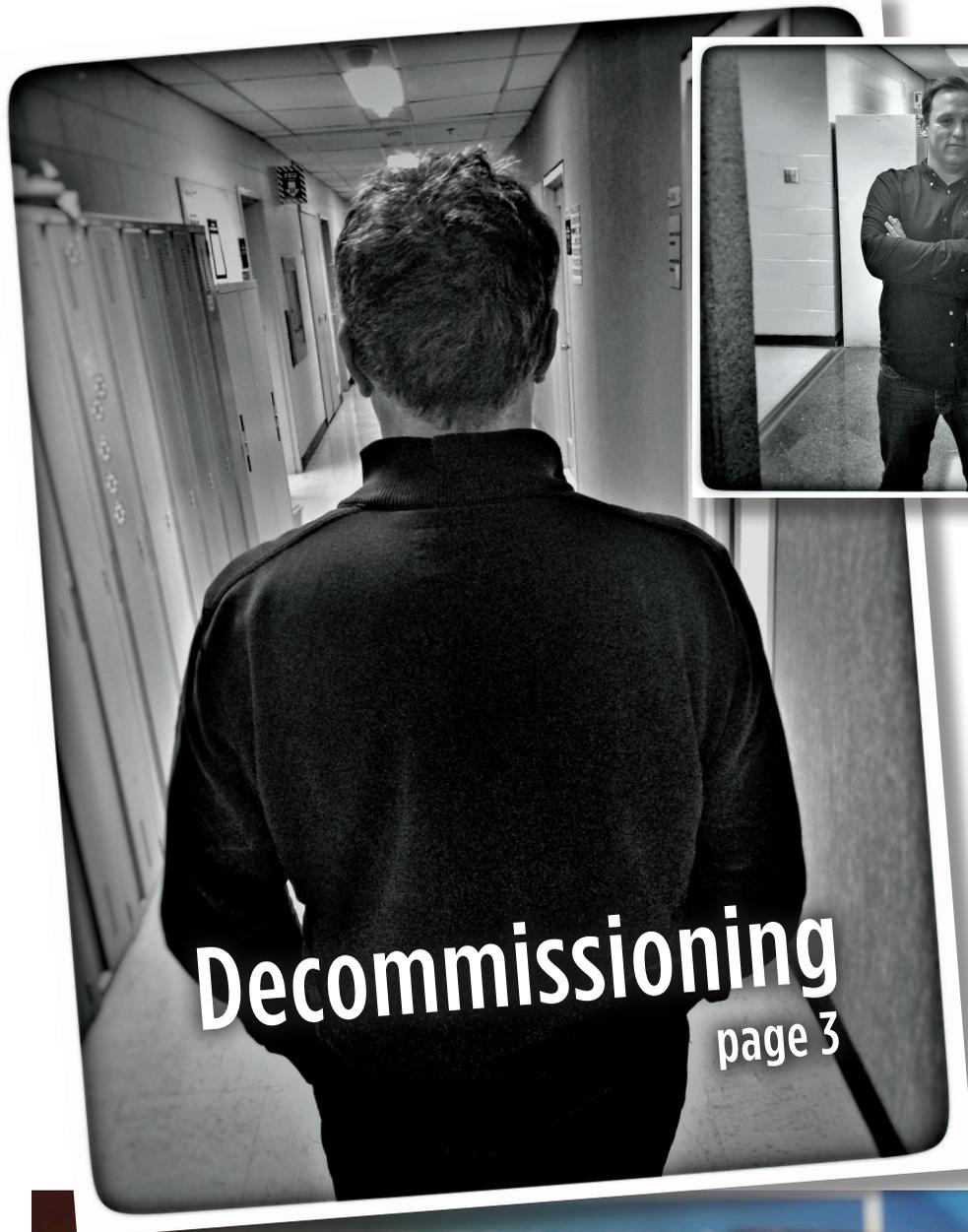


LA VOIX

DU SCRC

Journal du Syndicat des communications
de Radio-Canada (FNC-CSN)
NUMBER 4 – FEBRUARY 2017



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Syndicat des communications de Radio-Canada
(FNC-CSN)



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communicat

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[Facebook.com/groups/noussommes3000](https://www.facebook.com/groups/noussommes3000)



Well-equipped delegates and substitutes

The SCRC recently provided its union delegates and substitutes with a kit containing different documents in order to facilitate their job as union activists.

