



Word from the President



Hello everyone!

With the beautiful weather finally at our doorstep, I'm taking a moment to congratulate you on your efforts over the past few months—especially after a winter that just wouldn't end! Since the last union newsletter, there have been many new hires at RRC, which makes your daily work more demanding. Almost every week, we have introduced new colleagues into the STTRRC-CSN family. On one hand, this renewal is very motivating and refreshing, but on the other, it requires us to be agile and supportive—something you all do wonderfully.

Even your union team has seen some changes with the arrival of Mr. Éric Simard as a new union steward, and Mr. Rémi Paiement as Vice-President of Occupational Health and Safety. I wish them the best of luck in their new roles. We also welcomed back our former colleague, Mr. Hrvoje (Herv) Golek, as a FIM Advisor. He will be supporting Martin Pagé, who is now the Federation Coordinator. A great addition for us moving forward!

Despite global uncertainties, our industry is doing well, especially for us here in Montreal. Business is so good that new projects are coming our way, including the upcoming arrival of the Pearl engine. This is yet more proof that we are always ready to roll up our sleeves and take on new challenges. This has been RRC's reputation across the corporation for nearly eighty years.

In a healthy union structure like ours, and especially with the arrival of all these recruits, this phenomenon inevitably leads to the departure of veterans. Indeed, there have been many retirements over the last few months. I am so happy for them when I shake their hands on their last day of work. Fortunately, thanks to all of us, we have the chance to see each other at least once a year during the traditional STTRRC-CSN retirees' dinner. In fact, the next dinner is being held on May 22nd. These are always great evenings. I'll never get tired of hearing the stories from their careers at RRC. These pioneers are the ones who fought for the collective agreement we all benefit from today. It is up to us to do the same for ourselves and for the next generation when the next contract is renewed in 2028.

Your President,
Richard Dufour

Word from the General Vice-President



Hello everyone!

On March 24th, our league held its final hockey game of the season.

To mark the occasion, we raised funds for Leucan's " Marche Don Cours don", a cause that provides immense support to sick children. STTRRC members donated \$500, and Rolls-Royce Canada pitched in with \$250. That makes a total of \$750 going directly to this cause, which is very close to our hearts! Thank you to all the participants and to RRC for this contribution.

Please note that the hockey season will resume in September. All interested players are asked to contact me by email at RRC. (yan.lanthier@rolls-royce.com)

Our annual retirees' dinner will be held on May 22nd! Every year, the STTRRC makes a point of remembering those who helped RRC become what it is today. For these builders, it's a chance to reunite for an evening and enjoy some great company! I wish you all a wonderful spring, even if it's taking its sweet time getting here!

Yan Lanthier

Word from the Vice-President of Training



Dear colleagues,

About twenty members and spouses of the STTRRC-CSN will be participating in a retirement planning workshop this May 2026, offered in collaboration with Cégep Marie-Victorin.

For those who wish to take part in this experience, you can register online at the following address: <https://retraite.sttrrc.ca>, under the "Inscription/Registration" tab. The next retirement planning sessions, in both French and English, are scheduled for Winter or Spring 2027. Important reminder: you must be at least 35 years old and have 5 years of seniority to be eligible for this training, which is offered only once during your career.

I wish you all a very wonderful summer!

Jean-Daniel Savard

Word from the Treasurer



Hello everyone,

For those interested in the money side of things, rest assured that the STTRRC's finances are well-managed. Monitoring is rigorous, and periodic reviews allow our surveillance committee to verify every incoming and outgoing transaction. The most recent audit of the 2025 treasury was completed by the committee at the beginning of the year, and the report was presented during the general meeting on January 26th. During that same meeting, the 2026 budget was submitted and approved. While it is very similar to previous years, we can confirm a new budget line item: the Youth Committee.

Funds will be specifically allocated to our "youth" to encourage union involvement. Throughout the year, all members aged 35 and under will be invited to participate in union-building activities. Keep an eye out for incoming texts from the STTRRC! If you fall into this age group and want to get involved, stop by the union office—we'd love to hear from you. Good ideas are always welcome.

**See you soon,
Sylvain David**

Message from the Vice-President of Occupational Health and Safety



Hello,

I would like to begin by thanking you all for the trust you have shown me by choosing me as the H&S Representative on the union executive. I am firmly convinced that my integrity and passion will be valuable assets in investigating your concerns and in the search for solutions.

For those who left me a message at extension 2519, a conflict between IP telephony service providers prevented me from retrieving my messages or resetting the greeting. This has been resolved since the end of April. Also, please feel free to contact me on my work cellphone at (438) 622-3894 for any H&S-related questions.

Rémi Paiement



Comité Santé et Sécurité au Travail



Your committee has launched several projects to ensure everyone's safety. First, an analysis of ergonomic issues related to tasks in the Plasma Spray department has been completed. We will soon begin developing the action plan by identifying the recommendations that offer the greatest benefits. Next, a project to identify the appropriate gloves to use when handling chemical products—specific to each workstation—will be rolled out shortly. Also, in order to better serve our English-speaking colleagues, we have submitted a CNESST information document on the evaluation and claims process for occupational hearing loss to a translation service.

A few obstacles affected our performance at the beginning of the year. As many of you noticed, unclear instructions on how to use the standalone bandage dispensers, combined with a supply shortage, led to unusually high bandage consumption and a lack of supplies to restock the shop's first-aid stations. This issue has now been resolved. Bandages from the standalone dispensers should be torn outward at an angle rather than vertically (as incorrectly indicated on the dispenser). We are currently waiting for tape to correct the instructions at each first-aid station.

