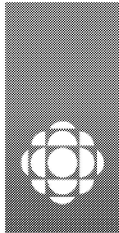


NEGOTIATION MANDATE – SYNDICAT DES COMMUNICATIONS DE RADIO-CANADA (SCRC)

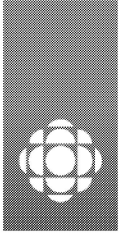
TO:	Board of Directors Human Resources and Governance Committee
MEETING:	March 22-23, 2016
FROM:	Josée Girard, Vice-President, People and Culture
DECISION SOUGHT:	Secure a mandate from the Board of Directors to negotiate with the Syndicat des communications de Radio-Canada (SCRC):
NEXT STEPS:	Draft collective agreement and begin negotiations with the union.
DATE:	February 25, 2016



CONTEXT

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

- The Canada Industrial Relations Board (CIRB) has determined that the existing French Services bargaining unit structure is obsolete and that it will include two bargaining units in the future:
 - The new merged unit representing former members of Syndicat canadien de la fonction publique (SCFP), the Syndicat des technicien(ne)s et artisan(e)s du réseau français de Radio-Canada (STARF), and the Syndicat des communications de Radio-Canada (SCRC);
 - The Association des réalisateurs (AR).
- The merged unit will keep the name Syndicat des communications de Radio-Canada (SCRC).
-
- The merged unit's various collective agreements have all expired.



CONTEXT (CONT'D)





KEY DECISION ELEMENTS



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



KEY BENEFITS, IMPACTS & RISKS

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

BENEFITS

-
-
-
-
-
-
-
-



KEY BENEFITS, IMPACTS & RISKS (CONT'D)

BENEFITS (cont'd)

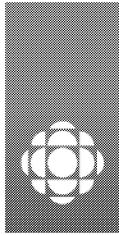


IMPACTS



RISKS





OTHER OPTIONS CONSIDERED

- No other options were considered for now.



SUCCESS MEASURES

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

- Reach an agreement negotiated:



RESOLUTION

- That the Human Resources and Governance Committee recommend to the Board that the negotiation mandate with the Syndicat des communications de Radio-Canada (SCRC) be approved as presented.



APPENDIX - BACKGROUND

- On September 19, 2014, the Canada Industrial Relations Board (CIRB) granted CBC/Radio-Canada's motion and ruled that the existing bargaining unit structure had become obsolete. It therefore concluded that current unions were no longer appropriate for collective bargaining.
- On May 15, 2015, the CIRB ruled (as the parties had not reached an agreement) that the new French Services union structure would comprise two bargaining units: One to represent former members of the Syndicat canadien de la fonction publique (SCFP), the Syndicat des technicien(ne)s et artisan(e)s du réseau français de Radio-Canada (STARF), and the Syndicat des communications de Radio-Canada (SCRC); and the other to represent members of the Association des réalisateurs (AR). CBC/Radio-Canada appealed the decision to the Federal Court of Appeal, asking that the AR be included in the new merged bargaining unit.
- The merged unit's various collective agreements have all expired. The STARF agreement expired on March 31, 2014; the SCRC's on February 28, 2015; and the SCFP's on September 20, 2015.



APPENDIX – BACKGROUND (CONT'D)

- CBC/Radio-Canada has received a new bargaining certificate, which effectively dissolves the former unions. Consequently, only the new bargaining unit has the power to negotiate on behalf of these employees.
- On December 21, 2015, the SCRC elected its new 12-member executive, made up of 25% technical, 58% journalistic, and 17% administrative staff. The president is from the technicians and craftspeople group.