



# THE IMPACT

## MOVING FORWARD WITHOUT FORGETTING

Welcome to this 3rd edition of the impact. Today marks the 2-year anniversary of the work conflict at Rolls-Royce Canada that resulted in the lock-out of its workers of the STTRRC-CSN for nearly six months. Along with the usual content provided in the newsletter, you will hear about thoughts and reflections about the lockout, work relations since our return to work, and we will be sharing some pictures with you that despite the difficulties we faced, we faced them together. Day after day, week after week, and month after month, friendships were formed that may never have otherwise formed, over hot coffee on cold days, barbecues where colleagues chipped in at their own expense to create feasts for everyone to enjoy. Pictures that truly show that we were MORE UNITED THAN EVER. Please note that if you are in some of the pictures and do not wish to be, let us know and we will remove them (info@csn-rrc.ca). We understand that it is not everyone's wish to be seen in a public setting.



## Message from the President

Hello dear members,

For this third edition of the IMPACT union newsletter, I'm directing this message primarily to our new comrades who joined the "Syndicat des travailleurs et travailleuses de Rolls-Royce Canada-CSN" on September 1, 2022. This date marked our return to work after the longest labour dispute in the company's history.

In fact, RRC has hired over 60 floor employees since that time, and plans to continue this trend massively given the workload on the horizon. Many of you decided to choose Rolls-Royce as your employer because of the prestige and reputation the name evokes as an internationally renowned company.

Beyond this, I also believe that the choice to join us is directly linked to the working conditions outlined in the collective agreement. In this respect, we have noticed that many new members come from companies such as Bombardier, Pratt and Whitney, CAE and other major aerospace employers in the greater metropolitan area. It's a phenomenon never seen before. You should know that these working conditions are the fruit of numerous negotiations between your union and RRC over more than 75 years now.

Certainly, our last negotiation was a very difficult one for all STTRRC-CSN members and their families. For those of you who don't know the background, the company locked out its employees just as our members were at a general meeting to vote on a mandate that could go as far as an unlimited general strike. Rather than breaking the solidarity of our members, this move had the opposite effect of solidifying the union movement and support for the union negotiating team. This confidence not only enabled us to maintain many of our gains, but also to make many gains that we are in a position to enjoy today.

Looking back, I'm pleased to see that the company is doing well financially and that the outlook for the future is promising. For those who don't know, like many of us, I'm the son of a retiree who gave over 40 years of his life to the company. My father began his career at RRC in 1966 and retired in 2007. It was in his honour and that of all the former members that we fought during the conflict, and I'm proud of that! Proud, too, of all the members who stood up and supported us during this difficult period.

In conclusion, I had the opportunity to meet Mrs. Bianca Sommerfield and Mr. Dirk Geisinger at length during their visit to RRC a few weeks ago. I enjoyed the frank and constructive discussions we had the chance to exchange. I hope that these discussions will be heard and that they will have a positive effect on day-to-day working relations.

**Your President,  
Richard Dufour**



Turning the page. This is a term I've heard used almost daily at RRC since our return to work from the lock-out, as I'm sure many of you also have. It is a term that, in this context, is meant to imply that we shouldn't look back at past events if we want to move forward. That if we look back, then we're not looking forward. My question is, since when? One look at a calendar shows that as a society, we celebrate, remember, and mark many events and people in our history. We use the lessons of the past to avoid making the same mistakes in our future. We here at RRC are no exception. March 15th, 2022 was a historic day for RRC. Yet despite everything that transpired during that period, every one

of you have played a crucial part in the success of not only RRC, but the record-breaking performance of Rolls-Royce globally.

During his recent visit, Dr. Dirk Geisinger spoke about how the future here in Montreal is bright. That our children, and their children have a future here. I have no doubt such a future is possible, and the most concrete first step towards that future would be another historic moment in 2028, where we learn from March 15th, 2022 and negotiate a new collective agreement before the end of our current one. One that meets the needs of both the company and its workers.

