



## Word from the President



Hello dear members,

With the summer season well underway, I'd like to take this opportunity to wish you all a wonderful summer, and lots of vacation time with your loved ones. I'd also like to take this opportunity to remind you that at work, it's essential to protect yourself during periods of extreme heat, and to apply the preventive measures developed by the company, i.e. to refresh yourself by hydrating regularly, to take breaks in a cool place and to adjust your work rhythm according to the temperature. Our union HSE prevention representatives will be on site to make sure that everything runs smoothly and that

CNESST standards are followed. It's important to me that you know what your union has done for you since the beginning of the year. Here are a few examples:

-We have been able to maintain stability within the union team at all levels, which reinforces our effectiveness in providing services that live up to members' expectations. All union positions are filled by representatives who give their 100% to represent you well.

-We act as an involved and forward-thinking engaged union with the CSN, FIM and even the CCMM. We provide assistance in various situations to help the union movement within organizations.

-We support other unions in need, both financially with solidarity donations, and morally when they are going through difficult times.

-We continue to work closely with the company to settle collective bargaining disputes, either through our weekly meetings with Human Resources, or through my monthly meetings with the president, Mr Giorgi.

In addition, whenever the opportunity arises, I meet with outside leadership, including Dirk Geisinger and Bianca Sommerfeld. The common goal is to find a positive solution to avoid arbitration proceedings and maintain a constructive dialogue. These are just a few examples of the work your union strives to deliver for all its members. Rest assured that your union team is extremely proud of the mandate you have given us, and we will continue to represent you well, always with passion.

**Richard Dufour**

## Word from the General Vice-President



The STTRRC retirees' dinner was held on May 30. It was a wonderful evening that our former colleagues thoroughly enjoyed. It's always a pleasure to see them still in fine form after their long careers at RRC. To see photos of this wonderful evening, go to <https://csn-rrc.ca/retraite2025/> The summer season is finally upon us, with hopefully plenty of sunshine and warmth! Enjoy your vacations and come back well rested and fit. I wish you a wonderful summer with your family and loved ones.

**Yan Lanthier**

## Word from the Vice-President of Training



Dear colleagues,

Your pre-retirement training has been renewed for 2025. Some forty STTRRC-CSN members and spouses took part in this new edition, now offered in collaboration with Cégep Marie-Victorin. Two sessions were offered in May 2025, one in French and one in English. For those who wish to take part in this experience, you can register online at <https://retraite.sttrrc.ca> under the Inscription/Registration tab. The next pre-retirement training session is scheduled for winter or spring 2026.

**Important reminder:** You must be at least 35 years old and have 5 years' seniority to be eligible for this training, offered only once in your career.

Have a great summer!

**Cordially,  
Jean-Daniel Savard**



# Committee reports

## Retirement Committee



### **Defined benefit pension plan:**

The Pension Committee last met on June 5. At this meeting, it was confirmed that the plan's solvency level would be 91.5% by December 31, 2024.

This means that the employee contribution, set at 4%, will be maintained until December 31, 2025.

Full details of the pension plan's financial situation will be presented at the annual meeting of plan members, to be held in the fall of 2025.

### **FIM-FNCC (CSN) Target Benefit Pension Plan :**

Two (2) pieces of good news for FIM-FNCC(CSN) Target Benefit Pension Plan target annuities

1- Improvement in accumulated target pensions.

Thanks to the plan's sound financial situation on December 31, 2024, the target pensions already accumulated by all members will be increased by 2%. This improvement is in addition to any indexation already scheduled and will be applied to your target pension as at December 31, 2024.

2- Improved future pension credits.

From January 1, 2025, the rate at which you accumulate a pension each year will be increased. This means that your retirement pension is already accumulating faster as of January 1, 2025. Full details of these improvements will be communicated to you in your statement of participation, which will be available in August 2025.

### **Invitation to an information session on the Target Benefit Pension Plan.**

An information session will be held in the fall of 2025, in collaboration with the firm SAI, to answer any questions you may have about the Target Benefit Pension Plan. This meeting is intended both for members who will join the plan in January 2026, and for active members wishing to deepen their understanding of the pension plan. Details of the meeting will be announced shortly. We look forward to seeing you there!

**Sylvain David, Jean-Daniel Savard et Jocelyn Daniel**

# Occupational Health and Safety Committee



**Working safely: Hearing, respecting each other and protecting your health, even in the midst of noise**

In the day-to-day running of our aircraft engine repair plant, risks are omnipresent. But beyond the well-known mechanical and chemical hazards, there are other, more discreet threats that affect our health over the long term. Occupational deafness, mental health and harassment in the workplace are all realities, even if they are less visible. Yet they can profoundly undermine our quality of life at work, jeopardize our safety and compromise our professional future.

