



BARGAINING MANDATE – ASSOCIATION DES RÉALISATEURS

s.18(b)
s.21(1)(b)
s.21(1)(c)
s.21(1)(d)

TO:	Board of Directors Human Resources and Governance Committee
MEETING:	August 20, 2015
FROM:	Josée Girard, Vice-President, People & Culture
DECISION SOUGHT:	Secure mandate from Board to negotiate: <ul style="list-style-type: none">••••
NEXT STEPS:	Bargaining to begin with the union.
DATE:	August 18, 2015



CONTEXT

- On September 19, 2014, the Canada Industrial Relations Board (CIRB) ruled that the existing bargaining unit structure has become obsolete, and therefore concluded that current units are no longer appropriate for collective bargaining.
- In the same ruling, the CIRB granted the parties 90 days to attempt to agree on determination of the unit or units that would be appropriate for collective bargaining. If the parties could not come to an agreement, the CIRB reserved the right to determine the structure of the bargaining units.
- Given that the producers' collective agreement expired on December 15, 2014, the AR asked that Radio-Canada begin negotiations to renew it.
- Radio-Canada responded to the AR that given the fact that no agreement had been reached on bargaining unit structure, it would be preferable to begin negotiations at a later date. In response to that position, the AR filed an application for a bad faith bargaining procedure.



CONTEXT (CONT'D)

- On May 15, 2015, the CIRB ruled (as the parties had not come to an agreement) that the new French Services union structure will comprise two bargaining units. One of these units will represent members of CUPE, STARF and SCRC, while the other will represent AR members.
- On June 15, Radio-Canada filed an application for judicial review with the Federal Court of Appeal.
- Despite this application and the possibility that the AR could eventually join the “larger unit,” the CIRB asked Radio-Canada to begin collective bargaining with the AR.
- The parties will appear before the CIRB on September 9 and 10, 2015, to report on the progress of negotiations.



KEY DECISION ELEMENTS



s.18(b)
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s.21(1)(c)
s.21(1)(d)



KEY DECISION ELEMENTS (CONT'D)

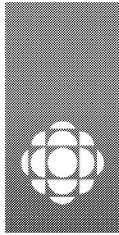


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KEY BENEFITS, IMPACTS AND RISKS

s.18(b)
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s.21(1)(c)
s.21(1)(d)



OTHER OPTIONS CONSIDERED

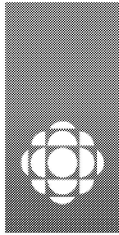
- No other options considered for now.



SUCCESS MEASURES

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RESOLUTION

The Human Resources and Governance Committee recommends to the Board that a bargaining mandate with AR be approved as presented.