This kit contains a procedural guide, a reporting form, the list of members in their sector, as well as an USB key containing the three collective agreements (former-SCRC, former-STARF, former-CUPE).

These documents were given out during meetings that were held with the elected representatives, which were spread out over a five-week period.

These meetings provided an opportunity to talk about the elected representative's role and about the importance of following the right procedures in order to protect the rights of our members.

During these meetings, questions and issues regarding the mobilization of our members during the current bargaining period were also addressed. This initiative, taken by the SCRC, is only one in a series of actions, which seek to harmonize the work of our elected representatives and to reinforce our Union structures.

In all, the SCRC met with 60 of our 75 elected representatives.

General meeting

Our first annual general meeting will be taking place next **April 29**.

You will soon be receiving all the pertinent information regarding the foregoing.

Please put this date into your agenda, your attendance is important.

Bargaining timetable

JANUARY

10, 12, 17, 18,
24, 25, 31

FEBRUARY

1, 9, 10,
14, 20, 21

MARCH

9, 10, 14,
15, 21, 22,
23, 27, 28

La Voix du SCRC

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Radio-Canada's studios

From rehearsals to decommissioning

Last fall, Hubert T. Lacroix and Louis Lalande invited the Corporation's employees, in a grandiose ceremony, to view the very first images of the new "Maison de Radio-Canada"; the future theatre of their 2020 Master Plan, which will play host to the actors and artisans of the digital era.

The headquarters, in a diminutive format, will be built on the parking lot right off Papineau Street. At first glance, a question arises: "But what is going to be produced in this scaled-down model of the MRC?" Mr. Lacroix and Mr. Lalande replied that the projected spaces would respond to production needs in the digital era... And to the question: "What will become of TV production with only one studio, when today the Corporation is using seven studios?" The answer is clear: TV in the future will no longer require the same amount of resources as in the past, and as we know, the existing facilities are already being under-used; this space is sort of optional.

A few weeks later, on Friday, December 9, François Messier, the General Manager of production, accompanied by Josée Labrecque and Martin Bonenfant, invited the artisans and technicians to a meeting to disclose to them their projections in terms of production for 2017.

From the outset, they announced a major overhaul to the assembled employees: a sweeping decommissioning of the TV studios.

From the seven existing TV studios, the only ones that will remain operational will be studio 42 with its control room, studios 43 and 44, served by only one control room, and studio 44. Studio 45 and its control room will be preserved to deal with any production overflows.

Hence, three studios and four control rooms will be decommissioned: studio 46 and control room 43 will be decommissioned and shut down. Studios 47 and



48 will likewise be decommissioned and the space will be made available for light video shoots. It should be noted that when this announcement was made, control room 46 had already been decommissioned.

This plan to reorganize the former facilities that had been used for Radio-Canada's TV production is indeed an exercise designed to establish and organize new production areas for the digital era.

In the new MRC, the future facilities will include only one tri-platform studio (whose size will be that of the current studio 42) and sets that will be set up here and there, on an as-needed basis, in the big atrium of the main building and on the terrace. The whole will be served by two control rooms. Which means that it will be difficult to record and/or broadcast more than two programs at the same time.

In addition, it must be acknowledged that only one production could be going on at a time in the tri-platform studio, notwithstanding its three sets.

It was then announced that the rate of production in 2016, apart from "L'auberge du chien noir", would be maintained and that, following the most recent staff cutbacks, made in technical production

last fall, we were approaching the strategic core. That finally, no other significant personnel cutbacks were in the cards.

But what does a 'strategic core' really mean? Over the next three years, a substantial number of artisans and technicians will be retiring. Will they be replaced? Will these positions be staffed by contingent workers, who will be paid less? Notwithstanding their attempt to explain, the response from the Corporation was vague: "It's undeniable that in order to meet certain production needs, we'll have to replace certain people who retire. We will always need temporary employees to respond to ad hoc demands".

However, we still don't know precisely what this famous 'strategic core' means in terms of employees. How many of us will be working in these new facilities?