**Mario Golek**

**V-P Infos**



Dear Comrades,

Two years ago, our employer forced us out into the street through a lock-out, even though our place was in the factory. In their quest for ever greater dignity, workers are fighting to improve their working and living conditions. In so doing, they contribute to improving the living conditions of all workers, including their families. As a result of their union action, the society in which they work is transformed. The STTRRC-CSN has determined its direction and action through struggle, and to command respect.

Our members share the conviction that there can be no gain without effort, and no victory without the conditions that make it possible. The first of these conditions is solidarity: concrete, active solidarity, constantly nourished and enriched. Let's keep moving forward together, but without forgetting.

**G rard Sehounhouedo**

**VP Mobilization – Union Life**



March 15, 2022 is a chapter in the history of the STTRRC-CSN that will remain etched in our memories forever. This labour dispute will have allowed us all to create unforgettable moments and friendships that will last forever. If your employer's intention had been to bring you to your knees, on the contrary, it enabled you to create an extraordinary solidarity and mobilization that today reflects the identity of your union. A union that is strong, united and inspiring for the entire Quebec labour movement. The lockout triggered by Rolls-Royce Canada on March 15, 2022 enabled you to obtain the most important gain of all, a gain that is not to be found in the texts of your collective agreement, but in the

hearts of everyone: respect! A gain your employer will never be able to take away from you, despite the daily struggle to remind him of it.

Moving forward in life doesn't mean forgetting the past, but it does allow you to use it to make your journey better. If you don't accept it, you're refusing to move forward, even if your employer is aware of it once and for all. In 2028, we'll be more ready than ever!

More united than ever! In solidarity!

**Martin Pagé**

**Union advisor FIM-CSN**



What can we say about working relations after more than 18 months since our return from the conflict? Well, following Mr. Dirk Geisinger's presentation, the conclusion is simple. We, the unionized STTRRC-CSN plant employees, have put aside our resentment of the Lock Out. We've come back to work in a professional manner, committed to putting RRC back on the road to success in 2023. MISSION ACCOMPLISHED! CONGRATULATIONS TO ALL!

Now, we are forced to note that on the side of RRC management and Labor Relations representatives, the simple recognition of the term "lock-out" and the necessary reconciliation following it is not part of their priorities.

### Shop Committee



The preamble, intention and reality!

The virtuous preamble to our collective agreement commits us all to achieving the common goals described therein. This text is not new, but we have been reiterating our vows for several negotiations now. As in a couple's relationship, it's not uncommon to believe that you're the only one making the effort, and that the other is taking advantage of the situation.

Since 2020, can we say that "The parties aim for a partnership based on participation, achieving a relationship based on trust and mutual respect..."?

Since our return in September 2022, can we say that RRC management cares about "respect for the principle of seniority as well as its employees' working conditions and quality of life"?

Events speak for themselves. On August 26, 2022, we all received correspondence from our employer inviting us to "carefully consider the conciliators' recommendation and think about what it means for you". In addition, RRC undertook "to accept the recommendation proposed by the independent conciliators if our employees also accept it by means of a secret ballot vote". He also initialed

each page of the return-to-work protocol, which reads: "The Employer and the Union acknowledge that the provisions of this protocol represent their intentions.

Now that we've agreed, you've changed your mind?

Refusing to comply with the intentions that were clearly explained to us at the ratification meeting is unacceptably abusive and must be contested! Since then, disputes have been piling up again in the form of grievances, aggravating labor relations and forcing legal action and recourse to the courts.

Like a divorce, labour disputes give rise to violence and intimidation in many forms. As Yves Boisvert noted in his article in La Presse, Nov. 2023, these conflicts... "are obviously a rich breeding ground for resentment, revenge and other bruised ego squabbles. But judicial violence and intimidation are exercised in all fields, and far too easily."

