

Presentation of negotiation orientations

NOT
SUCKING

SUCKING

THE PAST

THE FUTURE

WEEKLY PLANNER

2025 Negotiating Committee



Jean-François Nadeau, STTRC Grievance Officer



Pierre Tousignant, STTRC President



Priscilla Plamondon-Lalancette, National lineup editor



Maxime Corbeil, Studio camera operator



Yvan-Martin Lévesque, Chief technician



Kristy Rich Regional lineup editor

Legal Deadlines



- Collective agreement ends on March 31, 2026;
- The parties may send a Notice to Bargain as of December 1, 2025;
- After 20 days the parties may send a Notice of Dispute (December 20th, if the notice of negotiation is sent December 1)
- Acquisition of the right to strike or lockout;
- End of the freeze on the collective agreement;

<https://www.canada.ca/en/treasury-board-secretariat/services/collective-agreements/collective-bargaining/collective-bargaining-process.html>

2. Analyse de la conjoncture



2.1 - Negotiation 2025-26



The goals were to :

- Match the pay increases granted to the Guild;
- Start a mediation-arbitration process;
- Prepare for negotiations under more favorable socio-political conditions (concerns related to the federal election);

Our mobilization resulted in significant wins.

2.2 - Federal situation



- Impact of the trade war with the United States on the federal budget;
- The “St-Onge Plan” was picked up during the election campaign and partially implemented in the November 4th budget;
- The inclusion of CBC/SRC in the Speech from the Throne as a pillar for preserving Canadian culture;
- The Conservatives remain hostile towards CBC while there is a minority government;
- Civil society organizations are worried about the future of CBC/Radio-Canada;

2.2 - Federal situation



- Adoption of significant changes to the Canada Labour Code (anti-scab);
- The Pay Equity Act is likely to change the salary structure;
- The use of art. 107 (compulsory arbitration) in recent disputes;
- The Carney government's lack of enthusiasm for implementing Bills C-11 and C-18 and the digital tax is concerning;

2.3 - Provincial situation



- Minister Lacombe often intervenes in the debate on the future of Radio-Canada;
- The Discoverability Act could have an impact on web giants;
- Cities and regional county municipalities (RCMs) in media deserts are concerned about preserving Radio-Canada;
- Left-wing and right-wing groups criticize the neutrality of the public broadcaster;

2.4 - Media situation



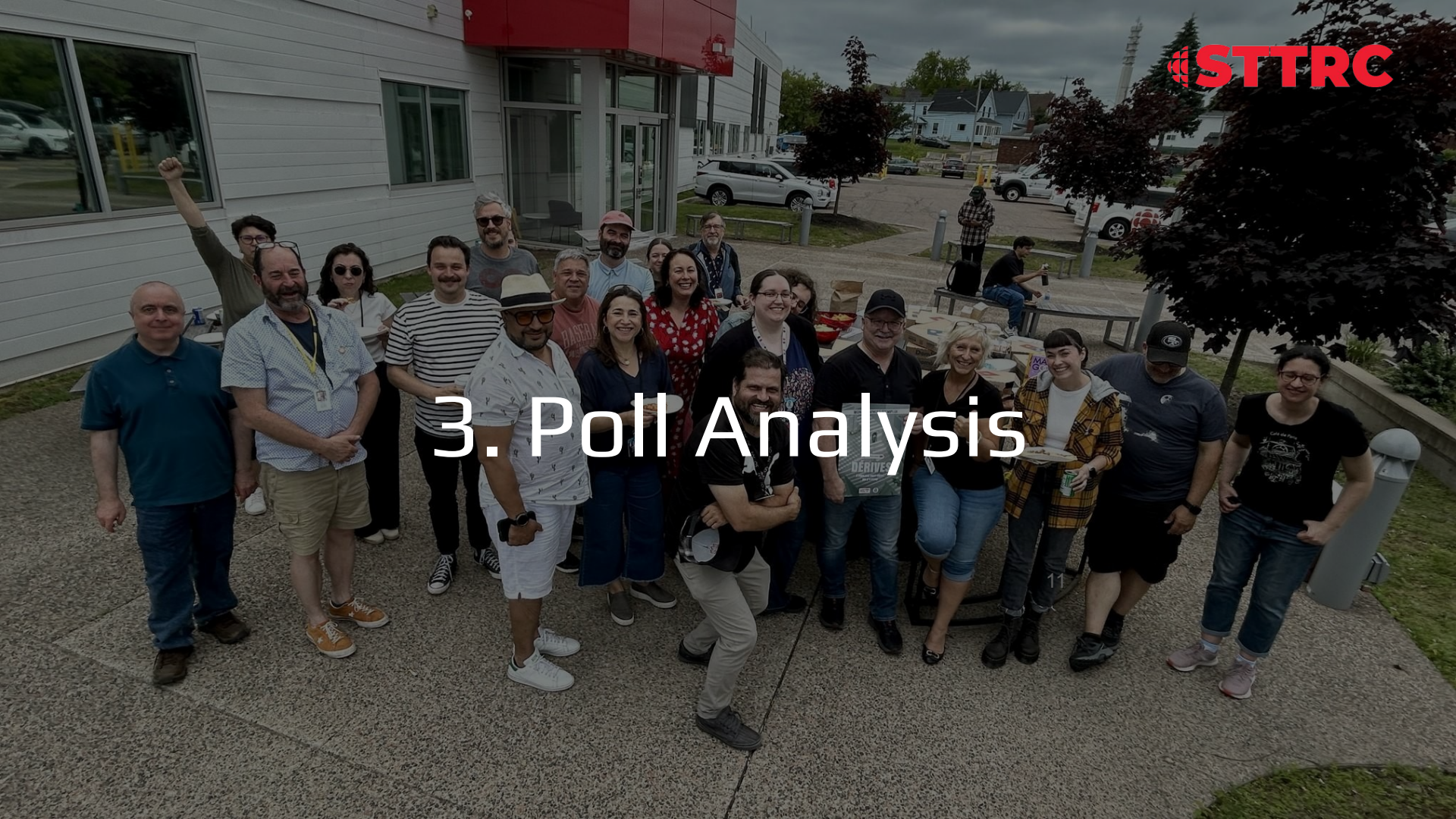
- Significant revenue losses across all media sectors;
- Loss of trust in the media, less pronounced for CBC/SRC;
- Risk of cyberbullying;
- Threat of AI to jobs and the quality of content;
- Active lobbying by Quebecor targeting the advertising market held by Radio-Canada;
- Audience fragmentation and migration to different platforms. Content consumption is changing rapidly.

2.5 - Labour Relations

- 80 arbitration rulings reviewed;
- All issues addressed in LRC since 2022;
- Assessment of local LRCs;
- Access to information requests for dozens of documents;
- Survey of people who have resigned since 2022;

DÉRIVES
À VOULOIR TOUT FAIRE,
ON S'Y PERD

3. Poll Analysis



3.1 - Who Answered

- 770 respondents
- A majority of full-time permanent staff (78.2 %)
- The representation of job titles, workplaces, departments, age and gender is similar to the general profile of STTRC members.

