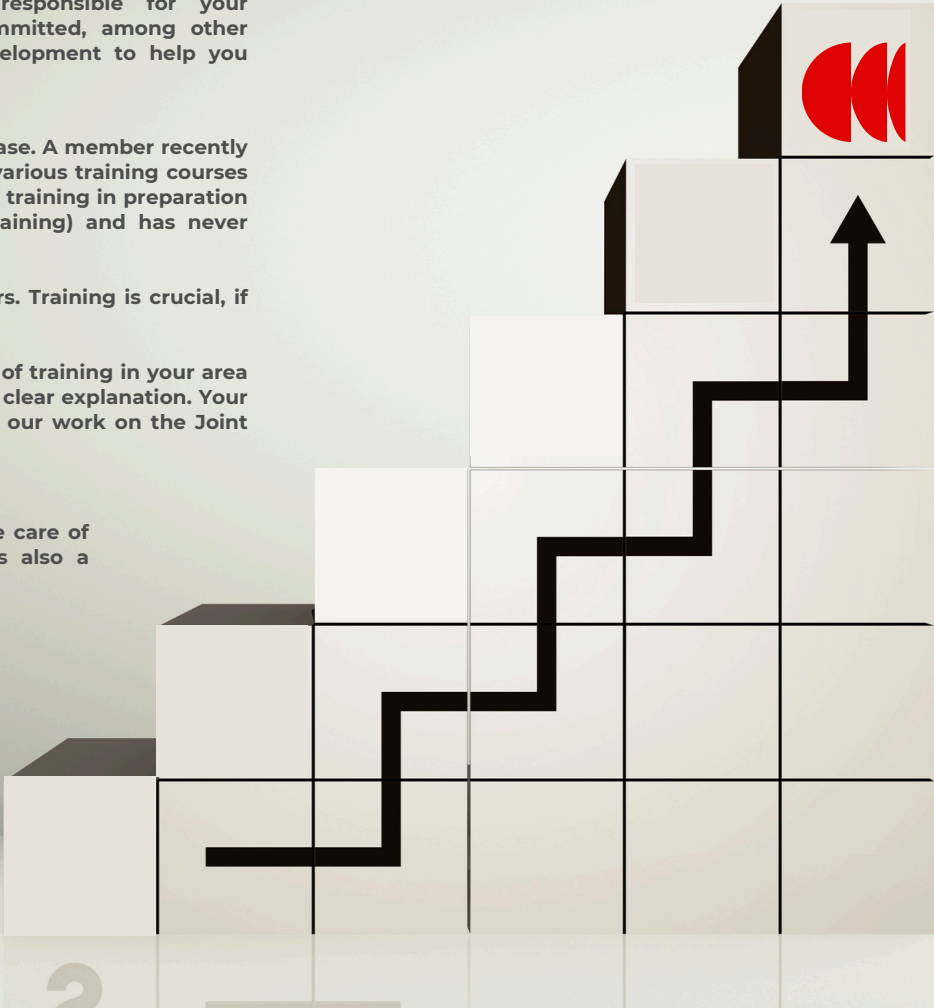
These clauses cover all aspects of your professional development at CBC/Radio-Canada. Your managers are responsible for your development. In Article 29.3, they are committed, among other things, to promoting your professional development to help you acquire new skills.

That said, this approach varies from case to case. A member recently told the STTRC that he has been requesting various training courses from his manager for two years (photography training in preparation for deployment abroad and investigative training) and has never received any follow-up.

Our members work in rapidly evolving sectors. Training is crucial, if only to stay competitive.

Please contact the STTRC if you notice a lack of training in your area or if you have been denied training without a clear explanation. Your suggestions, needs and concerns will inform our work on the Joint Committee for Learning and Development.

A great opportunity to get involved and take care of our own interests. Because, yes, training is also a union matter.



VIDEO SHOOTING BY JOURNALISTS : THE EMPLOYER RESPONDS TO THE STTRC

An official meeting between the CBC/Radio-Canada Industrial Relations team and representatives of the STTRC revealed how the Employer is responding to the STTRC regarding video shooting by journalists.