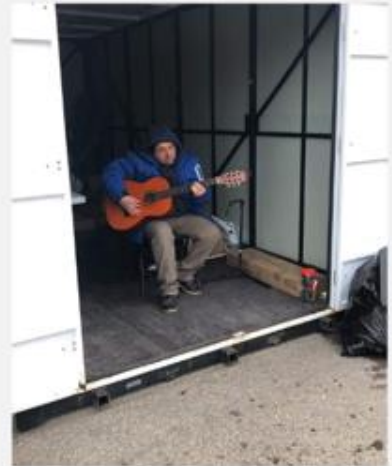
In reality, RRC is forcing the judicialization of a number of issues that appeared to be commitments for members and the union. Grievance deadlines delay the promised benefit, and give the employer a second chance to get away without granting it. It is a grievance arbitrator who has the authority to judge the outcome, without knowing the real intent of these commitments.

I ask RRC, is this how you intend to "rebuild a relationship of trust between us?"

**Paul D'Amico**

**Negotiation Committee**

**Retirement Committee**







## **Shop Committee Report**

Union reminder to all: For all personal leave and/or family leave you must NOTIFY your supervisor ONLY. For any convocation and/or discussion with a labour relations representative, you have the right to be accompanied by a union representative OR a support person of your choice.

**Grievance 21-008** - The employer refuses to carry out a partial shutdown of its facilities and forces employees to work on December 30 and 31, 2020. Article 6.02 of the collective agreement considers these two additional days of leave not worked and describes the method of compensation. (Awaiting Superior Court decision on the employer's challenge to the original arbitration award 2468. **Under judicial appeal may 17, 2024**)

**Grievance 22-013** - On March 15, 2022, through a letter mailed and sent to our members, the employer declares that it is locking out bargaining unit employees. In so doing, they indicate that group insurance coverage will be suspended during the lock-out. This contravenes article 27.03 of the collective agreement, which stipulates that the terms and conditions contained in the present collective agreement will continue to apply until the new agreement is signed. ~~An arbitration date has been set for January 16, 2024.~~ **An arbitration date has been set for September 5, 2024.**

**Grievance 22-018 and Grievance 23-010** - We are contesting the calculation of annual vacation pay based on the parameters of article 10.09 of the collective agreement, concerning employees with more than three (3) weeks' vacation who have been absent due to illness or parental leave. This is discrimination under the Quebec Charter. - pending arbitration dates. **Discussions are taking place between the union advisor and the company's lawyer.**

**Grievance 22-019** - The employer refuses to respect the return-to-work protocol, as duly negotiated in good faith between the parties, with regard to the notion of seniority and length of service during the labour dispute, as it relates to the pension plan. **An arbitration date has been set for March 26, 2024.**

**Grievance 23-002** - The employer failed to respect the terms of the collective agreement by forcing non-team leader employees to perform team leader duties. **Settlement reached between RRC and STTRRC-CSN.**

**Grievance 23-004** -In accordance with our collective agreement, notably article 23.03, we contest the employer's position as stated in the letter dated January 30, 2023, of not respecting the terms and conditions relating to employee participation during an absence. **An arbitration date has been set for May 7, 2024.**

**Grievance 23-009** - As stipulated in the collective agreement (reference to the Ministry's recommendation), we are contesting the employer's decision to refuse to pay its contribution to the pension plan, as provided for in article 23.01 a) (10%), retroactive to March 22, 2020. **An arbitration date has been set for February 21, 2025.**

**Grievance 23- 016** - The Union asserts that employees on sick leave (insurance), CNESST, SAAQ, maternity leave, paternity leave or parental leave, even if they missed considerable work time or did not work in 2021, 2022 and subsequent years, should receive the full corporate bonus and not prorated to the number of hours worked during the year. This is because these workers are protected by section 10 of the Quebec Charter and cannot be discriminated against on the basis of disability or marital status. **An arbitrator has been selected. Discussions are taking place between the union advisor and the company's lawyer.**

**Grievance 23-020** - Contestation of the employer's decision to have work belonging to bargaining unit employees (fixed-machine operators) performed by persons not covered by the certification. **An arbitration date has been set for December 13, 2024.**