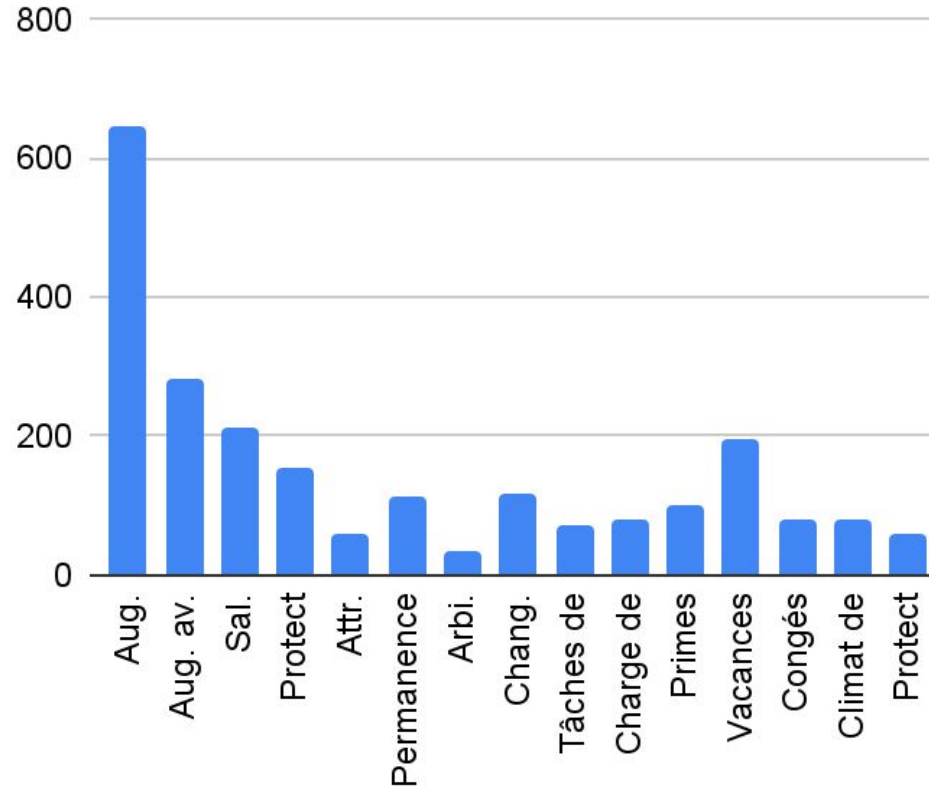


Negotiation Priorities



- 1 - Increase in salaries;
- 2- Increased employee benefits (work-life balance, group insurance, special leave);
- 3- Review job descriptions and additional compensation for multitasking;
- 4- More vacation;
- 5- Job security.

Priorities for the next negotiation

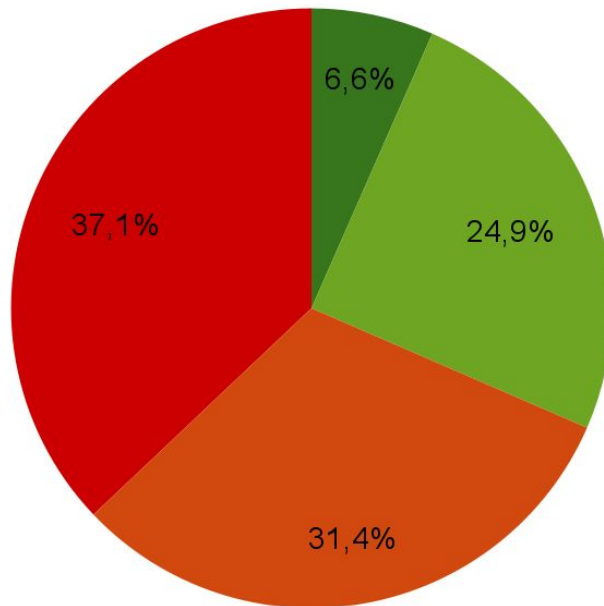


3.3 - Salary: Numbers that speak for themselves

- 64.3% of respondents are dissatisfied with their salary;
- 33.7% strongly disagree with their current compensation;
- Only 6.6% are completely satisfied with their salary.

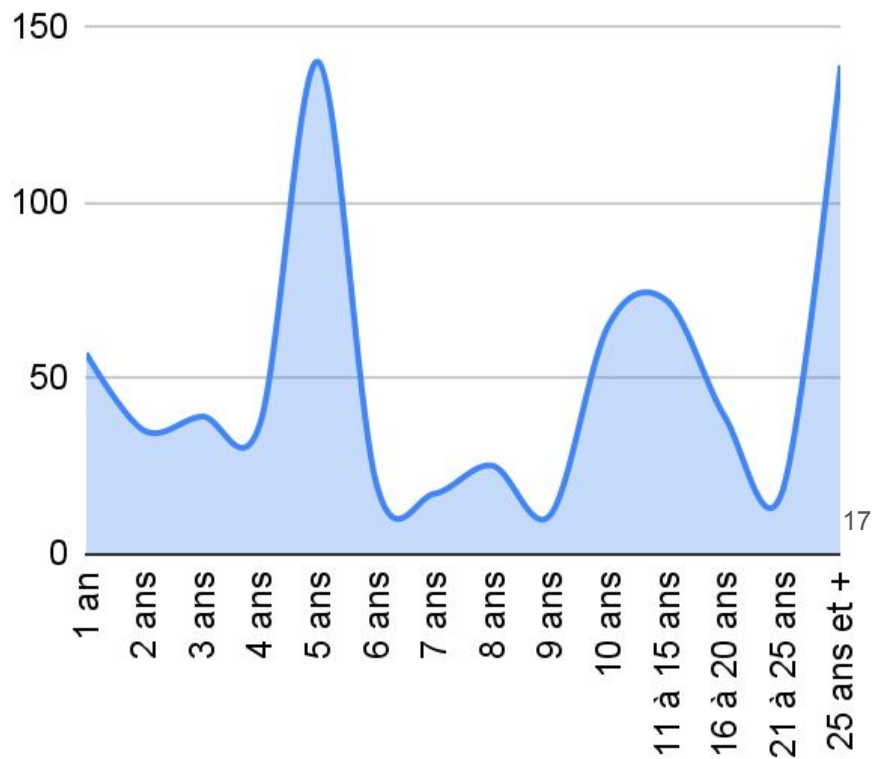


My salary is advantageous when
I compare it with the job market



68.5% consider it not advantageous

How long have you been at the top of your pay band?



3.3 - Your comments

“

*The salary is no longer in line with the market. I'm a single mother living in a rural area and **I qualify for affordable housing. I'm considering leaving Radio-Canada to be able to secure a better future for my children.** We have to limit our choice of activities, etc. **Everywhere else in the public service, salaries are higher, with the same benefits, for the same skills.** I'm a journalist. I find it sad to think about leaving a job I love because our managers are paying themselves bonuses to fire employees. There's a lot of waste at Radio-Canada, and they're not investing in unionized employees, like*

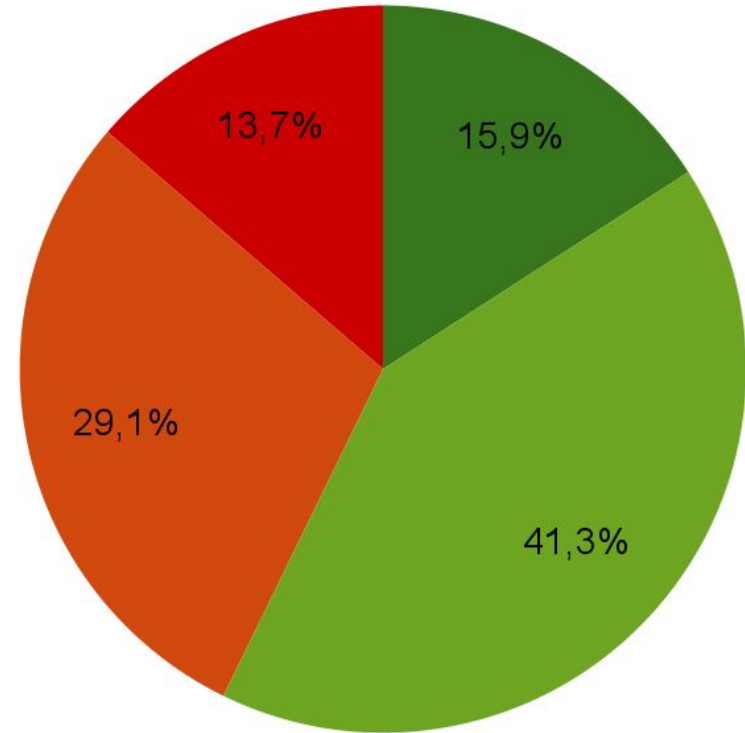
”

journalists, who are essential to the organization's success every day.

3.4 - Employee Benefits

- Overall satisfaction with social benefits.
- Insurance coverage is criticized for eyeglasses and dental care.
- Members want more special leave to reconcile work-life-family.

