



INDUSTRIAL RELATIONS QUARTERLY REPORT

TO:	Board of Directors
MEETING:	November 25 and 26, 2013
FROM:	Roula Zaarour, Vice-President, People and Culture
PURPOSE:	2013-2014 – Q2 – Industrial Relations update
DATE:	October 23, 2013

SIGNIFICANT POINTS:

- French Services is currently in negotiations with five (5) bargaining units and artists' associations:
 - Syndicat des communications de Radio-Canada (SCRC)
(Agreement ended on September 30th, 2012)
 - Société des auteurs de radio, télévision et cinéma (SARTEC)
(Agreement ended on July 9th, 2012)
 - Société professionnelle des auteurs et compositeurs de Radio-Canada (SPACQ)
(Agreement ended on January 7th, 2011)
 - Syndicat canadien de la fonction publique (SCFP – Local section 675)
(Reopening the monetary clauses effective September 23, 2013)
 - Association des réalisateurs (AR)
(Agreement expires on December 15, 2013)
- English Services has commenced negotiations with the Canadian Media Guild (CMG) in September 2013 (Agreement will end on March 31st, 2014).
- English and French Services are jointly in negotiations with one (1) national bargaining unit:
 - Canadian Federation of Musicians (CFM)
(Agreement ended on March 31st, 2010)

UNION	Effective Date	Number of Members *	Central Issues
FRENCH FILES			
ALL FRENCH UNIONS (Section 18.1)	May 31 st , 2012		No change since last quarterly report.
AR (Association des réalisateurs) <i>Represents all producers.</i>	December 13, 2012 – December 15, 2013	305	
STARF (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	1,080	No change since last quarterly report.
SCRC (Syndicat des communications de Radio-Canada) <i>Represents all journalistic employees and functions.</i>	March 30, 2009 – September 30, 2012	1,440	<p>On September 12, 2013, the Corporation filed a notice of dispute with the Minister of Labour. This application has been suspended by the Minister that has chosen to appoint two (2) mediators to assist the parties in the negotiations.</p> <p>A first meeting between the two parties and a mediator was held on October 4. The parties will meet again in presence of mediators on the following dates:</p> <ul style="list-style-type: none"> • October 18 and 31, 2013 • November 6 and 8, 2013
SCFP (Syndicat canadien de la fonction publique) <i>Represents all administrative staff and administrative support, excluding supervisory staff.</i>	September 26, 2010 – September 20, 2015	565	The two (2) parties will reopen, in October 2013 , the monetary clauses having an impact on wages and the dental plan.

s.18(b)

s.20(1)(b)

s.21(1)(c)

s.21(1)(d)

* As of September 22, 2013

** Not applicable ** - This type of staff is hired according to our production needs

UNION	Effective Date	Number of Members *	Central Issues
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**	No change since last quarterly report.
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>	July 10, 2010 – July 9, 2012	N/A**	The parties met on September 10 and 26, 2013. Discussions are progressing well. Further meetings are expected in the months of October and November 2013.
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 last quarterly report.
ENGLISH FILES			
CMG (Canadian Media Guild) <i>Represents all administrative, journalistic, production and technical employees in English Services.</i>	April 1, 2009 – March 31, 2014	4,601	Collective Bargaining negotiations has commenced in September 2013.
WGC (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**	The Parties reached an Agreement for a new three year deal commencing on September 1, 2013 and will expire August 31, 2016. The settlement is within mandate and the Agreements have been ratified on August 16, 2013.
IATSE (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, 2011 – June 30, 2014</p>	<p>N/A**</p>	<p>No change since last quarterly report.</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>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>N/A**</p>	<p>No change since the last report.</p>
<p>APS (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, 2008 – June 30, 2013</p>	<p>793</p>	<p>No change since last quarterly report.</p>

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