**Grievance 23-024** - The Employer refuses to comply with the collective agreement, which requires it to open up overtime to all employees interested in compensating for additional holiday days in 2023. **An arbitration date has been set for April 8, 2025.**

**Grievance 23-028** - In accordance with article 2.01 of the collective agreement, we are contesting the employer's decision to unilaterally establish working conditions for bargaining unit employees with regard to super-user responsibilities. **An arbitrator has been selected.**

**Grievance 23-029** - 4.00, 18.00, 18.01 and all articles concerned. The company failed to give prior notice to the shop committee of a warning letter addressed to a member. **An arbitrator has been selected.**

**Grievance 23-030** - In accordance with letter of agreement #1 - apprentices and instructors, we are contesting the employer's decision to refuse to apply the letter of agreement by, among other things, refusing to post the number of apprentice positions provided for therein. **An arbitrator has been selected.**

**Grievance 24-003** - Employer fails to provide a harassment-free work environment in a department contrary to the Act. **In Step 2.**

**18 member grievances at various stages**

**Shop Committee**

### **Report from the Occupational Health and Safety Committee**

This year, your Occupational Health and Safety team encourages you to continue to contact us with any OHS-related problems. In addition, you should be aware that if you witness or are the victim of an accident or near-accident of any kind, it is essential to contact your supervisor and your Prevention representative immediately. It's with small gestures that we can work safely.

Psychological harassment is a taboo subject, but one that must be taken very seriously and reported if you are a victim or witness. Section 51 of the Occupational Health and Safety Act (OHS Act) stipulates: -Employers must take the necessary measures to protect the health and ensure the safety and physical and psychological integrity of workers.

Paragraph 16 -Take measures to ensure the protection of workers exposed to physical or psychological violence in the workplace, including domestic violence or violence of a sexual nature.

If you have any questions, concerns or complaints on this subject, please contact your Prevention Representative as soon as possible. All conversations are confidential.

**OHS Committee**

## Your Support Team

A challenging new year for your Support Team. These people are concerned with quality of life, mutual aid and solidarity between colleagues. They can, for example, be of invaluable help to colleagues experiencing psychological distress or problems of psychological health, alcoholism or drug addiction, domestic violence and when returning to work. This year, they'll be even more active and visible in your work environment. Promotional items, conferences, kiosks and above all, a listening ear that will hear you and support you in times of difficulty. A survey will be launched shortly to help us better understand your needs on the floor. Here's an explanation of the survey.

## UNION SURVEY \*IMPORTANT\*

Hello,

Following our presentation at your last general assembly on January 29, 2024, we are pleased to provide you with the QR code to our survey. You can also use the following address to access the survey. <https://api.legerweb.com/RollsRoyce>



The purpose of the survey is to identify the workplace health issues (physical and mental) that are circulating on the floor. The information gathered as a result of the survey is very important in enabling your union and your representatives, including Maxime Pineault, your OHS VP, and your support team to better understand your needs in the field, and thus strengthen your union action and your presence with the employer on the various committees. It should also be seen as a tool for strengthening union action in preparation for your next collective bargaining round.

We remind you that this data will be treated in the strictest confidence. Furthermore, this initiative is not a management initiative, but part of a university research project led by Jean-Paul Dautel, professor of OHS at the Université du Québec in Outaouais, and myself, associate professor of labour relations and trade unionism at the Université de Montréal.

We invite you to complete the survey as soon as possible: it would be great if you could mobilize quickly to complete it, so that we can give you the results as quickly as possible too.

Many thanks for your valuable participation!

Sincerely yours,

**Mélanie Dufour-Poirier (UdeM) et Jean-Paul Dautel (UQO)**



### Union Training Report

Since the beginning of 2024, several colleagues occupying union functions have participated in training sessions designed by the "Conseil central du Montréal métropolitain-CSN" as well as by the "Fédération de l'industrie manufacturière-CSN". The aim of these learning sessions is to help participants perform their union duties with confidence and professionalism, so that members of CSN-affiliated unions are able to receive a service that lives up to their expectations.