From the room, another question was addressed to Mr. Messier. "You've trained people in view of the requirements of these new technologies. You've recruited people who have just finished their schooling and others who are already familiar with these new technologies. This training is summary in nature and not adequate for recycling the existing resources. You have discharged people who have extensive expertise and who could learn and assimilate these new

ways of doing things, as they've always done in the past. It's a big-time waste. We're the midwives of TV as we know it today. Training the Old Guard so that it could continue working and thereby transfer its expertise to the Young Turks, making them the mentors of the next generation, wouldn't that be a better investment?"

"This isn't our vision of things and we don't need these resources," was the laconic response of the General Manager of production.

We also learned that there are no commitments that bind the independent producers to Radio-Canada. They're free to produce with the service supplier or suppliers that best suits their needs.

Seeing as there are no longer any programs that are entirely produced by Radio-Canada, apart from the news, what are the guarantees that production will be retained within our walls?

With abundant assurance, Josée Labrecque, from Independent Producer Services, affirmed: "By remaining competitive vis-à-vis the other private service shops". And this, despite the fact that the obligation to co-ordinate moving about here and there, the setting up and dismantling of the sets in the tri platform studio will generate substantial costs to production.

What are the employer's genuine intentions? What part of their budget do they truly want to allocate to maintaining production at Radio-Canada? What will be the price that the artisans and technicians who remain will have to pay? Leave Radio-Canada or run back and forth with a non-stop accelerating pace of work in order to remain competitive?

While this big rehearsal is taking place, one is entitled to wonder which if any roles will survive when the dress rehearsal finally takes place.



Control room 46, decommissioned right after management's announcement. This high-resolution control room was notably used for the production of *L'auberge du chien noir*.

Where do these ten consecutive workday schedules come from? **A chronology of events**

2009

Radio-Canada Québec, even before renaming itself “ICI-Québec”, secured the mandate to produce a local newscast seven days a week, including the weekend newscasts. During the weekend, the filming and editing of images was done by temporary employees who performed both functions, seeing as the newscast was produced with a reduced workforce.

July 2013

Radio-Canada management notifies the Union that it wishes to ensure greater stability over the weekend. Two permanent positions are thus attributed. The employer henceforth asks these permanent cameramen to provide the service. At the time, management, without any subtlety at all, also set out to achieve another goal: namely, to limit as much as possible the hiring of temporary cameramen, and if possible, to eliminate them altogether. The following fall, a wave of training in editing sweeps through the station; the newly trained permanent employees are henceforth required to work seven days a week, but always with a reduced staff on the weekend. Shift rotations and work cycles are modified depending upon the immediate production needs. Beforehand, management did however conduct a survey amongst the employees in question to determine their schedules, but being very careful to exclude from the survey proposals that these same employees had submitted. The schedules will thus rule out the principle of seniority.

2013-2016

The cameramen's work cycles henceforth include sequences of seven and ten days of work in a row, thereby brushing right up against the limits of the provisions set out in the STARF agreement. To all this, a reduction in the number of cameramen shifts scheduled during any given week will be integrated. Two editing rooms will be shut down, three JH transmission technician positions will be abolished, and one of the two JH transmission trucks will be decommissioned during this period. The cameramen, in addition to the editing tasks, will likewise inherit the responsibility for transmitting images via the Dejeero



technology. The pace of work ramps up considerably, time off for breaks is likewise reduced. The Quebec City JE department runs at a pace that becomes unbearable..

December 2015

The technicians are fed up. The number of work injuries jumps, sick leave absences as well. Fatigue fills the air. The employees convene a meeting with the employer to discuss the situation, which has become unsupportable. 30 technicians participate in this meeting, while three supervisors listen to the employees' demands. The employer acknowledges that a problem does exist, but declares itself powerless to do anything about situation. But he shows his true colours when he affirms that any solution to the problem will have to be done at ZERO COST for Radio-Canada. The employer undertakes to reflect upon the situation and proposes that a new meeting be held in three months time.

March 2016

The three months are up. No zero-cost solution is found. No new meeting with the employees is convened. A report on the risks is transmitted by the Union to the local occupational health and safety committee. Upon management's recommendation, the committee deems that this complaint is covered by Part III of the Canada Labour Code and refuses to deal with the complaint, forwarding it to

the Labour Relations service in Montreal. This exercise does not comply with the provisions set out in the Canada Labour Code.