I'm satisfied with my group insurance coverage



3.4 - Special Leave

- Several people point out the lack of family leave (for sick children, in case of death, for caregivers);
- Members are requesting an increase and better access to self-funded leave (5), personal leave (6) and wellness leave;
- Requests for a reduction in the work week are also noted.



3.5 - Job Descriptions and Additional Compensation

- The majority of respondents want additional compensation to compensate for the added tasks, responsibilities and intense pace of production.

What you said:

"Additional pay for versatility. It seems obvious to me: they save money by making us combine tasks, it would be the least they could do to compensate us."

Job Descriptions and Additional Compensation (continued)

•What you said

“Stop dividing us, even on paper. Our job descriptions must honestly describe our positions and the compensation packages that reflect our standards and our market value to work for a company like Radio-Canada.”

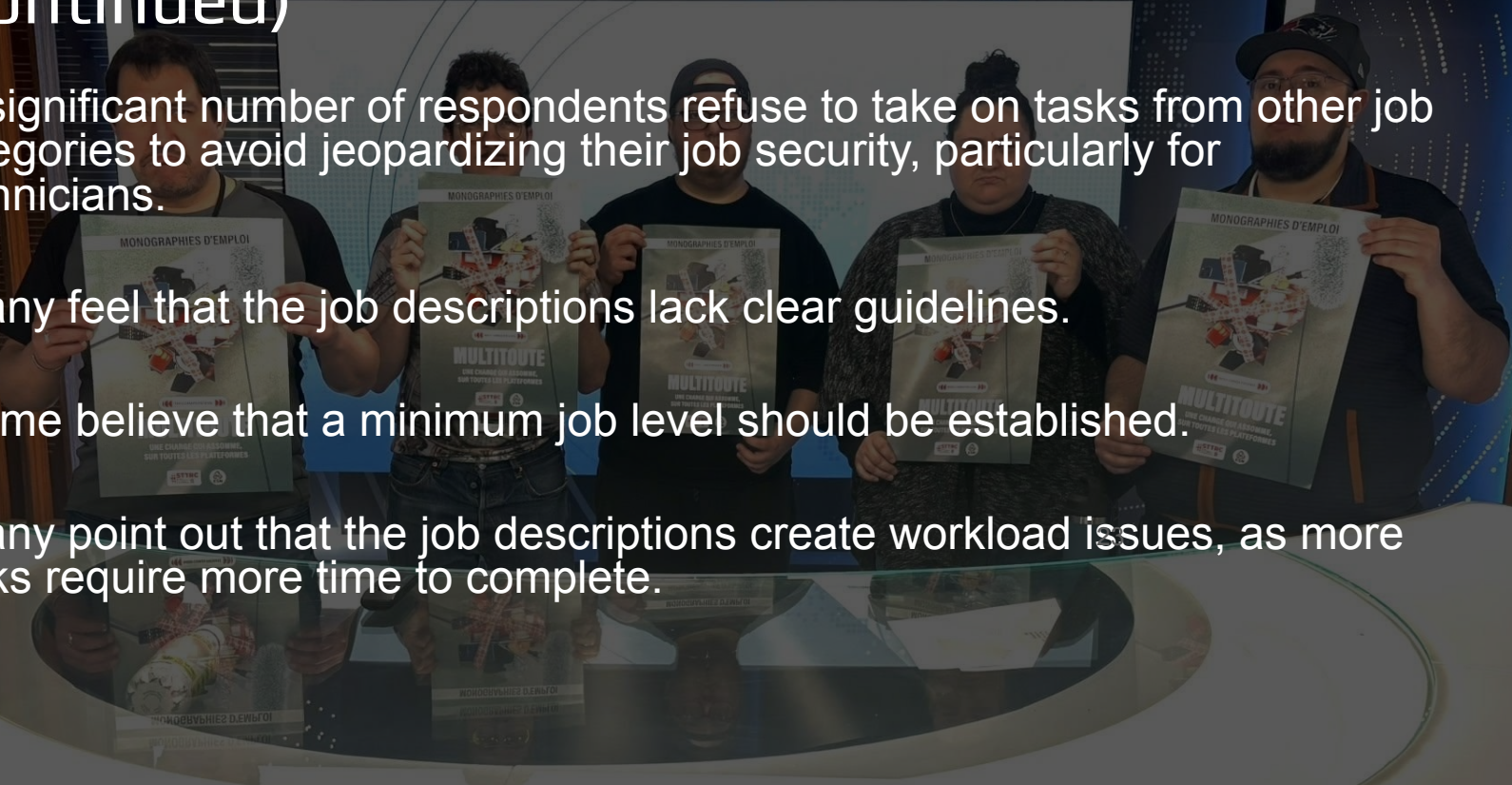
Job Descriptions and Additional Compensation (continued)

A significant number of respondents refuse to take on tasks from other job categories to avoid jeopardizing their job security, particularly for technicians.

Many feel that the job descriptions lack clear guidelines.

Some believe that a minimum job level should be established.

Many point out that the job descriptions create workload issues, as more tasks require more time to complete.



Job Descriptions and Additional Compensation (continued)

-
- Many point out that the required versatility creates a challenge in terms of production quality. Many also fear the impact of AI.

What you said::

- *"(...) It's not true that everyone can do everything correctly."*
- *"We are Radio-Canada; the quality of our productions should never be neglected."*
- *"Additional compensation and more time to deliver reports to avoid errors in the face of JSP (Journalistic Standards and Practices), and to value quality more than speed."*

Job Descriptions and Additional Compensation (continued)

What you said :

“EVERYONE SHOULD DO THEIR OWN JOB!!! Actually, I’m very aware of technological changes and I don’t mind combining several tasks at all; I already do it! However, I believe that as long as journalists focus solely on the content and technicians on the production, we’ll maintain a quality output! No one wins when you ask people to combine jobs! Both the content AND the production suffer! Radio-Canada has been synonymous with quality in the past, why can’t it always be the case? The only way to achieve this is for EVERYONE TO DO THEIR OWN JOB! And for them to stop constantly bringing up the “budget”...”

Job Descriptions and Additional Compensation (continued)

Several respondents believe that we need to be more flexible about introducing new tasks into monographs, but that we need more training to acquire the necessary skills.



3.6 - Annual Leave



-
- Members are asking for more vacation time.
 - They want more annual leave upon hiring, and the addition of extra weeks more quickly, on the anniversary date and not a year later.

What you said:

"I started in 2001 and we began with 3 weeks of vacation₂₇. It's still the same 24 years later."

Annual Leave



What you said:

“Many places in the world have additional weeks of vacation. We get crumbs thrown to us and they expect us to be happy with what we have.”

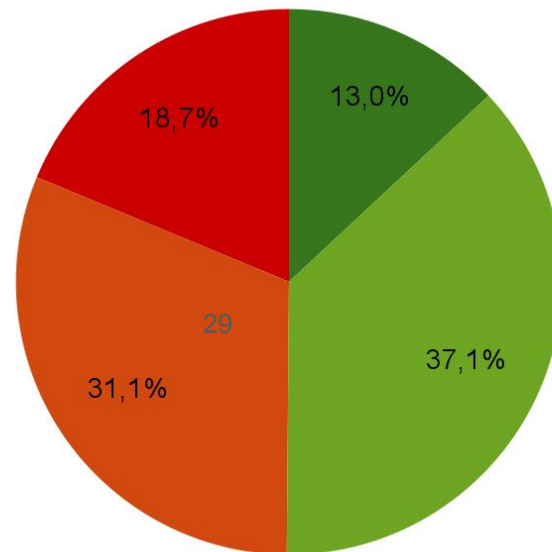
“We need MORE time off! I'm all for the salary, the salary, but damn it, 3 weeks after 7 years working at Radio-Canada is way too little in my opinion!”

