



INDUSTRIAL RELATIONS QUARTERLY REPORT

TO:	Human Resources and Governance Committee
MEETING:	February 23 & 24 2016
FROM:	Josée Girard, Vice-President, People and Culture
PURPOSE:	2015–2016 – Q3 – Industrial Relations update
DATE:	January 22, 2016

SIGNIFICANT POINTS

- Radio-Canada is continuing negotiations with the Association des réalisateurs (AR). Radio-Canada has held five bargaining sessions since September 2015. Four other sessions are scheduled in January 2016.
- Radio-Canada is ready to start negotiations with the Syndicat des communications de Radio-Canada (SCRC). The bargaining preparation phase is now complete. The composition of our bargaining committee was determined. The bargaining mandate will be tabled at the March 2016 Board of Directors meeting.
- Negotiations will begin with l'Alliance of Canadian Cinema, Television and Radio Artists (Performers) (ACTRA) in January 2016.
- The agreement with la Fédération canadienne des musiciens (FCM) has been extended until March 31, 2016.

s.18(b)
s.20(1)(b)
s.21(1)(b)
s.21(1)(c)
s.21(1)(d)

Report for the period from October 1 to December 31, 2015

UNION	Effective Date	Number of Members *	Central Issues
FRENCH FILES			
<p>SCRC (CSN) (Syndicat des communications de Radio-Canada)</p> <p><i>All employees working for the Canadian Broadcasting Corporation in the province of Quebec and the city of Moncton, NB, except for those covered by other bargaining certificates, as well as producers, supervisors and staff regarded as such. (Formerly SCFP 675, STARF and SCRC.)</i></p>	N/A	2765	<p>The new merged union has completed its organization. The union decided to keep the name SCRC. The union executive was elected on December 21, 2015.</p> <p>For Radio-Canada, the bargaining preparation phase is now complete. The management bargaining committee was determined. The bargaining mandate will be tabled at the March 2016 Board of Directors meeting.</p> <p>Neither party has served notice to bargain.</p> <p>The details of the transitional measures before the CIRB have now been settled.</p>
<p>AR (Association des réalisateurs)</p> <p><i>Represents all producers in the province of Quebec and the city of Moncton, NB.</i></p>	December 16, 2013 – December 15, 2014	250	<p>Radio-Canada has held five bargaining sessions since September 2015 (four since November 26, 2015). The AR sent its bargaining issues on November 26, 2015. Four other sessions are scheduled in January 2016.</p> <p>The parties have completed their arguments before the CIRB regarding the unfair labour practice complaints and are now awaiting a decision.</p>

* As of December 27, 2015

** Non applicable - This type of staff is hired according to production needs.

Report for the period from October 1 to December 31, 2015

UNION	Effective Date	Number of Members *	Central Issues
ARTV-CSN (FCN-CSN) <i>Represents all employees who work for ARTV, except for the administrative assistant and management staff.</i>	No collective agreement in effect	36	Talks are continuing with the unions to negotiate an agreement for including ARTV employees in the French Services bargaining units.
UDA (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**	Three bargaining sessions have been held. The parties have tabled their respective issues.
SARTEC (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>	December 1, 2014 – July 9, 2016	N/A**	No change since the last quarterly report.
SPACQ (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 the last quarterly report.
ENGLISH FILES			
CMG (Canadian Media Guild) <i>Represents all administrative, journalistic, production and technical employees outside the province of Québec and the city of Moncton, NB.</i>	April 1, 2014 – March 31, 2019	3 938	No change since the last quarterly report.

* As of December 27, 2015

** Non applicable - This type of staff is hired according to production needs.

Report for the period from October 1 to December 31, 2015

UNION	Effective Date	Number of Members *	Central Issues
<p>WGC (Writers Guild of Canada)</p> <p><u>Television and Radio Agreement</u></p> <p><i>Represents independent professional authors of literary or dramatic works in English-speaking Canada for radio, television, film, video, multimedia, story editors and story consultants.</i></p>	<p>September 1, 2013 – August 31, 2016</p>	<p>N/A**</p>	<p>No change since the last quarterly report.</p>
<p>IATSE (International Alliance of Theatrical, Stage Employees and Moving Picture Machine Operators of the United States and Canada) (machinistes)</p> <p><i>Represents employees of employers who operate entertainment venues.</i></p>	<p>No agreement since 1994</p>	<p>N/A**</p>	<p>No change since the last quarterly report.</p>
<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, 2014 – June 30, 2015</p>	<p>N/A**</p>	<p>Negotiations will begin with ACTRA in January 2016 based on the mandate approved by the Board.</p>
NATIONAL FILES			
<p>CFM (The Canadian Federation of Musicians)</p> <p>(Previously known as The American Federation of Musicians of the United States and Canada)</p> <p><i>Represents independent contractors who are engaged as musicians, conductors, arrangers, vocalists (subject to an agreement with ACTRA).</i></p>	<p>September 30, 2010 – March 31, 2016</p>	<p>N/A**</p>	<p>The agreement has been extended until March 31, 2016 based on the mandate approved by the Board .</p>

* As of December 27, 2015

** Non applicable - This type of staff is hired according to production needs.

Report for the period from October 1 to December 31, 2015

UNION	Effective Date	Number of Members *	Central Issues
<p>APS (Association des professionnels et des superviseurs)</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>655</p>	<p>No change since the last quarterly report.</p>

* As of December 27, 2015

** Non applicable - This type of staff is hired according to production needs.