April 2016

The Union learns that the risk report will not be processed, and that it has been sent off to Montreal. The cameramen's ten consecutive day work cycles thus continue. The Union lodges a grievance invoking non-compliance with article 17 of the STARF agreement that is then in force.

Around the same time, some employees begin to notice that certain sick days are no longer being recorded in their time cards (the indications are either modified or simply disappear) and the employer also invents a new code for doctor appointments.

June 2016

Nothing has happened since December. Neither the report, nor the grievance gives rise to any results. The Union contacts the federal Ministry of Human Resources and Skills Development Canada (HRSDC). Following an intervention by the Ministry, local management defends itself vis-à-vis their duty to process the complaint alleging the pretext that the complaint was lodged by the Union and its OHS representative (who is an employee working in Trois-Rivières), and not submitted by the employees in question.

September 2016

Following the recommendations made by the HRDC, 11 employees who are affected by this particular work regime lodge a second complaint with the local OHS committee. This time, the Ministry monitors the process and obliges the employer to follow through with the provisions stipulated in the law.

October 2016

Management meets with the 11 plaintiffs one by one, as stipulated in the law and undertakes to provide them with a response within 30 days. These meetings are conducted with two supervisors (two against one), which the participants find intimidating.

November 2016

In its response, the employer arrives at the conclusion that there are no elements that would justify any action on its part and there is nothing that compromises the health or safety of the employees covered by the existing work schedules. It refers the matter to the local OHS committee SST to conduct a survey as stipulated in the Labour Code. The choice of the two co-investigators is made from amongst the management members (since the only management member who sits on the OHS committee is the plaintiffs' supervisor) and those people who sit on the committee. Virginie Coulombe is named as an OHS committee member and co-investigator, while André Fortin is named as a co-investigator.

November 15, 2016

The SCRC Union Council, meeting in Montreal, adopts a resolution supporting the steps taken by the technicians in question. A symbolic gesture in appearance, but that elicits sympathy for certain members and an outburst of protest against the employer's abuses, as well as a determination to fight back against this injustice for others.

November 20, 2016

André Fortin resigns from the OHS committee, as co-President and as co-investigator. Denis Côté replaces him.

Let's put an end to working ten days in a row The SCRC shifts into action mode!

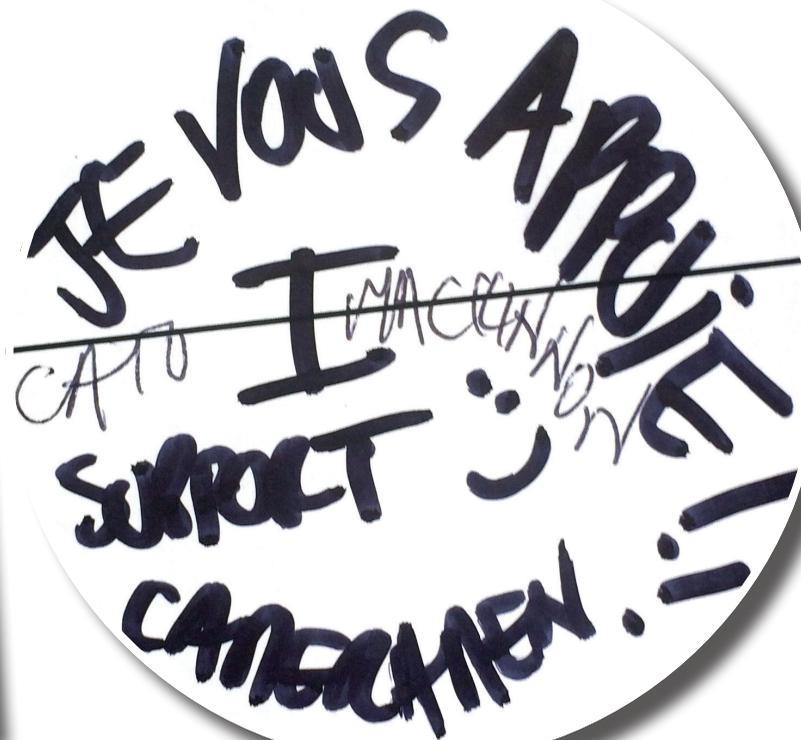
The situation just can't continue like this any longer. Our colleague cameramen in Quebec City are determined to find a solution to the growing problem of their having to work ten days in a row.

