

SECTION

*Syndicat général du cinéma et de la télévision,
section Office National du Film.*

1285 Hodge, suite 315, Montréal, Tél: 744-4989

Montreal, June 12, 1978

Mr. André Lamy
Commissioner
National Film Board
3155 Côte de Liesse
St-Laurent

Dear Mr. Lamy:

As you know, the question of the NFB's "false-freelancers" is presently before the Public Service Staff Relations Board. The last audition was held on December 20, 1977. The P.S.S.R.B. has advised the Syndicat formally that, due to the large amount of evidence adduced before it, the analysis of this case will take time and no date can be given as to when a judgement may be forthcoming. The P.S.S.R.B. has been known to take as many as twelve to eighteen months to settle complex cases.

In the meantime, many of the 128 "false-freelancers" employed at the NFB on December 1st, 1977 are still working there and are engaged in activities which can truly be described as "part and parcel of the organization". Independently of the P.S.S.R.B.'s determination regarding "employee" status, there is one point on which the Syndicat would like to present a formal request to the Board of Governors on the occasion of their meeting later this week: the Board will doubtless be finalizing its reaction to the information session held with the four bargaining units last March, and in connection with this, the Syndicat would wish the Board to express itself on the following question: "Does the NFB subscribe to the principle of "Equal Pay for Equal Work for all persons working at the NFB?"

You will recall that the Syndicat presented to the Board of Governors a financial analysis to the effect that "false-freelancers" with equal seniority and performing similar functions received a total compensation for their services which was consistently less, on the average, than persons recognized as staff members. This analysis, carried out with care and on the basis of our knowledge of film production, is, we believe, an accurate reflec-

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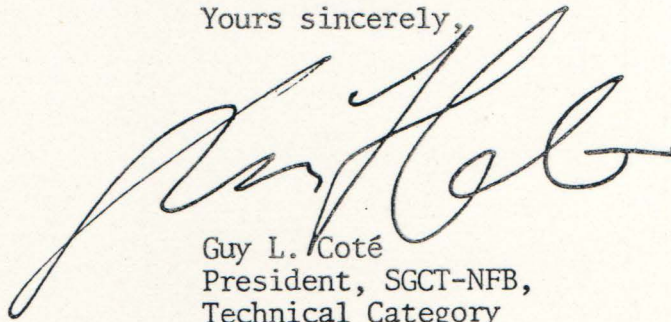
tion of the current situation. While a few individuals have received adequate compensation for their services, others have been grossly underpaid: witness the case of the two filmmakers who directed L'AFFAIRE BRONSWIK and received a daily remuneration equivalent to \$40.00 for their services over a period of close to two years. L'affaire Bronswik was the sole entry at this year's Cannes Film Festival.

The members of the Syndicat who are "false-freelancers" have met regularly since the beginning of this year, and are quite aware of the significant difference between their remuneration and that of the persons who bargain collectively their working conditions. They have asked the undersigned to ask the Board of Governors if the intention of the NFB is to put into effect a policy of equivalent remuneration for equivalent services performed.

In this connection, it is not unreasonable to point out that, in your own words, the Board seeks out the "best creative talent in Canada". Nor is it unreasonable to add that the Board has not yet the obligation to bargain collectively with this "talent" and that in the opinion of the Syndicat this fact alone accounts for many of the unacceptable working situations which have been drawn to our attention.

We look forward to the reactions of the Board to this question, as well as to the other issues raised during our information session last March.

Yours sincerely,



Guy L. Côté
President, SGCT-NFB,
Technical Category

c.c.: Members of the Board of Governors