



Word from the President



Hello dear members,

With autumn beginning and cooler weather upon us, I hope you took advantage of the summer to rest and spend time with your loved ones. With new challenges ahead of us and a constantly increasing workload, it is crucial to recharge our batteries during the summer holidays with those we cherish. I would like to take this opportunity to wish a happy retirement to our comrade Debra Curotte (Debbie), who left just last week. Additionally, I had the opportunity to attend her farewell event organized by RRC and her close colleagues. It was obviously very moving for her,

but also for all the members who worked closely or from afar with her throughout her career. Many of you were present to wish her all the best in the next chapter of her life. On my end and on behalf of the STTRRC-CSN executive team, we want to thank her for her long-standing role as a union representative and for the unconditional support she provided to all her comrades throughout her journey at RRC. **Happy retirement, Debbie!**

As you likely know, the vast majority of the STTRRC-CSN union executive committee will be up for election in December 2026. This includes the President (Ricard Dufour), General VP (Yan Lanthier), VP Treasurer (Sylvain David, alias Billy), VP Secretary (Yannick Ricard), VP Information (Mario Golek), VP Training (Jean-Daniel Savard), VP Mobilization and Union Life (Gérard Séhounhouedo), and VP Webmaster (Benoît Blanchette). The VP Shop Committee and VP Health and Safety will be up for election in July 2027. To my great joy, everyone—myself included—has confirmed to me that they will be running again for their respective roles in the December 2026 election to continue their mandate of representing you for the next three years. I believe this demonstrates that your union executive team is solid, committed, and ready to support you and defend your labor rights. As a team captain, this vote of confidence and this shared desire to move forward together into the future fills me with renewed energy, especially for the upcoming collective agreement renewal in March 2028.

However, we fully respect union democracy and encourage any members who want to get involved and step up for union action to raise their hands. The involvement of new members is the very essence of a healthy union life. In fact, we are working to create a youth union committee to renew ourselves and adapt to this reality, which is very present among us. It's by participating, getting involved, and mobilizing that we build our collective strength.

Your President,
Richard Dufour

Word from the General Vice-President



Yan Lanthier

Hello to all!

Autumn is fast approaching, with snow and cold right on its heels! There's no escaping it...

This year, it will coincide with union elections in December.

Although Richard has already mentioned it, I also wanted to encourage you to go vote, regardless of who you vote for! That's the very essence of democracy.

On a completely different note, I'd like to know if there are any hockey players among the new employees—especially goalies—with an eye toward organizing a few games this season...

Thanks to everyone, and I wish you a wonderful autumn.

Word from the Vice-President of Training



Jean-Daniel Savard

Dear colleagues,

The upcoming retirement preparation sessions are planned for winter or spring 2027. This training is offered by the STTRRC-CSN in collaboration with Cégep Marie-Victorin.

For those who wish to participate in this program, you can register online on the training website at the following address: <https://retraite.sttrrc.ca>, under the "Inscription/Registration" tab.

Word from the Treasurer



Here is a financial update from the beginning of the year up to today. Overall, the financial situation aligns with the projections set out in the budget. Expenses incurred so far remain within the budgeted amounts, with no significant variances to report.

Revenues and expenses are therefore currently under control and following the timeline anticipated at the start of the year. We will continue to monitor the financial situation regularly to ensure that the budget remains respected through the end of the year.

To date, the outcome is positive, and the union's financial health is sound and compliant with the adopted budget.

You are all invited to attend the general assembly on September 28, 2026, where the financial details will be presented. Additionally, we are still looking for volunteers to get involved in the youth committee—the budget for which has still not been used. Bring your ideas!

**Your Treasurer,
Sylvain David**

Committee reports

Pension Committee



Based on the latest information received from the employer, we would like to inform you about the process to follow for contributing to your pension plan during a period of absence:

Absence from work due to disability (Sun Life, SAAQ, or CNESST)

During a period of absence from work due to a disability situation (Sun Life, SAAQ, or CNESST), the Rolls-Royce Canada Medical Center will notify the Global Business Services shared human resources service center ("GBS") of your disability. Subsequently, GBS will send you a form asking whether you wish to maintain your 6% contributions to your pension plan during your absence. Maintaining your contributions will allow you to benefit from the 10% employer matching contribution paid by the employer.

We also remind you to ensure that ***your personal email address is up to date in Workday***. This will allow the Global Business Services shared human resources service center ("GBS") to contact you and send you the form outlining the terms and conditions for paying your pension plan contributions during your absence.

Absence from work for deferred leave or under the Quebec Parental Insurance Plan (QPIP)

During an absence for deferred leave or under the Quebec Parental Insurance Plan, the same process applies. However, it is up to the employee to submit their leave request to "GBS", along with their manager's approval. Subsequently, the Global Business Services shared human resources service center "GBS" will record the leave in Workday and send the employee a form specifying the details for maintaining their pension plan contributions during their absence, as well as the amount of their personal contribution per pay period.