Last December, delegates from the Quebec City station explained their situation to the SCRC Union Council. All the Union Council representatives – the union delegates from all the services, from all the Radio-Canada stations – unanimously passed a motion to support their colleagues.

First phase of the action plan: make all our colleagues aware of the situation. On January 23, a team of union activists put up posters all over the Quebec City station and they met with the station's employees

to talk about the situation. Each one of the Quebec City station's employees was invited to put a sticker onto the posters so as to indicate their support for their colleagues. This action was greeted enthusiastically by the Quebec City station's workers. Within only a few hours, on January 23, over half the members had engaged in this gesture of solidarity.

The battle is not over. We are continuing our discussions with management, but in Radio-Canada's eyes, any solution must be done at zero cost. For us, what matters, is putting an end, once and for all, to this senseless situation, that imperils the health and safety of our colleague cameramen.



Union information is a right!

Over the last few months, several members have told us about the reluctance of certain managers to allow them to post or to distribute union material pertaining to the negotiations currently under way.

Our Union's right to inform its members is not absolute, but the law does circumscribe it. It protects those people who participate in disseminating information.

"Firstly, the Preamble to the Labour Code sets out Parliament's commitment to freedom of association and free collective bargaining as the bases of effective industrial relations, for the determination of good working conditions and sound labour management relations. It deems the development of

good industrial relations to be in the best interests of Canada in ensuring a just share of the fruits of progress to all. Section 8 (1) of the Code expressly affirms that every employee is free to join the trade union of their choice and to participate in its lawful activities."¹

By protecting workers in this regard, the Code explicitly seeks to enable them to perform their roles as union leaders. Whether it be a matter of distributing material or posting something on a union bulletin board.

It's worthwhile for us to recall that by virtue of our rights to enjoy the freedom of expression and the right of association, set out in article 2 of the Canadian Charter of Rights and Freedoms, building clout and leverage vis-à-vis one's employer is a right.

The Supreme Court of Canada has ruled, on several occasions, that the distribution of information and the posting of union declarations are important in a democratic society and are legal if no wrongful act has been committed (to not be working on one's shift, the material is not defamatory, the absence of any kind of criminal act, etc).

The employer is required to respect our constitutional rights, it's up to us to remind him.

If you believe that the employer is preventing you from adequately informing our members, contact us as soon as possible. The Union will evaluate the possibility of lodging a complaint with the Canada Labour Relations Board.

¹ Communications, Energy and Paperworkers Union of Canada vs. Bell Mobility inc., 2009 CIRB 457 (CanLII) paragraph 1

94 (1) No employer or person acting on behalf of an employer shall: a) participate in or interfere with the formation or in the administration of a trade union or the representation of employees by a trade union;

Long live the millennials; and, all the others as well

Open data, Disruption, Trending, Start up, 360 degrees, Digital shift

All these words that that are bandied about ad nauseam, as if they're some kind of magic formula, that would resolve all our problems. In reality, this marketing glossary, used by our employer, is part of their newspeak, which purports to convince us that they're taking us in the right direction whereby we'll seduce a new audience. Words are important, just as much as the manner that we use them. Unfortunately, words can sometimes do mischief.

Millennials

Let's take a look, for example, at the terms Generation Y that simply mean "young people". These words that spill off the lips of all the content broadcasters. These words that designate the golden calf associated with a generation that points towards such a bright future, of creativity and especially, of profitability. These words which have served as a leitmotif to our President, when last September he launched, out of the blue, his laboratory project Prochaine génération / Next Generation* in the course of the annual Public Broadcasters International (PBI)

conference. A major event that attracts public broadcaster executives from all over the world.

I find this project quite formidable. It's promising, stimulating, exciting. But it's also sad to observe that it seems to be giving birth to a generational cleavage within our own corporation by leaving the "old folks" on the sidelines. The employer's message ends up telling us that there are two categories of employees: those people who are in the loop and those people who are out of sync. In other words, the young and the old.

There's nothing new under the sun. From time immemorial, divide and conquer strategies have frequently been used to push decisions that do not have unanimous support through the objections of the people who are subject to them. The whole issue of generations has always been a subject of debate in human society. But debate should not mean division or confrontation. Much to the contrary!