3.7 - Job Security



One in two employees believes their job is at risk of disappearing

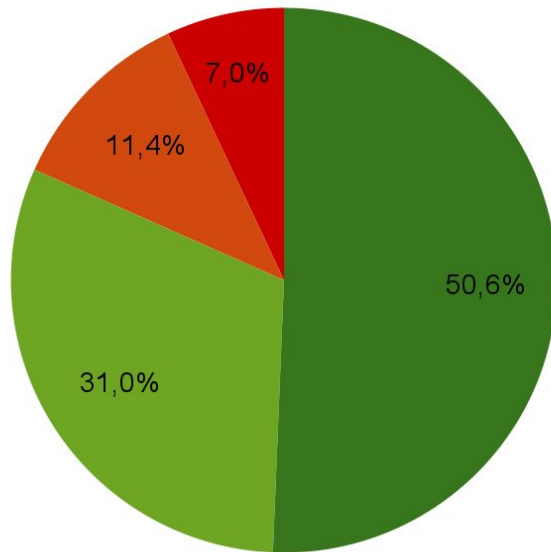
I consider my job at CBC/SRC 'at risk'



An Attachment to CBC/SRC



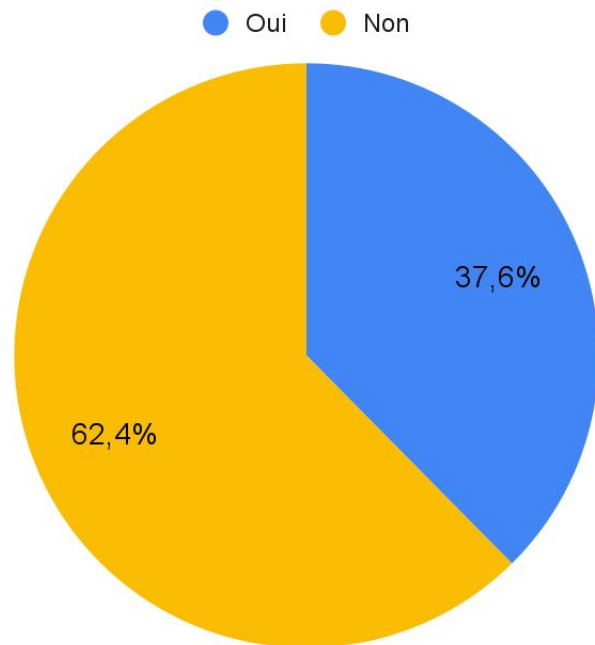
I intend to finish my career at
CBC/SRC



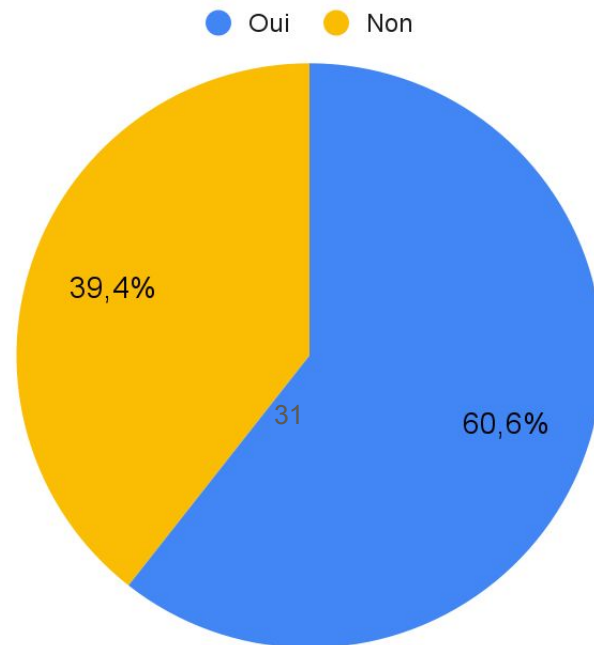
Job Security



I have applied elsewhere



I have thought about quitting



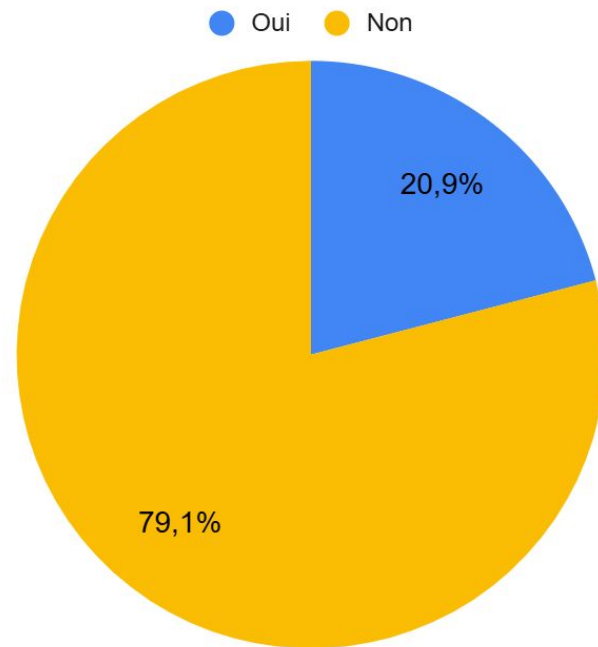
Job Security



One in five respondents is worried that the APS and AR will take over workers' tasks.

Most of these respondents are in Montreal.

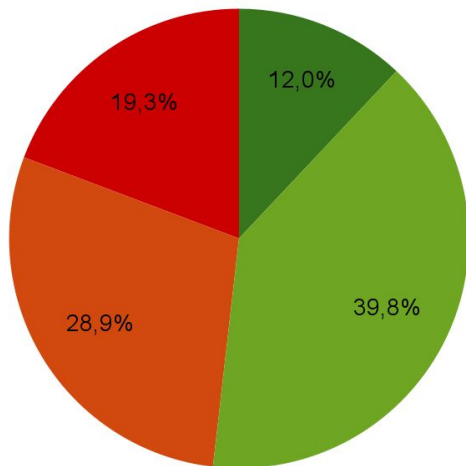
Job threatened by the AR or APS?



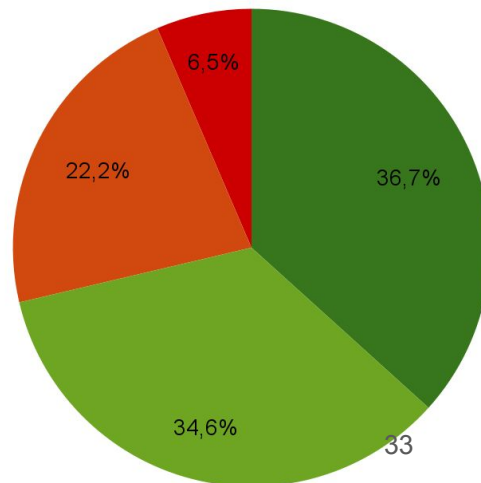
Job Security



My career progression is easy at CBC/SRC



There is favouritism at CBC/SRC



- 1 in 2 employees has not experienced an easy career progression
 - 71.3% believe there is favoritism at CBC/Radio-Canada

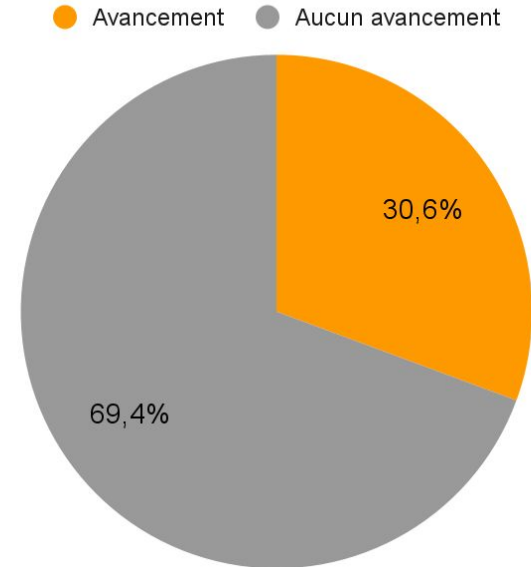
In addition to
priorities, other
issues
were identified
by
respondents...



3.8 - Temporary Upgrades

- One third of respondents are on temporary promotion.
- The employer uses temporary promotions as a management method.