In our newsletter of August 20, the STTRC stated its opposition to video shooting by journalists. The STTRC recommended that its members require their supervisor to clarify their request in writing, including the specific tasks being requested.

At the meeting held shortly before the end of August, the Industrial Relations team reiterated that managers can assign employees tasks at the same or lower level as their current position, that the collective agreement does not require that tasks be confirmed in writing, that managers must calmly explain why the task needs to be done, and that a verbal request is sufficient.

The STTRC believes that the employer's approach to industrial relations is flawed, and we particularly disagree with their practices regarding assigning employees to positions with lower job titles. The STTRC has consistently challenged this position of the employer.

However, we encourage our members to communicate with management and to report to us any situations that violate our collective agreement.



THE 2024 PENSION PLAN SURPLUS PAYMENT IS COMING SOON

The administrators of our pension plan will be distributing the 2024 pension fund surplus in November. All current contributors and pensioners will receive a payment corresponding to their share.

Since 2021, our pension plan has had surpluses that exceed the legal accumulation limits. The law stipulates that in this case, companies must cease contributions and can share the surplus with contributors, retirees, and beneficiaries.

CBC/Radio-Canada argued that it was not obligated to do so, despite an agreement to this effect signed in 2009. After a long legal battle that ended before a retired judge, the unions won.

Fighting to uphold our rights is worthwhile. The November 2025 payment will be the fourth we will receive. In total, we have shared over \$200 million, which also represents over \$200 million in reduced employer contributions for CBC/Radio-Canada. This significant amount has been added to the operating budget, which is no small thing.

The pension fund administrators will determine at the end of December or in January 2026 whether there is still a surplus and if another payment is necessary. The good news is that we have one of the best-managed pension plans in Canada.

As with previous surplus distributions, the STTRC encourages its members to check their work email accounts this fall. You will receive a personalized information package from the "CBC Pension Administration" account.

This package will include information on the payment amount and how it was calculated, as well as a frequently asked questions section, which will explain, among other things, how to transfer all or part of the payment to the CBC/Radio-Canada group RRSP.

RADIO-CANADA SHINES AT THE GÉMEAUX AWARDS

Several Radio-Canada staff members were recognized at the "Gala du documentaire et des métiers des Géméaux" (formerly "Gala de l'industrie") on September 12nd.

This includes Priscilla Plamondon-Lalancette and Martin Movilla from *Enquête*, who won the award for Best Research in Public Affairs for their report, "*Les Hérauts de l'Évangile : une histoire de châteaux, de chevaliers et d'enfance brisée*."

Christiane Asselin, Christine Bouchard, Isabelle Picard and Isabelle Turgeon from Radio-Canada's "MAJ" platform won the Géméaux Award for Best Documentary for Digital Media with "*Grandir en ligne : qu'est-ce qui se cache derrière mes médias sociaux*."

The RDI team won the Géméaux Award for Best Special Program or Series in Public Affairs with "*Au cœur de l'éclipse*." This team went on to win a second Géméaux that evening, this time for Best Direction in Public Affairs.

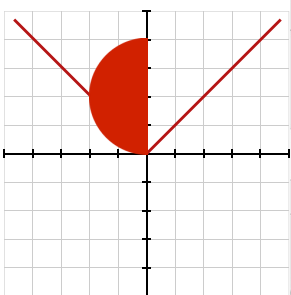
Our colleagues Luc Beaulac, Marie Larochelle, Valérie Marcoux, Manuel Marie, Mathieu Perrier, Alain Poirier, Alain St-Pierre, Michel St-Pierre, Marie-Pier Tremblay and Frederick Williams won the Géméaux Award for Best Sound in a Non-Fiction Program for the *New Year's Day special of "Jour de l'An d'En direct de l'univers"*.

The Radio-Canada team that works on "*100 Génies*" won the Géméaux Award for Best Game Show.

Finally, "*En direct de l'univers*" won the Géméaux Awards for Viewer's Choice Program of the Year and Viewer's Choice Program of the Last 40 Years.