Rémi Paiement, Gérard Sehounhouedo, Martin Sicard

Social Aid Committee

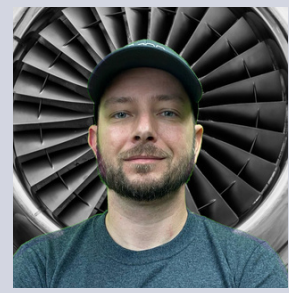


Dear colleagues,

In these uncertain times, the wars, the impulsive actions of our southern neighbor, and inflation can, for some of us, add to more personal sources of stress such as illness, relationship difficulties, addictions, and more. It is important to remain attentive to your colleagues. For those who are dealing with these challenges, there are resources available to support you. Your Social Aid Committee is trained to listen and guide you toward the appropriate resources. We cannot necessarily change the facts, but sometimes changing the way we approach them can help reduce their impact on our morale. If you are finding it difficult to maintain your balance, please do not hesitate to contact us by email at the following address: SOS@CSN-RRC.CA

Your committee is committed to making a difference in your well-being at work!

Shop Committee



Grievs actifs

Grievance 21-008: The employer refuses to implement a partial shutdown of its facilities and is forcing employees to work on December 30 and 31, 2020. Article 6.02 of the collective agreement considers these two days as additional non-worked holidays and describes the compensation method. ~~~~An arbitration date was set for November 6, 2025. Date canceled, Human Resources representative on indefinite leave, an arbitration date was set for November 27, 2026.~~ **~~ The employer proceeded to pay employees without an agreement with the union. We have therefore filed a complaint with the Administrative Labour Tribunal (TAT), and a hearing is set for September 15, 2026.**

Grievance 23-004: In accordance with our collective agreement, specifically Article 23.03, we are contesting the employer's position, as indicated in the letter dated January 30, 2023, regarding the failure to respect the terms for employee participation during an absence. An arbitration took place on May 7, 2024. The grievance was dismissed by the arbitrator. ~~~~The union is contesting the arbitrator's decision.~~ **~~ A judicial review hearing will take place on May 15, 2026.**

Grievance 23-020: Contesting the employer's decision to have work belonging to employees in the bargaining unit (stationary machine operators) performed by individuals not covered by the accreditation certificate. ~~~~An arbitration date was set for December 13, 2024. A request for an indefinite postponement (sine die) was made for this file. A date was confirmed for October 10, 2025. A request for an indefinite postponement was made for this file.~~ **~~ A conciliation session was held at the Administrative Labour Tribunal (TAT) on February 25, 2026, and no agreement was reached. A new date will be set for the remainder of the case.**

Grievance 24-012: The employer's decision not to recognize credited service for employees benefiting from the defined-benefit pension plan, despite the payment of contributions (Vacation Pay). ~~~~An arbitration request was sent to the company. A request was sent to the Minister of Labour to appoint an arbitrator for this grievance. An arbitration date was set for November 28, 2025. A request for an indefinite postponement was made for this file.~~ **~~ An arbitration date has been set for November 27, 2026.**

Grievance 24-015: Art. 3.01, Art. 4.00, and Art. 20.00 of the collective agreement. The Employer is not allowing employees to buy back shares from the "Sharesave" plan during the 6-month labour conflict (March 15, 2022, to September 1, 2022). ~~~~An arbitrator was selected, and we are waiting for a date to proceed with arbitration. An arbitration date was set for October 17, 2025. A request for an indefinite postponement was made for this file.~~ **~~ A legal opinion has been requested from CSN lawyers.**

Grievance 24-018: Art. 3.01, Art. 4.00, and Art. 20.00 of the collective agreement. The Employer is not allowing employees to buy back shares from the "Sharesave" plan upon their return from absence due to short-term disability, long-term disability, CNESST, or SAAQ. ~~~~Having received no response from the employer regarding the choice of an arbitrator, a request was sent to the Minister of Labour to appoint an arbitrator for this grievance. Arbitrator Marc Mancini was appointed. Awaiting a date.~~ **Grievance 24-018 merged with grievance 24-015.**

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

Grievance 25-018: The employer refuses to pay employees according to Article 5.05 of the collective agreement. Employees were sent home before completing half of their shift. **An arbitration date has been set for February 10, 2027.**

Grievance 26-004: We are contesting the employer's decision to refuse the 4 stationary machine operators (42/-/1) the use of hours accumulated in their bank. **An arbitration date has been set for October 27, 2027.**

Grievance 26-008: We are contesting the employer's decision to transfer four employees abroad for a duration of four weeks without regard for seniority, as stipulated in Article 27.02 a) of the collective agreement. **Currently at step 2.**

19 member grievances at various stages

Bradley Phillips, Mario Golek, Gérard Sehounhouedo, Alex Robert



Passing the Torch: The Power of Our Collective Experience

We often say that a union's strength is in its numbers, but the real power lies in our shared experience. Every safety standard, every benefit, and every protection in our contract exists because those who came before us refused to accept anything less.

To our long-standing members: You carry the history of this union. You've seen the battles, the challenges, and the victories that defined our workplace. That perspective is more than just history—it's the blueprint for how we navigate the challenges of today.

Our workforce is changing fast. With a steady increase in new hires, the next generation is no longer just the future—they are the present. They are coming in with fresh energy and new ideas, but they haven't had the chance to see the foundation being poured. They are walking into a house that you helped build, and they're ready to help maintain it.

This is an invitation to share that vision.

When you're on the floor or in the breakroom, take a moment to connect. It's not about a lecture; it's about a conversation. By sharing the stories of the struggles we've faced, you aren't just looking back—you're helping the next generation understand the value of what we've won and giving them the tools to carry that momentum forward.

Our strength has always come from one generation backing up the next. Let's make sure the fire that built this union keeps burning just as bright in the hands of those following in your footsteps.