Employees on temporary promotion



Assignment



What you said:

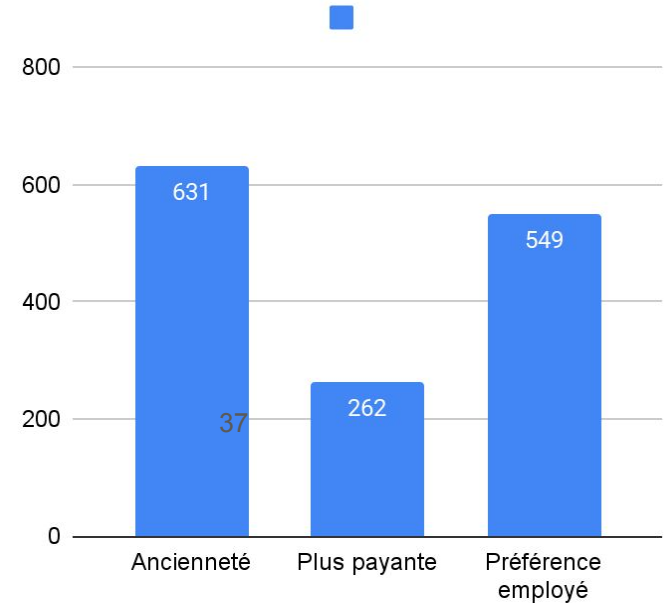
- *"Assignments should be seen as an opportunity for employee development. Not just to fill a hole."*
- "It's time to review shift assignments. We need to take work-life balance into account and make it easier for employees to swap shifts to encourage cooperation among us."

3.9 - Assignment of shifts



- Respondents want the employer to take into account seniority and their assignment preferences when allocating shifts.

Assignment of shifts



-
- Some respondents criticize the way temporary employees are made available and demand a minimum number of guaranteed hours.

What you said:

38

"The time slots for indicating unavailability need to be reviewed. (...) These restrictions make it impossible to reconcile jobs: temporary employees must systematically mark themselves as unavailable when cards are issued in order to be able to work elsewhere, otherwise they face disciplinary measures."

Assignment



-
- Some respondents criticize the way temporary employees are made available and demand a minimum number of guaranteed hours.

What you said :

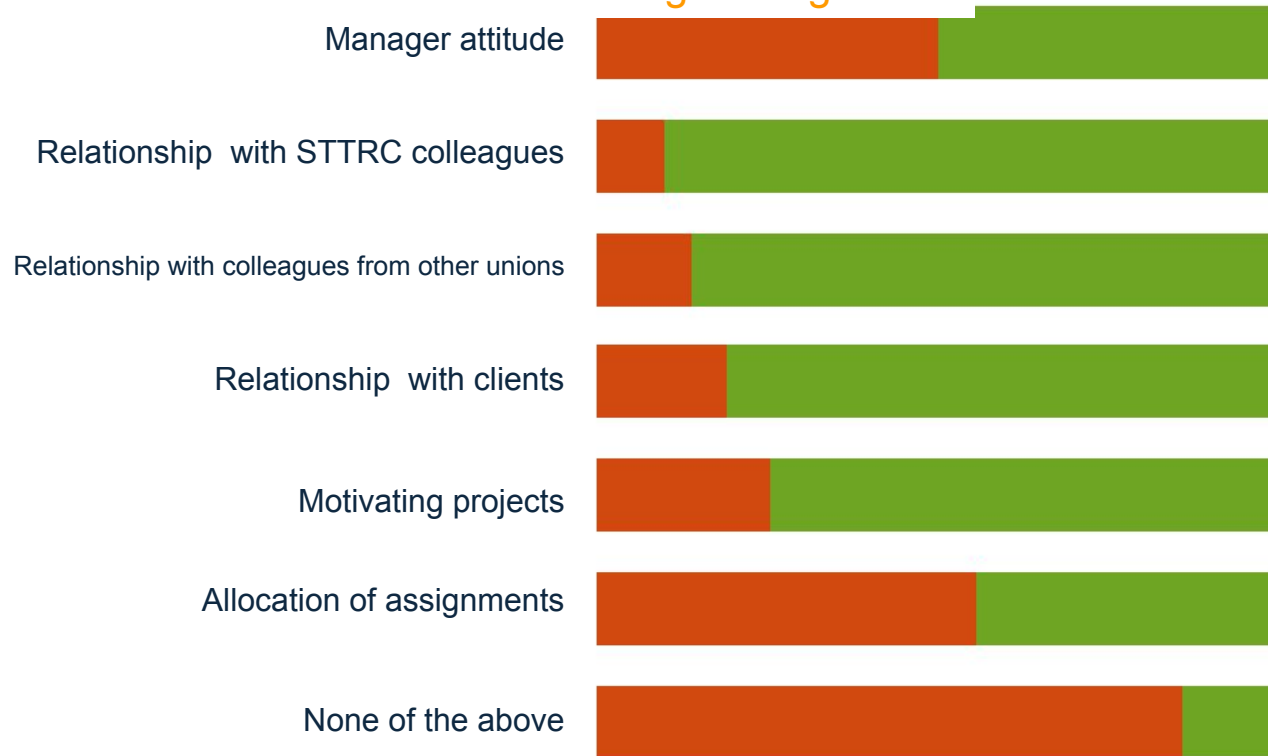
"The time slots for indicating unavailability need to be reviewed. (...) These restrictions make it impossible to reconcile jobs: temporary employees must systematically mark themselves as unavailable when the schedules are released in order to be able to work elsewhere, otherwise they face disciplinary action from the reassignment."

3.10 - Work environment

1 in 5 members say they work in an unhealthy environment

Combined Factors - Atmosphere

Orange = negative Green = positive



Work Environment



What you said:

- *"The lack of consideration for the regions."*
- *"There is favoritism being shown by management."*
- *"Excessive workload and exhaustion lead to a lot of frustration."*
- *"The lack of vision for the professional development of artisans."*
- *"Bad decisions are really creating a depressing atmosphere in our newsroom. People have become petty with each other and everyone is on edge."*
- *"The fact that everyone is interfering in our affairs has led to a proliferation of approval levels."*

Occupational Health and Safety

- The physical work environment is also a concern for members.
- The key points are the ergonomics of workstations, the safety of the premises and employees on the ground, possible damage to hearing, personal protective equipment (PPE) as well as the cleanliness and layout of the premises.

Occupational Health and Safety



-
- The workload overload stands out.
 - Almost 1 out of 2 comments relate to it.
 - The causes are staff shortages (lack of replacements, no replacements during absences) and multitasking.

What you said:

"The workload continues to increase a little more each year. I haven't taken a break for several years, and there are several times of the day when I struggle to find a few minutes to go to the bathroom. I don't believe this is a normal or tolerable situation in most workplaces."

