



INDUSTRIAL RELATIONS QUATERLY REPORT

TO:	Board of Directors
MEETING:	August 22, 2013
FROM:	Roula Zaarour, Vice-President, People and Culture
PURPOSE:	2013-2014 – Q1 – Industrial Relations update
DATE:	July 19, 2013

SIGNIFICANT POINTS:

- French Services is currently in negotiations with three (3) bargaining units and artists' associations:
 - Syndicat des communications de Radio-Canada (SCRC)
(Agreement ended on September 30th, 2012)
 - Société des auteurs de radio, télévision et cinéma (SARTEC)
(Agreement ended on July 9th, 2012)
 - Société professionnelle des auteurs et compositeurs de Radio-Canada (SPACQ)
(Agreement ended on January 7th, 2011)
- English Services will be starting negotiations with the Canadian Media Guild (CMG) in September 2013 (Agreement will end on March 31st, 2014).
- English and French Services are jointly in negotiations with one (1) national bargaining unit:
 - Canadian Federation of Musicians (CFM)
(Agreement ended on March 31st, 2010)

UNION	Effective Date	# of Members	Central Issues
FRENCH FILES			
ALL FRENCH UNIONS (Section 18.1)	May 31 st , 2012		<p>CBC/Radio-Canada, the Syndicat des communications de Radio-Canada (SCRC) and the Syndicat canadien de la fonction publique (SCFP 675) have finished presenting their evidence to the Canada Industrial Relations Board (CIRB) as part of the application to review the bargaining structure of French Services unions.</p> <p>Proceedings are still under way, with STARF and the AR presenting their evidence on the following dates:</p> <p><u>October 2013</u></p> <ul style="list-style-type: none"> • 28, 29 and 30 <p><u>November 2013</u></p> <ul style="list-style-type: none"> • 1, 4, 5, 12, 13, 26, 27 and 28
AR (Association des réalisateurs)	December 13, 2012 – December 15, 2013	315	No change since last quarterly report.
STARF (Syndicat des technicien(ne)s et artisan(e)s du réseau français de Radio-Canada)	April 1, 2013 – March 31, 2014	1,044	No change since last quarterly report.
SCRC (Syndicat des communications de Radio-Canada)	March 30, 2009 – September 30, 2012	1,384	<p>Negotiations are still ongoing. The parties agreed to suspend talks during the summer, with bargaining set to resume on the following dates:</p> <p><u>September</u></p> <ul style="list-style-type: none"> • 9, 12, 13, 18, 23 and 24 <p><u>October</u></p> <ul style="list-style-type: none"> • 2
SCFP (Syndicat canadien de la fonction publique)	September 26, 2010 – September 20, 2015	548	The two (2) parties will reopen, in September 2013, the monetary clauses having an impact on wages and the dental plan.

UNION	Effective Date	# of Members	Central Issues
UDA (Union des artistes)	May 27, 2013 – November 14, 2015	N/A	No change since last quarterly report.
SARTEC (Société des auteurs de la radio, de la télévision et du cinéma)	July 10, 2010 – July 9, 2012	N/A	The parties are working to establish a bargaining schedule for August and September 2013.
SPACQ (Société professionnelle des auteurs et des compositeurs du Québec)	January 8, 2007 – January 7, 2011	N/A	No change since last quarterly report.
ENGLISH FILES			
CMG (Canadian Media Guild)	April 1, 2009 – March 31, 2014	4 389	Collective Bargaining negotiations will commence in September 2013.
WGC (Writers Guild of Canada) <u>Television and Radio Agreement</u>	September 1, 1998 – August 31, 2000	N/A	The Parties have reached an Agreement for a new three year deal commencing on September 1, 2013 and will expire August 31, 2016. The settlement is within mandate and is subject to ratification.
IATSE (International Alliance of Theatrical, Stage Employees and Moving Picture Machine Operators of the United States and Canada) (Stagehands)	No agreement since 1994	N/A	No change since last quarterly report.

UNION	Effective Date	# of Members	Central Issues
ACTRA (Alliance of Canadian Cinema, Television and Radio Artists) (Performers) Television and Radio Agreement	July 1, 2011 – June 30, 2014	N/A	The agreement to extend has been ratified by the membership on June 7, 2013.
NATIONAL FILES			
CFM (The Canadian Federation of Musicians) (Previously known as The American Federation of Musicians of the United States and Canada)	April 1, 2006 – March 31, 2010	N/A	No change since the last report.
APS (Association of Professionals and Supervisors)	July 1, 2008 – June 30, 2013	817	The Parties have signed a Memorandum of Agreement on July 4 th , 2013, tentatively agreeing to a new Collective Agreement pending ratification.