Vintage

There's no shortage of clichés about 18-34 year olds, certainly as many as regards the

X and baby boomers. We've all been the subject, at one point in time or another, of the critical scrutiny of our elders; less wild, more conventional, too conservative. It's only natural. But regardless of one's age, the clichés clash and convey all kinds of prejudices that arise from too much generalization. They make it so that one can't recognize oneself in these portrayals. Millennials and non millennials are complementary groups. Each group has a role to play. And each group can nurture the other.

Are we presently experiencing a clash of generations within the Corporation? I don't know. I hope not. I can nonetheless very easily imagine what a marriage of experience, of wisdom and know-how could potentially produce with the fervour, innovative approach and energy of youth! I hope that over the coming year we'll avoid the treacherous and insidious trap of division and that to succeed in doing this, that we remain vigilant and attentive one towards the other. Because, as a certain older gentleman** (who is still very full of vigour) sang during his own youth: "there'll always be others, younger, and wilder to dance the Boogaloo!"

***Prochaine génération / Next Generation**

This refers to a content creation laboratory in the news and public affairs sector, overseen by the newsroom and digital services, which groups together some 15 young people who are between 18 and 34 years old.

** Robert Charlebois

I am (and you are) #millennials

I am, it would appear, a member of the millennial generation... Those people who are frequently probed, sounded out, and analyzed by the media to discover what interests them. In an attempt to reveal THE magic formula, the underlying secret that would produce listeners, readers, or a target public.

I'm also, according to the label makers and the interpretations of certain bosses, narcissistic, demanding and spoiled all at the same time, less inclined to work, nor ready to do anything and everything for my employer. A sort of well-educated cheap labour, who really isn't looking for stability, but above all else to have a good time on the job.

I'm not making any proclamations on behalf of all the members of my "generation", but it's clear that there are a few facts that should be set right, in this post-factual and other kinds of alternative facts era.

To begin with, the media. If smart-phones and social networks are shaking up people's habits in terms of their consumption of information, the fact remains that the well-established "brands" remain points of reference, even amongst the youngest millennials. The New York Times has not lost its potency with regard to its content, but it has however adapted itself to the new channels. Idem for the BBC. Podcasts are popular? The most popular ones are those that follow the traditional models of journalism: robust content, an interesting story, told by a passionate writer. Essentially, the container is a platform for the content.

Ironically, it was the baby-boomer generation that was initially taxed as being self-centred and impatient to acquire the same things as their preceding generation. Doesn't this remind you of what's being said about those young people that you rub shoulders with at the office?

I look at my colleagues, who are the same age as I am, people who work very hard to carve out their place at Radio-Canada. They have diplomas, experience and motivation. But too few of them have full-time permanent positions. Too few of them are given mandates that enable them to blossom or develop their talent. Many of them are out of breath, as they lack inspiration and stability. Is it really too much to ask that they may enjoy an authentic place within the SRC? To not merely be perceived as eternal interchangeable substitutes, but rather future

reporters, technicians, hosts, readers, cameramen, and so much more?

Because after all, beyond the much overused labels, the eye-catching expressions, the clickbait, what is never being said, in this whole matter, is that you're all #millennials. Young people – namely, the next generation – that have stability, are the young people who can play a key role in their jobs. And they do want to get involved, give back, inspire, and collaborate. A healthy workplace should integrate and make room for all

the generations, baby-boomers, X, Y, millennials, and others.

Indeed, it's high time that we put all these labels to rest – after all, they're so very 2015. It's rather the moment to make room, to provide a chance, resources and time to these young contingent workers, so that they can become a solid foundation upon which Radio-Canada's future can be built. Not only to follow the latest trends in the hope of attracting a few ephemeral clicks.

A millennial



Because after all, beyond the much overused labels, the eye-catching expressions, the clickbait, what is never being said, in this whole matter, is that you're all #millennials.

Mr. Bernier, what programs do you watch?

Letter to Mr. Maxime Bernier, Federal MP, representing the Beauce riding, and candidate for the leadership of the Conservative Party of Canada, with regard to the **Repositioning** of Radio-Canada/CBC.