Occupational Health and Safety



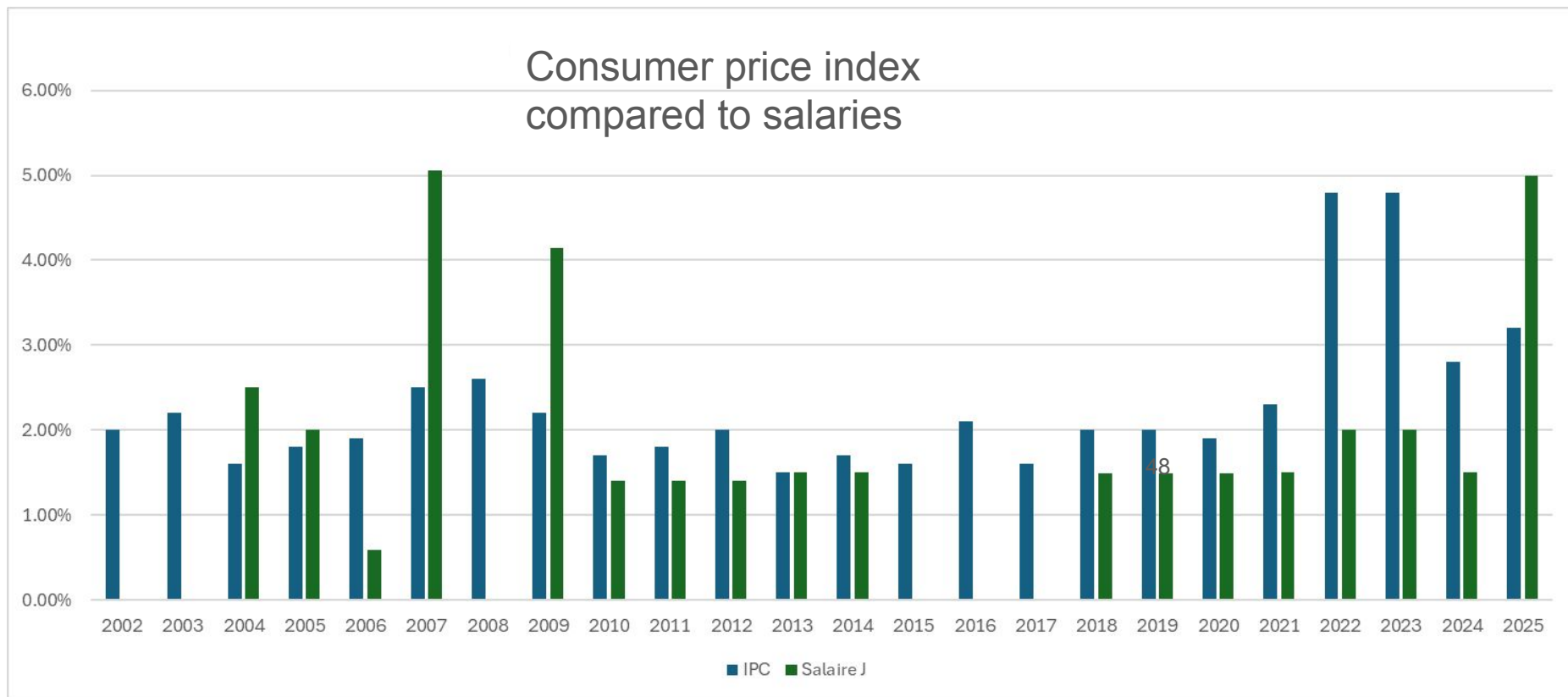
-
- Poor personnel management is identified as the second leading cause of health and safety problems.
 - Employees complain about a blatant lack of recognition, both personal and financial, an incompetence in managing human relations (attitudes, toxic work environments, favoritism, harassment), shortcomings in terms of communication and work organization, which leads to a cumbersome task completion, as well as deficient management of employee career progression.

-
- The work environment affects the health of many respondents.
 - Their comments mainly focus on pressure and stress related to task completion, overload, lack of trust from managers who micromanage, difficult interpersonal relationships, and increasing information fatigue.
 - The scheduling system is also being criticized. Instability in assignments and atypical hours are affecting people.

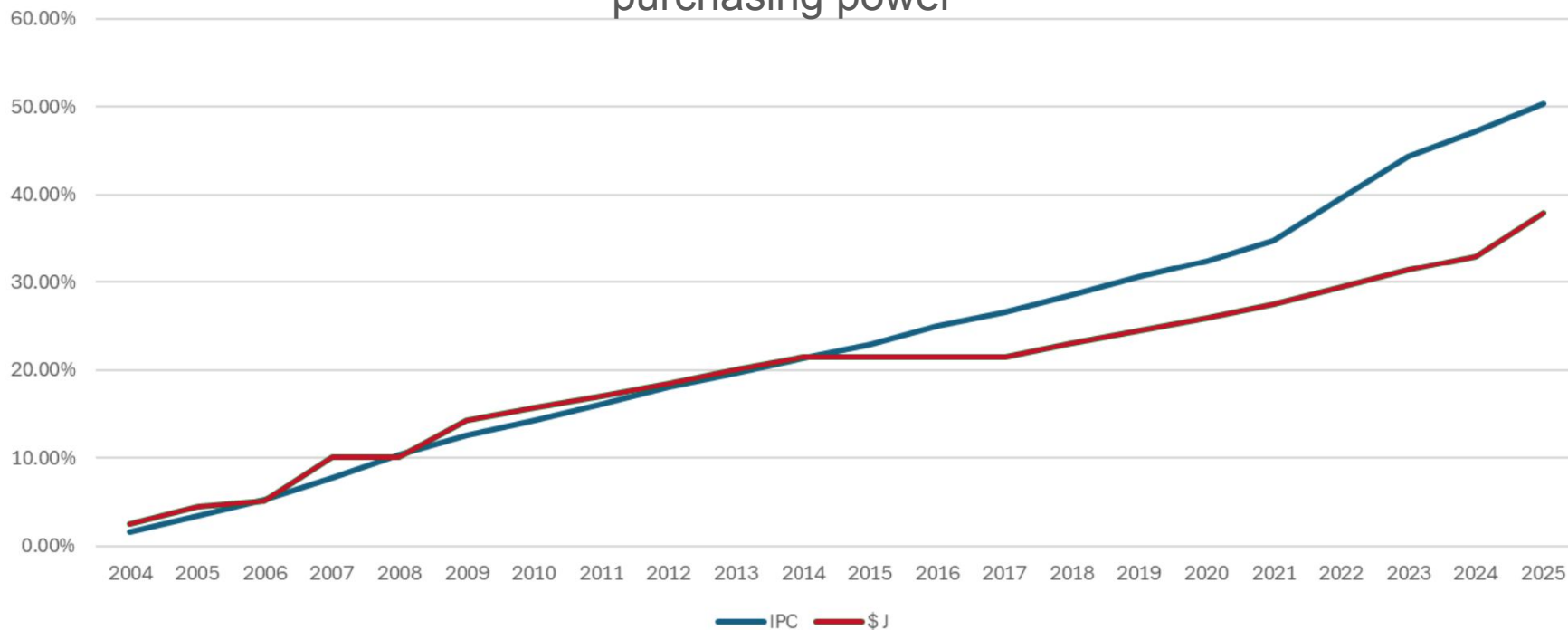
A group of approximately 15 people are posed for a photo under a black pop-up tent. The tent has a white circular logo with the letters "CSN" on its valance. Several people are holding copies of a brochure titled "MONOGRAPHIES D'EMPLOI" with the word "DERIVES" prominently displayed. The brochure also features the text "Changer votre profil, enrichir votre expérience". The group is diverse in age and appearance. In the foreground, a young man is crouching, smiling, and holding a coiled blue cable. The background shows a brick building and a white van. The entire scene is framed by a white, hand-drawn style border.