Noise is an integral part of our environment. Between test benches, pneumatic tools, turbines and heavy machinery, our ears are subjected to a constant din. This exposure, when it exceeds safe limits, leads to a progressive degradation of our hearing. All too often, hearing loss goes unnoticed until it's too late. Occupational deafness is an insidious but preventable disease. It requires concrete measures, such as effective hearing protection equipment, regular assessment of noise levels in the plant, and access to hearing screening. Preserving your hearing means preserving your ability to communicate, stay alert and continue working safely.

But noise isn't the only factor affecting our well-being. Psychological stress is also very present in our working reality. Tight deadlines, quality demands, constant production pressure and sometimes long working hours can generate fatigue, anxiety and even exhaustion. Too often, these signs are normalized or downplayed. Yet mental health is just as important as physical health. It deserves concrete action: a healthy work climate, listening, support, and resources available in case of distress. Working on complex engines requires concentration and mental stability. You can't demand performance without offering kindness.

Added to this is another scourge that unfortunately persists in certain environments: harassment. Whether psychological or sexual, harassment destroys working relationships, isolates those targeted and causes deep wounds. In an environment as specialized and often male-dominated as ours, inappropriate behavior, inappropriate remarks and abuse of power must never be tolerated. ***Every worker is entitled to respect, regardless of position, gender or seniority. A healthy workplace is one where everyone feels safe, listened to and protected.***

Preventing deafness, supporting mental health and combating harassment are not options: they are responsibilities shared between the employer, managers, unions and workers themselves. Through the Occupational Health and Safety Committee, your union is there to represent you, defend you and demand safe, humane workplaces. If you're going through a difficult situation, or if you observe any worrisome behavior, don't hesitate to speak up. There's no shame in asking for help. True courage is refusing to remain silent.

In an industry where powerful engines are refurbished to keep them flying, let's remember that our own engine - our body, our head, our dignity - deserves just as much care, protection and respect. Together, let's make sure that our workplaces live up to our reputation for expertise: solid, reliable and safe.

**Maxime Pineault, Sylvain G  linas, G  rard Sehounhouedo, R  mi Paiement**



# Social Aid Committee



Dear colleagues,

Mental health is often put to the test in our workplaces. Pressure, conflict, overload or simply the weight of everyday life can cause us to falter. The repercussions are very real: fatigue, isolation, mistakes, work stoppages. But at the heart of our teams, there are those who keep a silent watch: our social aid delegates. Discreet but present, they lend an ear when things seem to be falling apart. They don't replace professionals, but they can make all the difference. By a word, a listening ear, a gesture, they create a breach in the wall of solitude. They know how to recognize the signs, ask the right questions and direct people to the right resources. On the floor, they act in the shadows, without waiting to be thanked. Their role is invaluable, especially when managers or colleagues fail to see the distress coming. Thanks to them, many have been able to seek help before it was too late. The union supports and trains these delegates, because no one should have to face distress alone. Recognizing their work means recognizing that mental health is something we protect together. Every workplace should have visible, accessible peer support. Because a simple "Are you okay?" can sometimes prevent tragedy.

**Social aid committee**

# Shop Committee



## Active Grievances

**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 non-worked days off and describes the method of compensation. An arbitration date has been set for November 6, 202.

**Grievances 22-018 and 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. An offer was presented to the union by the employer and was put to a vote at the union's general meeting on September 30, 2024. The agreement was signed by both parties on November 27, 2024. The employees affected by the grievance were compensated.

**Grievance 23-004:** In accordance with our collective agreement, in particular article 23.03, we contest the employer's position as indicated in the letter dated January 30, 2023, not to respect the terms and conditions relating to employee participation during an absence. Arbitration took place on May 7, 2024. The grievance was rejected by the arbitrator. The union is contesting the arbitrator's decision. An appeal for judicial review is pending.

**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 was set for February 21, 2025. The grievance was rejected by the arbitrator.

**Grievance 23-016:** The Union asserts that employees on sick leave (insurance), CNESST, SAAQ, maternity leave, paternity leave or parental leave, even if they have missed a considerable amount of work time, or even if they have not worked in 2021, 2022 and subsequent years, should receive the full corporate bonus, and not on a pro rata basis according 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 took place between the union advisor and the company's lawyer. An agreement was reached between the company and the union.

**Grievance 23-020:** Challenge to employer's decision to have work belonging to bargaining unit employees (fixed machine operators) performed by persons not covered by certification. An arbitration date has been set for December 13, 2024. A request for postponement (sine die) has been made for this grievance.

**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 the additional holiday days in 2023. An arbitration date was set for April 8, 2025. The grievance was withdrawn by the union.

**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 respect to super-user responsibilities. An arbitration date has been set for April 29, 2025. An agreement has been negotiated between the union and the company.

