



## INDUSTRIAL RELATIONS QUARTERLY REPORT

<b>TO:</b>	Board of Directors
<b>MEETING:</b>	November 19 & 20, 2014
<b>FROM:</b>	Roula Zaarour, Vice-President, People and Culture
<b>PURPOSE:</b>	2014-2015 – Q2 – Industrial Relations update
<b>DATE:</b>	October 17, 2014

### SIGNIFICANT POINTS:

- French Services is currently in negotiations with three (3) bargaining units and artists' associations:
  - Société des auteurs de radio, télévision et cinéma (SARTEC)  
(Agreement ended on July 9<sup>th</sup>, 2012)
  - Société professionnelle des auteurs et compositeurs de Radio-Canada (SPACQ)  
(Agreement ended on January 7<sup>th</sup>, 2011)
  - Syndicat des techniciens et artisans du Réseau Français de Radio-Canada (STARF)  
(Agreement ended on March 31<sup>st</sup>, 2014)
- English Services :
  - A new agreement with l'Alliance of Canadian Cinema, Television and Radio Artists (ACTRA) was attained and has been ratified. Agreement will end on June 30th, 2015.
- English and French Services are jointly in negotiations with one (1) national bargaining unit:
  - A new agreement with the Canadian Federation of Musicians (CFM) was attained and awaits ratification. Agreement would expire on September 30th, 2015.

UNION	Effective Date	Number of Members *	Central Issues
<b>FRENCH FILES</b>			
ALL FRENCH UNIONS (Section 18.1)	May 31 <sup>st</sup> , 2012		On September 19, the Canadian Industrial Relations Board (CIRB) ruled in favour of the Corporation, declaring that the existing bargaining structure was obsolete. The parties now have 90 days to come to an agreement on the new bargaining structure. If no agreement can be reached, the CIRB will summon the parties to hear their arguments for the desired structure. At the conclusion of those arguments, the CIRB will issue a ruling.
<b>AR</b> (Association des réalisateurs) <i>Represents all producers.</i>	December 16, 2013 – December 15, 2014	<b>275</b>	No change since last quarterly report.
<b>STARF</b> (Syndicat des technicien(ne)s et artisan(e)s du réseau français de Radio-Canada) <i>Represents all technical employees.</i>	April 1, 2013 – March 31, 2014	<b>1,011</b>  s.21(1)(b) s.21(1)(c) s.21(1)(d)	The parties are still in negotiations.
<b>SCRC</b> (Syndicat des communications de Radio-Canada) <i>Represents all journalistic employees and functions.</i>	October 1 <sup>st</sup> , 2012 – February 28, 2015	<b>1,363</b>	<b>No change since the last quarterly report.</b>
<b>SCFP</b> (Syndicat canadien de la fonction publique) <i>Represents all administrative staff and administrative support, excluding supervisory staff.</i>	September 26, 2010 – September 20, 2015	<b>521</b>	<b>The tentative agreement reached on June 20 was ratified by the union's general assembly with a 98% majority.</b>

\* As of September 21, 2014

\*\* Not applicable \*\* - This type of staff is hired according to our production needs

UNION	Effective Date	Number of Members *	Central Issues
<b>UDA</b> (Union des artistes) <i>Represents artists that perform on stage, in film, television or radio, in French-speaking Canada.</i>	May 27, 2013 – November 14, 2015	N/A**	No change since last quarterly report.
<b>SARTEC</b> (Société des auteurs de la radio, de la télévision et du cinéma) <i>Represents authors of original literary or dramatic works in French language for radio, television, cinema and audiovisual.</i>	July 10, 2010 – July 9, 2012	N/A**	No change since last quarterly report.
<b>SPACQ</b> (Société professionnelle des auteurs et des compositeurs du Québec) <i>Represents authors, composers and writers of music and / or controlled songs.</i>	January 8, 2007 – January 7, 2011	N/A**	No change since last quarterly report.
ENGLISH FILES			
<b>CMG</b> (Canadian Media Guild) <i>Represents all administrative, journalistic, production and technical employees in English Services.</i>	April 1, 2014 – March 31, 2019	<b>4,147</b>	No change since last quarterly report.
<b>WGC</b> (Writers Guild of Canada) <u>Television and Radio Agreement</u> <i>Represents independent professional authors of literary or dramatic works in English Canada for radio, television, film, video, multi-media, story editors and story consultants.</i>	September 1, 2013 – August 31, 2016	N/A**	No change since last quarterly report.
<b>IATSE</b> (International Alliance of Theatrical, Stage Employees and Moving Picture Machine Operators of the United States and Canada) (Stagehands) <i>Represents employees of employers that operate entertainment venues.</i>	No agreement since 1994	N/A**	No change since last quarterly report.

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UNION	Effective Date	Number of Members *	Central Issues
<p><b>ACTRA</b> (Alliance of Canadian Cinema, Television and Radio Artists) (Performers)</p> <p><u>Television and Radio Agreement</u></p> <p><i>Represents independent professional performers – actors, singers, dancers, comedians, cartoonists (as part of a performance), puppeteers engaged by CBC.</i></p>	<p>July 1, 2014 – June 30, 2015</p> <p>s.18(b) s.21(1)(b)</p>	<p>N/A**</p>	<p>On August 26, 2014, the parties tentatively agreed to extend the term of the Television and Radio Agreements from July 1, 2014 to June 30, 2015.</p> <p>The new Agreements have been ratified by ACTRA.</p>
<b>NATIONAL FILES</b>			
<p><b>CFM</b> (The Canadian Federation of Musicians)</p> <p>(Previously known as The American Federation of Musicians of the United States and Canada)</p> <p><i>CFM represents independent contractors who are engaged as musicians, conductors, arrangers, vocalists (subject to an agreement with ACTRA).</i></p>	<p>September 30, 2010 – September 30, 2015</p>	<p>N/A**</p>	<p>The parties have reached a tentative agreement.</p> <p>This Agreement is to be ratified by their membership later this year.</p> <p>The term of the Agreement would expire on September 30, 2015</p>
<p><b>APS</b> (Association of Professionals and Supervisors)</p> <p><i>Represents supervisory and professional employees, and those who perform similar or comparable functions.</i></p>	<p>July 1, 2013 – June 30, 2016</p>	<p><b>733</b></p>	<p>No change since the last report.</p>

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