4. Analyse comparative

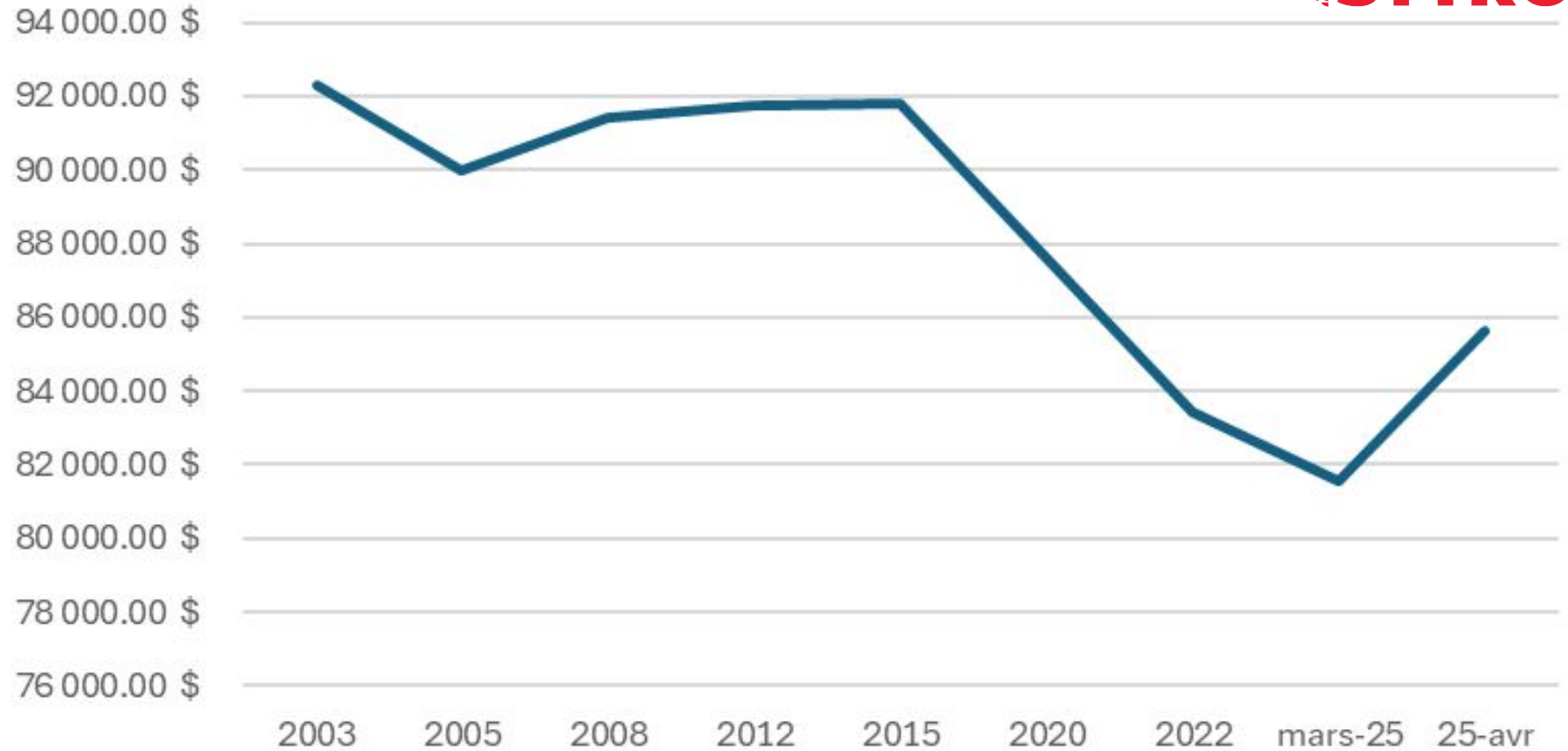
4.1 - Purchasing Power



Variation of purchasing power

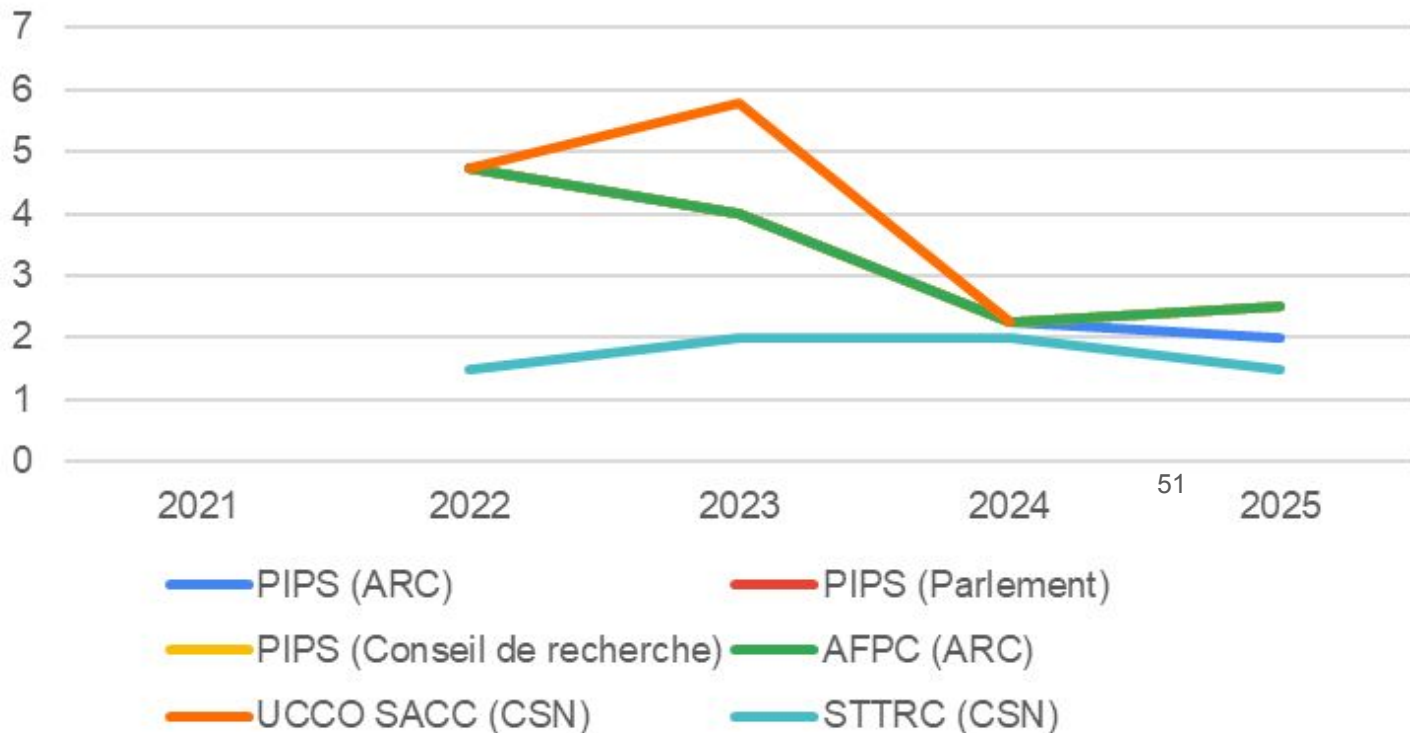


Purchasing power in constant \$



4.2 Federal comparison

Comparison of salary increases



4.3 - Media Sector

Comparison with the GUILD



	STTRC	GMC	Variation
Video Journalist	46.32 \$	46.72 \$	-0.86%
Journalist	43.95 \$	43.43 \$	1.17%
Researcher	43.95 \$	33.62 \$	23.51%
Researcher - Journalist (First researcher - guild)	43.95 \$	40.51 \$	7.83%
Editor / Social media / Web Editor	41.08 \$	46.72 \$	-13.72%
Media Librarian	38.54 \$	37.96 \$	1.51%
First reporter // National reporte	49.73 \$	49.47 \$	0.53%
Host	49.73 \$	47.55 \$	4.39%
Video Operator // JEVl or Studio Cameraman	39.41 \$	43.43 \$	-10.19%
Makeup artist and hairstylist	32.06 \$	40.51 \$	-26.35%
Production camera	38.15 \$	40.51 \$	-6.19%

Quebec media



	Radio-Canada	La Presse	Le Devoir	TVA Régions	TVA Montréal	Le Soleil	Le Nouvelliste
Number of levels	9	10	11	3	6	9	6
Journalist (min/max)	33,24 \$/h 43,95 \$/h	32,60 \$/h 54,14 \$/h	28,57 \$/h 48,49 \$/h	39,08 \$/h 51,67 \$/h	40,09 \$/h 50,09 \$/h	25,63 \$/h 47,15 \$/h	24,60 \$/h 43,09 \$/h
Cameraman, Videographer, Photographer (min/max)	31,60 \$/h 39,41 \$/h	32,60 \$/h 54,14 \$/h	31,71 \$/h 49,97 \$/h	34,07 \$/h 45,04 \$/h	37,35 \$/h 46,66 \$/h	25,63 \$/h 47,15 \$/h	24,60 \$/h 43,09 \$/h
Lineup Editor (min/max)	42,72 \$/h 56,49 \$/h	34,43 \$/h 58,40 \$/h	34,29 \$/h 53,89 \$/h	43,81 \$/h 57,94 \$/h	45,65 \$/h 57,08 \$/h	31,17 \$/h 52,69 \$/h	31,22 \$/h 49,71 \$/h
Increases to come	End of contract March 2026	2 % in 2027	2 % in 2027	CPI in 2027 (max 3 %)	End of contract Dec. 2026	In negotiation 9no increase since 20230	In negotiation (no increase since 2023)

