



SYNDICAT DES
TRAVAILLEUSES
ET TRAVAILLEURS
DE ROLLS-ROYCE
CANADA-CSN

Hello everyone,

First, this message does not concern employees/members who were not employed by RRC on December 30 and 31, 2020. This message is intended for all active employees/members who were employed by RRC on December 30 and 31, 2020. This also concerns employees/members who have since left us, whether for retirement, voluntary departure, or otherwise.

Many of you received a monetary amount (**grievance settlements**) on your pay, followed by an email from the employer.

The STTRRC-CSN is writing to you today to highlight the evolution of collective grievance 21-008 (The employer refuses to carry out a partial closure of its facilities and forces employees to work on December 30 and 31, 2020) which is currently ongoing with RRC. Furthermore, the new scheduled date for this arbitration has unfortunately been moved to November 27, 2026, due to the absence of the RRC human resources representative who is currently on a leave of absence. Let us remember that the last arbitration date for this grievance was supposed to be November 6, 2025.

The STTRRC-CSN, formerly with the IAMTA, filed this collective grievance on March 18, 2021, claiming the following:

The union claims that the employer respect the terms of Articles 6.02 and 27.03 of the collective agreement (2016-2020) and that it pay each concerned employee any prejudice, monetary loss, or other damage resulting from this violation, with interest provided for in the Labour Code. ...as well as all other rights and benefits provided for in the collective agreement, compensation for all prejudices suffered of whatever nature they may be, including moral and exemplary damages as well as tax prejudice, all retroactively, with interest at the rate provided for in the Labour Code, without prejudice to other vested rights.

At the time, the union (IAMTA 2468 Technical and Office) had also filed a grievance to this effect claiming substantially the same thing. Fortunately for them, they were able to resort to the arbitration hearing at an earlier date than us since they are a smaller group than us. The grievance arbitrator Mr Yves Saint-André rendered his arbitral decision on September 12, 2022,

ordering RRC to compensate the aggrieved employees for the days of December 30 and 31, 2020. Rolls-Royce Canada subsequently challenged this decision in a petition for judicial review which was eventually also rejected by the Honorable Judge of the Superior Court Mr. Ian Demers on July 16, 2024.

Given these two decisions rendered, the STTRRC-CSN approached the employer on June 20, 2024, with the aim of seeing if there was an opening to settle out of court to avoid future legal proceedings. The employer's response was categorical. RRC had no intention of settling and was confident of winning before another grievance arbitrator, mentioning that the evidence was different.

Turnaround of the situation! In August 2024, the employer communicated with the STTRRC-CSN, mentioning that they finally wanted to pay these two days with the aim of showing the employees/members that we are making efforts to work together. They even wanted us to draft a joint communication to this effect, which we refused at the time. On the other hand, we encouraged them to send a communication to everyone themselves, which was done on September 4, 2024.

Following this communication, the STTRRC-CSN, as part of our communication meetings, exchanged with the company the terms and provisions to properly reimburse the employees targeted by this dispute. Unfortunately, after a few meetings as well as email exchanges between the two parties, we were not able to agree on these reimbursements in question and the people to be reimbursed. Since that time, discussions have only taken place between our advisor at the FIM/CSN, Mr. Martin Pagé, and the company's lawyers. The grievance is taking its course and was to be heard on November 6, 2025, which was finally postponed to next year as mentioned at the beginning of the message.

Last November 18, at the request of the employer, the STTRRC-CSN met with the company in an informal meeting. The Director of Human Resources wanted to better understand the case since she was not in charge at the time. The position of the STTRRC-CSN was clear and unchanged: we will plead the transaction in arbitration unless there is a common agreement with RRC. This agreement did not take place during this meeting unfortunately.

As of today, the arbitration date for this grievance is scheduled for November 27, 2026. Nevertheless, the STTRRC-CSN always remains available to find common ground if the company wishes to settle before then. As mentioned in the President's word in the union newspaper "The Impact" which was sent to you this week, the STTRRC-CSN and its members always favor an out-of-court

settlement but not at any price. It is a pity that in this case we are not able to get there.

For those who received reimbursements or not, you can ask questions to your managers to better understand, as the Director of Human Resources, mentions in her email yesterday. Understand that these reimbursements were made unilaterally on the part of the employer because no common grievance settlement has been concluded to date.

STTRRC-CSN