



## INDUSTRIAL RELATIONS QUARTERLY REPORT

**TO:** Board of Directors

**MEETING:** August 21<sup>st</sup>, 2014

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

**PURPOSE:** 2014-2015 – Q1 – Industrial Relations update

**DATE:** July 25, 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 :
  - ACTRA has served their Notice to Bargain with the CBC/Radio-Canada on February 14, 2014.
- English and French Services are jointly in negotiations with one (1) national bargaining unit:
  - Canadian Federation of Musicians (CFM)  
(Agreement ended on March 31<sup>st</sup>, 2010 and was extended to September 30<sup>th</sup>, 2010)

UNION	Effective Date	Number of Members *	Central Issues
<b>FRENCH FILES</b>			
ALL FRENCH UNIONS (Section 18.1)	May 31 <sup>st</sup> , 2012		No change since last quarterly report.
<b>AR</b> (Association des réalisateurs) <i>Represents all producers.</i>	December 16, 2013 – December 15, 2014	<b>297</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  s.21(1)(b)	<b>1,025</b>	<b>The parties are still in negotiations.</b>
<b>SCRC</b> (Syndicat des communications de Radio-Canada) <i>Represents all journalistic employees and functions.</i>	<b>October 1<sup>st</sup>, 2012 – February 28, 2015</b>	<b>1,350</b>	<b>The tentative agreement signed on May 21 was ratified by 90% of members at the SCRC general assembly.</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>547</b>	<b>On June 20, 2014, the parties reached a tentative agreement to renew the monetary clauses until the current collective agreement expires on September 20, 2015. The tentative agreement calls for:</b>  <ul style="list-style-type: none"> <li>- a 1.4% base salary increase retroactive to September 23, 2013, coupled with a 0.1% contribution to the health care fund;</li> <li>- a second base salary increase of 1.4% effective September 22, 2014, and a 0.1% contribution to the health care fund.</li> </ul>

\* As of June 29, 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>4,322</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>ACTRA (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, 2013 – June 30, 2014</p>	<p>N/A**</p>	<p>No change since last quarterly report.</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>April 1, 2006 – March 31, 2010</p> <p><b><u>Agreement was extended to September 30, 2010</u></b></p>	<p>N/A**</p>	<p><b>Bargaining continues.</b></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>773</b></p>	<p>No change since the last report.</p>

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