

Board of Directors

February 23, 2012

Subject matter

2011-12 – Q3 – Industrial Relations Update

Background

This document is a quarterly report providing the status of CBC/Radio-Canada's collective agreements.

Information on the matter

Not applicable

For decision:

For information:

Prepared by

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

Date: February 6, 2012

Recommendation

Not applicable

Last discussed at the Board

Date: September 27-28, 2011

Decision made:

Next steps

**Industrial Relations Update for the Board of Directors' Meeting
February 23, 2012**

NEGOTIATION OF THE COLLECTIVE AGREEMENTS

s.18(b)

s.20(1)(b)

UNION	Effective Date	# of Members	Central Issues
FRENCH FILE			
<p align="center">AR (Association des réalisateurs)</p>	<p align="center">Dec. 12, 2011 – Dec. 12, 2012</p>	<p align="center">337</p>	<p>The collective agreement between the Corporation and the AR was renewed for a one (1)-year period starting December 12, 2011. The terms are identical except for the pay schedule, which increases by 1.5%, as well as a few other minor adjustments. The signing ceremony was held December 12.</p>
<p align="center">STARF (Syndicat des technicien(ne)s et artisan(e)s du réseau français de Radio-Canada)</p>	<p align="center">April 1, 2009 – March 31, 2012</p>	<p align="center">1,249</p>	<p>Notice to bargain could have been issued by either party as of December 1, 2011. but no notice has been given to date.</p>
<p align="center">SCRC (Syndicat des communications de Radio-Canada)</p>	<p align="center">March 30, 2009 – Sept. 30, 2012</p>	<p align="center">1,571</p>	<p>The monetary clauses are slated to be reopened on March 1, 2012.</p>
<p align="center">UDA (Union des artistes)</p>	<p align="center">Nov. 14, 2005 – Nov. 13, 2009</p>	<p align="center">N/A</p>	<p>Notice to bargain was received on February 15, 2010. The key issues</p> <p>Bargaining, which got off to a difficult start, continued through the fall and will resume in February. Given the progress of other negotiations in the industry,</p>
<p align="center">SARTEC (Société des auteurs de la radio, de la télévision et du cinéma)</p>	<p align="center">July 10, 2010 – July 9, 2012</p>	<p align="center">N/A</p>	<p>In November 2011, SARTEC agreed to renew its collective agreement with the Corporation for two years, in return for 1.5% rate increases in 2010 and 2011, as well as the incorporation of three clauses finalized during negotiations.</p> <p>This new collective agreement, signed January 18, 2012, is in effect from July 10, 2010, to July 9, 2012.</p>
<p align="center">SPACQ (Société professionnelle des auteurs et des compositeurs du Québec)</p>	<p align="center">January 8, 2007 – January 7, 2011</p>	<p align="center">N/A</p>	<p>The parties must renew the collective agreement, which expired on January 7, 2011.</p> <p>SPACQ submitted its requests to CBC/Radio-Canada on March 23, 2011. Bargaining began in spring 2011, and will continue.</p> <p>Only two key issues are outstanding:</p>

UNION	Effective Date	# of Members	Central Issues
ENGLISH FILES			
CMG (Canadian Media Guild)	April 1, 2009 – March 31, 2014	4 736	The CMG Collective Agreement provides for a wage re-opener for wage rates effective April 1, 2012. The wage re-opener provides that the Parties will discuss wage increases if the CMG does not receive a 1.5% increase on April 1, 2012 due to the fact that the Treasury Board has provided CBC with more, or less, than 1.5% for wages.
WGC (Writers Guild of Canada) <u>Television and Radio Agreement</u>	Sept. 1, 1998 – Aug. 31, 2000	N/A	<p>Agreements were to expire August 31, 2000. Parties agreed to extend until further notice. Notice to bargain has not been given by either side.</p> <p>An agreement was reached with the WGC for</p>
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	<p>IATSE has requested that the CBC meet with them to renegotiate the collective agreement which has not been updated for at least 15 years.</p> <p>Discussions are continuing with management and with IATSE.</p>
ACTRA (Alliance of Canadian Cinema, Television and Radio Artists) (Performers)	July 1, 2011 – June 30, 2012	N/A	Negotiations concluded within mandate for a one year extension to the Agreement(s). The settlement was subsequently ratified by the membership.

s.18(b)
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UNION	Effective Date	# of Members	Central Issues
NATIONAL FILES			
<p style="text-align: center;">AFM (The American Federation of Musicians of the United States and Canada)</p>	<p style="text-align: center;">April 1, 2006 – March 31, 2010</p>	<p style="text-align: center;">N/A</p>	<p>The AFM and CBC/SRC agreed to extend the Agreement(s) for 6 months to September 30, 2010, with an increase of 1%.</p> <p>Discussions continue covering:</p> <p>Discussions and the costing of a new model, covering all services including radio, television and digital continues</p> <p>Negotiations ongoing.</p>

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