**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 arbitration date has been set for September 16, 2025.

**Grievance 24-003:** The employer failed to provide a harassment-free work environment in a department contrary to the collective agreement and applicable laws. An arbitration date has been set for October 7, 2025, and the company has hired an outside firm to analyze the work environment in the department. The investigation has been completed and the company has received the results.

**Grievance 24-006:** 3.00, 4.00, 7.14, 8.00, 14.00, and all related articles. The company does not recognize past practice for additional days off for the holiday period for union representatives who have union leaves. An arbitration date has been set for October 31, 2025.

**Grievance 24-012:** Employer's decision not to recognize service credited to employees covered by the defined benefit pension plan despite payment of contributions. (Vacation pay). A request for arbitration was sent to the company. A request has been sent to the Minister of Labour to appoint an arbitrator for this grievance. An arbitration date has been set for November 28, 2025.

**Grievance 24-015:** 3.01, 4.00 and 20.00 of the collective agreement. The Employer will not allow employees to redeem Sharesave shares during the 6-month labour dispute (March 15, 2022 to September 1, 2022). An arbitrator has been selected and we are awaiting a date to proceed with the arbitration. An arbitration date has been set for October 17, 2025.

**Grievance 24-017:** 4.00, 8.02 and all relevant articles of the collective agreement. Abuse of management rights. The Employer refuses to comply with the collective agreement, which requires it to open up overtime to all employees interested in compensating for the additional days off during the holiday season in 2024. An arbitrator has been selected and a date has been set for May 6, 2026. (Note that this grievance is similar to grievance 23-024, scheduled for arbitration on April 8, 2025).

**Grievance 24-018:** 3.01, 4.00 and 20.00 of the collective agreement. The employer does not allow employees to redeem shares in the "Sharesave" plan on their return from absence due to short-term, long-term, CNESST and SAAQ disability. Having received no response from the employer as to the choice of an arbitrator, a request was made to the Minister of Labour to appoint an arbitrator for this grievance. Arbitrator Marc Mancini has been appointed. Waiting for a date.

**Grievance 24-021:** The company unilaterally changed the existing harassment policy dated (2013-03-01) without the union's consent). An arbitrator has been selected and we are awaiting a date to proceed to arbitration. An arbitration date has been set for May 22, 2026.

**15 Member grievances at different stages**

# Collective Insurance



## Ready for your vacation? Don't forget your travel insurance!

Vacations are just around the corner! We're packing our bags, getting the sun cream ready... but have you thought about your travel assistance insurance? In the event of an emergency abroad, you (or your loved ones) may not have access to the Internet to retrieve important information. Better safe than sorry!

Here's simple steps you can take to leave with peace of mind:

- Open the My Sun Life application or website
- Download your travel assistance card
- Take a screenshot or save the contact details in your contacts
- Slip a hard copy in with your travel documents
- You can also print the photo copy I've included

A small gesture that can make all the difference in case of need!

Happy vacations to all - and above all, enjoy!

**Martin Sicard**

 **Sun Life Assistance-Voyage**

**PARTICIPANT**



**CONTRAT**  
**050941**

**N° DE PARTICIPANT**

**É.-U. ET CANADA**  
**1-800-511-4610**

**FRAIS VIRÉS (INTERNAT.)**  
**1-519-514-0351**

Votre plan de couverture ici  
Your coverage plan here



**Web: <https://csn-rrc.ca/zone-sunlife/>**

Lorsque survient une urgence, vous ou une autre personne devez communiquer avec le fournisseur du PVA de la Sun Life. S'il n'est pas possible de communiquer avec le fournisseur du PVA de la Sun Life avant de recevoir des services, il faut le faire le plus tôt possible par la suite. Si le fournisseur du PVA de la Sun Life n'est pas contactée et que des services sont reçus en cas d'urgence dans des circonstances où il aurait été raisonnablement possible de communiquer avec cette société, la Sun Life se réserve le droit de refuser ou de limiter le règlement des frais engagés pour tous ces services.

At the time of an emergency, you or someone with you must contact Sun Life's ETA provider. If contact with Sun Life's ETA provider cannot be made before services are provided, contact with Sun Life's ETA provider must be made as soon as possible afterwards. If contact is not made and emergency services are provided in circumstances where contact could reasonably have been made, then Sun Life has the right to deny or limit payments for all expenses related to that emergency.



# FLASH NEWS

## **Club 9500 golf tournament.**

We would like to thank everyone who came to the STTRRC-CSN kiosk at the 7th hole and participated in our fund raising for LEUCAN. We are pleased to announce that with your generosity, we were able to collect 331 dollars for a great cause!

## **Reminder**

We are still running our union t-shirt sale! 1 for 15\$ OR 2 for 20\$ We now also have dark blue t-shirts for sale!

## **Enjoy your vacation!**

