



INDUSTRIAL RELATIONS QUATERLY REPORT

TO: Board of Directors

MEETING: February 21, 2013

FROM: Roula Zaarour, Vice-President, People and Culture

PURPOSE: 2012-2013 – Q3 – Industrial Relations update

DATE: January 28, 2013

SIGNIFICANT POINTS:

- French Services is currently in negotiations with six (6) bargaining units and artists' associations:
 - Association des réalisateurs (AR)
 - Syndicat des communications de Radio-Canada (SCRC)
 - Syndicat canadien de la fonction publique (SCFP 675)
 - Union des artistes (UDA)
 - Société des auteurs de radio, télévision et cinéma (SARTEC)
 - Société professionnelle des auteurs et compositeurs de Radio-Canada (SPACQ)

- English Services is currently in negotiations with two (2) artists' associations:
 - Alliance of Canadian Cinema Television and Radio Artists (ACTRA)
 - Canadian Federation of Musicians (CFM)

UNION	Effective Date	# of Members	Central Issues
FRENCH FILES			
ALL FRENCH UNIONS (Section 18.1)	May 31 st , 2012		<p>CBC/Radio-Canada has begun presenting evidence to the Canada Industrial Relations Board (CIRB) as part of its motion to review the bargaining structure of French Services unions. Hearings were held November 26–28 and December 10–11, 2012, with others to follow, and the next ones are:</p> <p><u>CBC/Radio-Canada evidence</u></p> <ul style="list-style-type: none"> • February 19–21 and 26–27, 2013 • March 12–14 and 19–20, 2013 <p><u>Union evidence</u></p> <ul style="list-style-type: none"> • April 30, 2013 • May 1–2, 7–8 and 28–30, 2013 • June 11–12, 2013
AR (Association des réalisateurs)	December 12, 2011 – December 12, 2012	325	Negotiations are still under way. The parties have met twice. We expect a tentative agreement to be reached in the coming weeks.
STARF (Syndicat des technicien(ne)s et artisan(e)s du réseau français de Radio-Canada)	April 1, 2012 – March 31, 2013	1,164	As of January 14, 2013, the Corporation has yet to receive notice to bargain from the union. Negotiations are expected to commence in the coming weeks.
SCRC (Syndicat des communications de Radio-Canada)	March 30, 2009 – September 30, 2012	1,452	Negotiations have been under way since June 2012. Other meetings are scheduled for January and will likely continue into February and March 2013.
SCFP (Syndicat canadien de la fonction publique)	September 26, 2010 – September 20, 2015	579	<p>The parties have settled on the terms of a tentative agreement in line with the Board's mandate.</p> <p>The union is in the process of ratifying it with its members.</p>
UDA (Union des artistes)	November 14, 2005 – November 13, 2009	N/A	<p>The parties have settled on the terms of a tentative agreement in line with the Board's mandate.</p> <p>The agreement has been ratified by UDA members. We are now finalizing the wording of the collective agreement.</p>

UNION	Effective Date	# of Members	Central Issues
SARTEC (Société des auteurs de la radio, de la télévision et du cinéma)	July 10, 2010 – July 9, 2012	N/A	No change since last quarterly report.
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	4 609	No change since last quarterly report.
WGC (Writers Guild of Canada) <u>Television and Radio Agreement</u>	September 1, 1998 – August 31, 2000	N/A	No change since last quarterly report.
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.
ACTRA (Alliance of Canadian Cinema, Television and Radio Artists) (Performers) Television and Radio Agreement	July 1, 2011 – June 30, 2012	N/A	ACTRA membership ratified the extension to the Radio and Television Scale Agreements.

UNION	Effective Date	# of Members	Central Issues
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	
APS (Association of Professionals and Supervisors)	July 1, 2008 – June 30, 2013	786	Collective Bargaining negotiations will commence in spring 2013.

s.18(b)

s.20(1)(b)

s.21(1)(c)