Priscilla Plamondon-Lalancette and Martin Movilla from *Enquête* won the Géméaux Award for Best Research in Public Affairs for their report, "*Les Hérauts de l'Évangile : une histoire de châteaux, de chevaliers et d'enfance brisée*."



VARIABLE CLEANING SCHEDULES IN OUR STATIONS

Whether it's the washrooms in the Quebec City station being cleaned from Monday to Thursday, or a cleaning break in the middle of the week, on Wednesdays, in the Moncton station, the maintenance of washrooms in our stations varies considerably.

This problem, which occurs in almost all stations, prompted the National Health and Safety Steering Committee to appoint someone to conduct a comprehensive review of the situation, as well as to find solutions tailored to each station.

CBC/Radio-Canada explains that the situation is linked to various factors, including the difficulty of recruiting and retaining staff with the subcontractors.

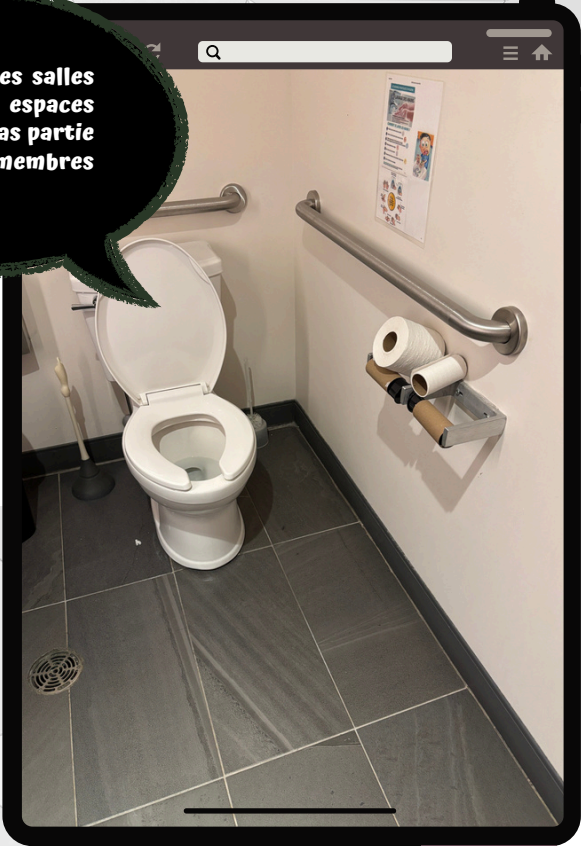
In the case of **Moncton**, management changed the janitor's schedule so that he would have Wednesdays off. It should be noted that in May, he had Fridays off, which led to numerous complaints from passengers. "Tuesdays, after a holiday, it was a mess. The worst thing is the lack of toilet paper. Sometimes the trash cans overflow," notes Kathryn DosSantos, the STTRC coordinator in Moncton.

In **Quebec City**, the washrooms on the ground floor have only been cleaned four days a week, from Monday to Thursday, for the past four months. Even management has requested photos and written reports to try to get Groupe Mach to change its decision.

Finally, at the **Saguenay** station, colleagues confirmed that the janitorial service has been reduced by one day per week.

The STTRC reminds everyone that federal law is clear: these areas must be cleaned every day they are in use.

Le nettoyage des salles de bain ou des espaces repas ne font pas partie des tâches des membres du STTRC.



- While this problem is being resolved, if you notice that the washrooms or dining areas in your station are dirty or lack supplies (soap, paper, etc.), please contact BGIS. If BGIS does not respond quickly enough, you can contact Marie-Andrée Charron, the Equity, Health and Safety Officer (marie-andree.charron@sttrc.ca), and she will follow up on your inquiries.



RADIO-CANADA IS THE 2025 MEDIA LEAGUE CHAMPION

I CIBICI, the Radio-Canada team in the Media League, finished the 2025 season strong by winning the playoff championship. Our talented softball team first defeated the A's from the Presse Canadienne 16-7 in the semi-finals before clinching the championship against Les Affaires's "Dow Jaunes" with a score of 14-3. Congratulations to the champions, including STTRC Labour Relations Officer Damian Pilié and STTRC Communications and Mobilization Officer Marc Gosselin.



ICIBICI Champions 2025