Mr. Bernier, Your involvement in politics, much like that of your father Gilles Bernier over 13 years, is certainly appreciated by your electors and citizens, in general.

As you run to become the leader of the Conservative Party of Canada, and hence to lead, perhaps one day, this great country, please allow me, as a Radio-Canada employee, to be concerned about your grotesque declarations regarding the future of the SRC and CBC.

Are you aware that the SRC and CBC provide services in English, French and in eight aboriginal languages and this, via all the platforms, be it TV, radio, Web, and this, from one ocean to the other, by satellite, by cable, by Internet, on land-based and mobile devices? **Inform and entertain** is our mission and our mandate.

As you surely know, Canadian citizens from every generation can testify to the above, since its creation in 1942, the SRC has left its mark on our country's cultural, social, linguistic and political landscape. Its presence has been and is meaningful in every region across the land.

Do you know that the TV industry alone provides a livelihood to some 60,000 people across Canada, and that over 10,000 of these people work for the Radio-Canada/CBC radio and TV networks?

Still today, dozens of young people proudly knock on the door of our radio network, with the hope of crafting an outstanding career with us.

As a Quebec francophone candidate, I would have hoped that you would be proud to have a public francophone network of such consequence and scope in North America and proud of the crucial role it has played for 75 years spreading and making our culture known around the world and promoting the French language all across Canada.

I can't help but observe that this is not the case. What programs do you watch, Mr. Bernier?

Rather than staking your political aspirations on the virtual closing of Radio-Canada, it would be worthwhile for you to call out the current management of Radio-Canada/CBC and the Board of Directors who have humbled the institution. For example, the virtual closing of Radio-Canada International.

Does this mean that the conservative clique that makes up our Board of Directors

is your only point of reference or source? Does it signify that the repositioning of the public broadcaster, of which you speak in your program, is solely based upon a libertarian ideology, which seeks to eliminate public services?

Our current President, Hubert Lacroix, has worked for over **five years** now to narrow Radio-Canada/CBC's role to that of strictly providing news and information (which still remains to be seen, because here too we are being threatened) with less money and less manpower in the field.

Please tell us, Mr. Bernier, according to your program, who will profit from the millions that generations of Canadians have invested in Radio-Canada/CBC?

Do you really believe that without taxpayers' money, and I'm weighing my words carefully here, the private sector alone is capable of covering major sporting, cultural, national and international events?

Do you think that the private sector would be able to produce programs of public interest such as *Enquête*, *Découverte*, *L'épicerie*, *La Factice*, *Desautels*, *Plus on est de fous plus on lit*, and so so many others?

Who, besides Radio-Canada, with its correspondents abroad, can provide Canadian citizens with a view of the world

around them? Who will profit from the break-up of Radio-Canada/CBC that you are proposing? Are you aware, Mr. Bernier, that private TV productions cost more money than those produced by the public sector?

Does that mean that you would not give a red cent to the private sector, that you would end subsidies and tax credits for them as well?

At a moment in time where changes all around the world are picking up speed, can one expect that Radio-Canada/CBC should be happy with just being a conveyor belt for disseminating the dominant ideologies? Adieu the diversity of different points of view?

I therefore invite you Mr. Bernier to come debate the future of Radio-Canada/CBC with its employees and artisans and to perhaps reposition yourself in this dossier?

Will all due respect, and hoping to hear from you soon.

JAB

Radio-Canada : a Conservative obsession!

Brad Trost, a conservative MP from Saskatchewan, is one of the 13 official candidates in the race for the leadership of the Conservative Party of Canada. This backbench MP is well-known for his ultra-conservative positions.

For example, he'd like to reopen the debate on a woman's right to an abortion, and positions himself against gay marriage. Finally, he's opposed to end-of-life medical care.

Mr. Trost recently tabled a bill C-308 that seeks to privatize Radio-Canada/CBC.

Containing 35 articles, the bill seeks to transform the public broadcaster into a joint stock corporation (with one million shares, according to the text).

Article 34 of the bill even stipulates the abolition of the name Radio-Canada. Bill C-308 will be debated during this parliamentary session. Really, the Conservative Party obsesses about Radio-Canada. They just won't find peace until the day that they succeed in selling off this valuable heritage that belongs to all Canadian citizens.