Several STTRRC-CSN members also took part in the "Prendre en main sa retraite" training course. Two sessions were held in February 2024. I would like to underline the excellent work of our colleague Paul D'Amico, who worked on the implementation of these training sessions. I had the good fortune to assist him in his task, and I can testify to his dedication to offering you a quality pre-retirement course. I remind you that you must be at least thirty-five (35) years old and have five (5) years' seniority to be entitled to this course, once (1) during your career. Here are our participants for the two February sessions!!

**Jean-Daniel Savard**

**Vice-President Training**



## **Pension Committee Report**

A meeting of the FIM-FNCC (CSN) target-benefit pension committee was held on February 29, 2024. On this occasion, the date of the general meeting was set for the evening of October 3, 2024. Participants will be able to attend in person or virtually. In addition, the first statements of participation covering the period from October 1, 2022 to December 31, 2023 will be sent out in July 2024. These statements will show the benefits you have accumulated under the plan and which you could receive at retirement. They will also contain a summary of the plan's provisions. For more details on these provisions, please consult the Plan Member Booklet, which will soon be available on the STTRRC-CSN website.

## **Pension Committee**



### **Maxime Pineault CNESST Grands Prix Finalist**

Hello everyone!

It is with great pride and joy that we announce that our colleague Maxime Pineault is a finalist in the prestigious CNESST Grands Prix competition in the Leader category. Thanks to his dedication and commitment as Vice-President, Occupational Health and Safety, we decided, with the support of the employer, to nominate him in the Leader category. On December 13, we learned that he had been selected from among several candidates across Quebec. We're very proud of him for all his achievements, his determination and his willingness to expand his knowledge. On May 8, the winners will be announced at the "Grand Rendez-vous de la CNESST" national ceremony at the Québec City Convention Centre. We encourage you to wish him the best of luck in winning this award, and especially to congratulate him on his nomination.

**Sylvain Gélinas**

**OHS Committee**

## New Members

The STTRRC-CSN would like to welcome all of our new members listed below. This list will be longer than the next new member report, as this list is dated from January 1st, 2023.

Frédéric Rolland	Luca Benoit	Fortunato Lugara
Sirhay Khov	Mohammad Yari	Sonia Battou
Russell Owen	Younes M'Sahel	Tristan Viens
Luigi Napoletano	Guillaume Bégin	Jimmy Dubuc
Nathalie Bourassa	Justin Rowden	Shawna Lee Beauchemin
Mauro Crapis	Kevin Potvin	Joe Vescio
Karl Seguin-Chartrand	Stéphane Phoeung	Myles Sessenwein
Jesse Berube	Shehrose Shahid	Théo Royer
Rafael Munoz	Songyan Zhang	Simon Drolet
Jonathan Blackburn	Tarus Vlad	Tina Patafie
Shawn Adamczewski	Robert MacGregor	William Fougère
Melissa Lamberti	Reynaldo Acosta	Samuel Lévesque
Bernard Elaydo	Andrew Motchula	Shant Mardirossian
Bryan Dubuc	Francis Bifulco	Jacob Menicucci
Mohsen Eshtiaghi	Jeremie Medrano	Elliott Martínez
Patrick Poulin	Elie Nassar	Maxime Chevrefils
Hiba Hamami	Sébastien Roy	Jean-Philippe Reignier
Francis Perreault	Michael Neumann	

## FLASH NEWS

- Please join us in the cafeteria today during your lunch break and pick up your union gift!
- As voted into the budget at our last General Assembly on January 29th 2024, there will be a draw of 2 gift cards of 125\$ at the end of each General Assembly. And there will be a draw for 1 gift card of 100\$ at the end of each Union Council.
- To clarify questions from some members since we have joined the CSN family, No union representatives are paid by the union or receive any union salaries. Union representatives pay their union dues like all members of the STTRRC-CSN.