Vacation



Seniority	Radio-Canada	Le Soleil	Le Devoir	La Presse	TVA Régions	TVA Montréal
Hiring					10 days	10 days
1 year	15 days	20 days	20 days	15 days		
3 years					15 days	15 days
5 years		25 days		20 days		
6 years			25 days		20 days	20 days
8 years	20 days					
10 years		30 days				
15 years			30 days	25 days		
18 years	25 days				25 days	25 days
20 years		35 days				
23 years				30 days		
25 years	30 days				30 days	
26 years						27 days
27 years						28 days
28 years						29 days
29 years						30 days

Holidays

-
- CBC / Radio-Canada has 12 statutory holidays (13 in New Brunswick) + January 2nd every 4 years
 - La Presse has 10 statutory holidays + those who work on Easter Sunday are paid double time
 - Le Devoir has 10 statutory holidays
 - TVA régions and TVA Montréal have 13 public holidays (mobile/holiday season)
 - Le Soleil and Le Nouvelliste have 10 statutory holidays

Union	Regulations
Le Soleil	Journalists on the newsroom team may be called upon to capture photographs or videos themselves to accompany their stories.. The parties agree that this provision is not intended to diminish the scope of the work carried out by the photographer-videographer, but rather pursues an objective of complementarity between the function of journalist and that of photographer-videographer. The parties agree that an employee holding a journalist position may be required to take photos and/or videos to support their reporting. In such cases, no additional compensation will be provided for taking these images.
La Presse	<u>No journalist should, in the performance of his duties, replace a photographer-videographer, nor a photographer-videographer replace a journalist.</u> A journalist may be asked to take photos or videos relevant to the news story or their report, provided that this combination of tasks is not excessive and that priority is given to gathering the information necessary for their reporting. Similarly, a photographer/videographer may be asked, with their consent, to write an article to accompany their photo. <u>The Employer will not make any dismissals as a result of technological changes, changes in operating procedures, or the installation of new machinery (...)</u>
TVA régions	When a new position is created or when an existing position is substantially modified, the Employer lists the duties and determines the class, jointly with the Union, according to the evaluation plan in effect.

RDS - Salaries

	RDS (HOURLY RATE 2024)	RADIO-CANADA/ CBC (HOURLY RATE 2024)	DIFF.
Studio cameraman	38,91\$	37,58\$	-3,42%
Video control room technician	38,91\$	34,47\$	-11,41%
Lighting Designer	41,79\$	37,58\$	-10,07%
Assistant technician	38,91\$	29,04\$	-25,37%
Boom operator	38,91\$	35,50\$	-8,76%
Sound technician - TV	45,68\$	37,58\$	-17,73%
Sound Processing/Mixing Technician	45,68\$	37,58\$	-17,73%
Production Designer/Editor	45,68\$	38,95\$	-14,73%
Switcher-director	45,68\$	42,16\$	-7,71%
Media librarian	38,91\$	37,97\$	-2,42%
Graphic Designer	45,68\$	36,03\$	-21,13%
Technician-Coordinator Network control center and central administration	43,73\$	38,95\$	-10,45%
Increase in 2025	2,5%	1,5%	

Three vertical blue bars of varying heights are positioned to the left of the section header.

RDS - Vacation

	RDS	Radio-Canada CBC
1 year	15 days	15 days
7 years	20 days	
8 years		20 days
12 years	23 days	
18 years	25 days	25 days
25 years	30 days	30 days



RDS - Holidays

- CBC / Radio-Canada has **12 statutory holidays** (13 in NB) which are paid at time and a half if worked.
- RDS has **10 "official" statutory holidays**, in addition to **December 31**, which are paid at **double time** if worked.
- Temporary employees at RDS are not entitled to statutory holidays, 6% more on their base salary.

RDS - Noteworthy

-
- A very detailed hiring and permanent position allocation process
 - Two-speed temporary staff availability system (List A and List B)
 - Schedule changes can be made up to seven days in advance for permanent staff and up to 72 hours in advance for temporary staff.
 - Additional time offered based on seniority
 - Two days of flexible leave

4.4 - L'Alliance Québécoise des Techniciens et techniciennes de l'Image et du Son (AQTIS 514 IATSE)



AQTIS - Salaries

	AQTIS (Average hourly rate 2024)	Radio-Canada CBC (Hourly rate 2024)	Differen ce
Switcher	59,00\$	37,58\$	-36,31%
Studio cameraman	48,00\$	37,58\$	-21,71%
Video control room technician	64,00\$	34,47\$	-46,14%
Lighting Designer (Elcairagiste)	63,00\$	37,58\$	-40,35%
Assistant technician	38,00\$	29,04\$	-23,58%
Boom operator	40,00\$	35,50\$	-11,25%
TV sound technician	60,00\$	37,58\$	-37,37%
Special effects designer	54,00\$	38,95\$	-27,87%
Machinist	36,00\$	27,23\$	-24,36%
Hair Stylist	46,00\$	31,59\$	-31,33%
Makeup artist	46,00\$	31,59\$	-31,33%
Sound Processing/Mixing Technician	51,00\$	37,58\$	-26,31%
Production Designer/Editor	49,00\$	38,95\$	-20,51%

AQTIS – Holidays

-
- CBC / Radio-Canada has 12 statutory holidays (13 in NB) which are paid at time and a half if worked.
 - AQTIS has eight "official" statutory holidays, in addition to six other days, which are paid at double time if worked.

AQTIS - Noteworthy Provisions

-
- Meals provided and/or paid for according to the schedule
 - Overtime paid up to three times the hourly rate
 - A maximum of six consecutive days of work before weekly rest
 - Minimum number of hours per day of leave

5 - Technological Changes

5.1 - Recent technological changes at CBC / Radio-Canada

•Significant changes:

- **Artificial intelligence (AI):** tools to assist in writing, content generation, archiving and data analysis.
- **Increased automation of technical tasks** (online editing, subtitling, centralized archiving, online publishing).
- **Use of drones and non-professional devices** for image capture and event coverage.
- **Multiplatform production:** adapting content simultaneously for TV, radio, web and social media.
- **Deployment of performance analysis tools** (audience, engagement, web trends).

5.3 - Employee Perspectives on Technological Changes

.Positive Points :

- **Improvement of artistic visual quality** (drones, AI correction tools (filming or text)).
- **Simplification of certain repetitive tasks** (classification, transcription, transcoding, automation of broadcasting/production).
- Curiosity and interest in **learning new tools**.

.Points of contention:

- Feeling of **loss of control over editorial content**.
- Feeling of **undue pressure to quickly master several technologies** simultaneously (maintenance).

Employee Perspectives on Technological Changes

-
- The employer's failure to consult employee expertise is making adaptation to new technologies **difficult**.
 - **Lack of training and communication** on new practices.
 - Concerns regarding **data security and ownership** of AI-generated content.
 - Risk of **increased workload** to compensate for errors or technological limitations.
 - Fear of a reduction in the human role in production decisions.
 - **Risk of job losses**

Recent technological changes at CBC / Radio-Canada

Positive impact:

- Gains in **time** and **productivity**
- Improved **speed** and **responsiveness**.
- **Increased technical capabilities**

* According to managers and manufacturers

Recent technological changes at CBC / Radio-Canada

Negative impact :

- Risks to the **quality, nuance and verification** of information.
- Fear of a **devaluation** of journalistic and technical work.
- **Increased pressure** on teams to adapt to rapidly evolving tools.
- Decreased **technical quality** through the democratization of tools.
- Increased versatility at the expense of **lost expertise**.

*according to studies

5.2 - Regulation of Technology in Collective Agreements

Approaches observed in other media :

- Creation of **permanent joint committees** on technological changes (employer/union).
- **Prior consultation** is required before any introduction of a new technology.
- Commitment to **training staff affected** by digital transformations.
- Protecting **jobs and working conditions** during automation.
- Clauses recognizing **human editorial responsibility** despite the use of AI.
- Provisions **encouraging career development** in the face of new digital skills, particularly for technicians.