



Word from the President



Hello to all,

I would like to take this opportunity to wish you and your loved ones a happy holiday season and a well-deserved rest. The year 2025, which is coming to an end, was full of challenges both at work and in union life. With the hiring of many new employees/members and the retirement of our veterans, this brings its share of challenges for everyone on a daily basis. Your union team would like to congratulate you for welcoming all these new colleagues into your workplaces and for passing on your spirit of union mobilization to them so that they can better understand the importance of solidarity in order for us to eventually achieve our future goals.

The year 2025 has also allowed us to strengthen our working conditions, even though we are not in a period of negotiations. Several letters of agreement have been signed between our union and the company with the aim of improving our labour relations without necessarily resorting to arbitration, which, in my opinion, is extremely positive for everyone. You will understand that not everything is perfect, but on the other hand, we are able to maintain a respectful dialogue, which has not always been the case in the past. By keeping our labour relations meetings active at all levels, we are able to resolve many disputes.

As for 2026, we are entering a major turning point in the history of our union. Starting January 1st, we will all be governed by the same pension plan, putting an end to a situation of disparity and inequality by eliminating the orphan clause that greatly weakened our sense of belonging to our union. Since 2013, we have been dealing with this injustice towards a large proportion of our members, which, in my opinion, was caused in the past by poor union representation. This type of prejudice in our working conditions is intended to divide our bargaining power when we renew our collective agreement. Fortunately, this unfortunate situation has been resolved and we can now look forward **TOGETHER**.

Many challenges await us in the coming year. Rest assured that your union team is eager to overcome them with you. The future is bright for our sector, and we are very proud to be your representatives, providing you with union services that meet your expectations.

Let us remain **MORE UNITED THAN EVER!**

Your President,
Richard Dufour

Word from the General Vice-President



Another year is coming to an end! Take advantage of the upcoming holiday break to recharge your batteries, but above all, to spend quality time with your family and loved ones! Merry Christmas and Happy New Year to all!

Yan Lanthier

Word from the Vice-President of Training



Dear colleagues,

As Vice-President of Training, I am committed to ensuring that everyone involved in union activities receives quality support and training so that they feel fully equipped to carry out their mandate. Your active participation and constant desire to learn have enriched our content and enhanced the quality of the services we offer our members.

As the holiday season approaches, I would like to express my gratitude for your commitment and the trust you place in us. May this season bring you rest, celebration and renewed energy.

Happy holidays to all!

**Cordially,
Jean-Daniel Savard**

Word from the Treasurer



Hello everyone,

Just a quick message to give you a little update on the STTRRC-CSN's finances. The year 2025 is now drawing to a close, and I can confirm that most of the budget items voted on at the beginning of the year have been met. Some, which are less easy to budget for, have been exceeded, but they are all easy to explain because the money will have been used for the benefit of STTRRC-CSN members. More details will be provided at the general meeting on 26 January 2026.

Your presence will be most welcome to discuss our union's finances. It is also at this same meeting that the 2026 budget with all its budget items will be voted on. I hope that many of you will attend to support the decisions made with STTRRC funds.

I would like to personally wish you a Merry Christmas with your loved ones and families.

Sylvain David

Message from the Vice-President of Occupational Health and Safety



Civil Safety Award

First of all, your OHS Committee would like to thank you for your commitment to health and safety. Thanks to our collective efforts, we have been able to shine throughout the corporation, as we were selected as finalists for the very first Civil Safety Award in the OHS Team category. It was a very rewarding experience.

Prevention Plan

Your team has successfully introduced a mechanism to prevent hearing loss, including the introduction of hearing tests for all employees on a recurring basis every five years.

In terms of musculoskeletal disorders (MSDs), we have also introduced a mechanism that allows us to call on a jointly selected ergonomist to assess workstations and tasks as needed. These measures will greatly contribute to improving your daily life.

These two additions to the Prevention Plan represent a huge step forward for everyone's well-being. We are very proud of this!

In closing, I would like to take this opportunity to wish you all a very happy holiday season.

Sylvain Gélinas



Committee reports

Retirement Committee



Enrolment in the FIM-FNCC (CSN) target benefit pension plan.

For those who have agreed to share their personal email address with SAI, we remind you that you must complete your enrolment online using the email you received from Saiadnet on 13 November. This email contains the information you need to access the pension plan portal and finalize your online registration. **It is important to use the explanatory document available on our website:** <https://csn-rrc.ca/rrpc-adhesion/> to complete your enrolment correctly.

Retirement preparation training.

We would like to inform you that the next retirement preparation training will take place on 4, 5 and 6 May 2026, in French. You can register online on the training website at the following address: <https://retraite.sttrrc.ca> under the Registration tab.

Please note that you must be at least thirty-five (35) years of age and have five (5) years of seniority at Rolls-Royce Canada to be eligible for this course, which you may take once during your career.

We look forward to seeing you there and sharing an enriching training session together.

Sylvain David, Jean-Daniel Savard et Jocelyn Daniel

Social Aid Committee



The Mutual Aid Committee has some excellent news: the Health and Safety Director is joining the committee as the employer's representative. This formalized partnership not only simplifies procedures, but also guarantees access to additional resources, including ongoing training for its members.

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, 2022. **Date cancelled, human resources representative on indefinite leave. An arbitration date has been set for 27 November 2026.**

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. **An appeal for judicial review will take place on 15 May 2026.**

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 23-030: 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. **An agreement has been reached between the company and the union.**

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. **The grievance was withdrawn.**

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. **An agreement has been reached between the company and the union.**

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. **A request for postponement (sine die) has been made for this grievance.**

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. **A request for postponement (sine die) has been made for this grievance.**

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). *The grievance was withdrawn.*

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. *This grievance is joined with grievance 24-015.*

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.

24 Member grievances at different stages

Bradley Phillips, Mario Golek, Gérard Sehounhouedo, Alex Robert

FLASH NEWS

RRPC Pension Plan January 1st 2026

Dear members,

We would like to keep our members informed of an upcoming change to our pension plan. Currently with our defined contribution pension plan, RRC automatically pays the member’s contribution to the pension plan when they are on leave. **Starting January 1st 2026, this will change.**

As you know, on January 1st 2026, all STTRRC-CSN members that are 71 years of age or less will start contributing to our new targeted benefit plan (RRPC) managed by the actuarial firm SAI. The important difference between both plans, is that with the RRPC, if a member does not contribute their 6%, RRC will not contribute their 10%. **If a member goes on leave or will already be on leave on January 1st 2026, it is up to the member to notify the company of their intention to contribute their 6% to their pension.** After discussions with RRC, we’ve come to an agreement on how to proceed in simplifying this process. When a member goes on short term disability (STD) or long-term disability (LTD), the medical center will provide you with a form which will include an option to opt into paying your contribution to the pension plan during your absence. For parental and differed leave, the form will also give you an option to opt into paying your contributions to the pension plan for the duration of the absence.

As a reminder, to complete your enrolment in the new FIM-FNCC (CSN) target benefit pension plan and access the SAI ADNET portal, we ask that you send an email of consent to retraite@csn-rrc.ca to authorize your union to share your personal email address with the actuarial firm SAI, so that it can send you the necessary communication that will allow you to complete your enrolment online.

If you would like to see the recent presentation from SAI on our new pension plan, please visit <https://csn-rrc.ca/presentation-du-rrpc/> both French and English versions are available.