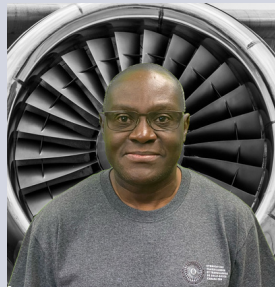
Contact information for your pension plan administrators:

For any questions regarding the Rolls-Royce Canada defined benefit pension plan, you can contact Mercer at: rroyce@mercer.com or by calling 1-855-477-2283.

For any questions regarding the FIM-FNCC (CSN) target benefit pension plan, you can contact SAI at: cible.fim.fncc@saiinc.qc.ca or by calling 1-866-311-3164.

Sylvain David, Jean-Daniel Savard and Jocelyn Daniel

Health and Safety Committee



Dear colleagues,

Over the past few months, several of you have shared concerns with us regarding your work environment and unsafe operations. We have strived to respond to your questions within a reasonable timeframe, ensuring follow-up as much as possible on coordinating the implementation of concrete solutions—such as adapting workstations, procedures, and tooling.

It is possible to make things happen by presenting your arguments to the right channels, even if sometimes a lack of resources prevents us from completing projects as quickly as we would like. Currently, among other things, we have ergonomics projects underway or under review in the Thermal Spray and Taper Reaming departments. Your Health and Safety Committee thanks you for your critical eye—your health and safety depend on it.

Rémi Paiement, Gérard Sehounhouedo and Martin Sicard

Social Aid Committee



Dear colleagues,

You will soon see the new faces of your Social Aid Committee (Comité des Entraidants) during Mental Health Awareness Week from October 5 to 11.

In the meantime, the Social Aid team would like to present the following two resources, which are intended for individuals dealing with these issues as well as those concerned about compulsive behavior observed in a loved one.

Gambling: Help and Referral (aidejeu.ca) 514-527-0140 or 1-800-461-0140:

- Gambling and games of chance (Lotteries and Casinos)
- Cyberaddictions (Shopping, Video Games, Pornography, Cyber Relationships, Social Media, obsessive "scrolling," Information Seeking, etc.)

Drugs: Help and Referral (aidedrogue.ca) 514-527-2626 or 1-800-265-2626:

- Alcohol
- Drugs
- Medication

The expansion of the internet has facilitated access to so much information, but through its uncontrolled distribution of content, it has further fueled compulsivity that is constantly at our fingertips. The advent of artificial intelligence and unapproved online distributors of counterfeit medications have contributed to the rise in issues related to their use.

These 24/7 helplines can be reached by phone, chat, and email. Furthermore, if you express interest, appropriate rehabilitation centers are available throughout the Greater Montreal area and across Quebec. Whether you need assistance for a loved one, for yourself, or are simply curious, don't hesitate to take a look at the websites—you will find inspiring videos and testimonials.

If needed, you can always contact us by phone at 438-622-3894 or stop directly by your prevention representative's office, located in the hallway across from the cafeteria.

Your Social Aid Committee

Shop Committee



Active Grievances

Grievance 21-008: The employer refuses to execute a partial closure 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 outlines the compensation method. ~~An arbitration date was set for November 6, 2025.~~ Date canceled due to the HR representative being on indefinite leave. An arbitration date has been set for November 27, 2026. The employer proceeded to pay employees without an agreement with the union. We therefore filed a complaint with the Administrative Labour Tribunal (TAT), and a hearing was scheduled for September 15, 2026.~~ ***The TAT hearing was canceled in order to proceed with arbitration on November 27, 2026.***

Grievance 23-004: In accordance with our collective agreement, specifically Article 23.03, we dispute the employer's position as stated in the letter dated January 30, 2023, regarding non-compliance with 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. An application for judicial review will take place on May 15, 2026.~~ ***We appealed the arbitrator's ruling before the Superior Court, but the appeal was dismissed and the arbitrator's ruling was upheld.***

Grievance 23-020: Contesting the employer's decision to have work belonging to bargaining unit employees (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 adjournment sine die was made for this file. A date was confirmed for October 10, 2025. A request for an adjournment sine die was made for this case. 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 continuation of the case.~~ ***This case is currently on hold and has been adjourned sine die, pending a new hearing date.***

Grievance 24-012: The employer's decision not to recognize credited service for employees under the defined benefit pension plan, despite contributions being paid. (Vacation pay). An arbitration request was sent to the company. A request was submitted 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 adjournment sine die was made for this case. An arbitration date has been set for November 27, 2026.~~ ***The employer is attempting to rectify this situation before the arbitration date.***

Grievance 24-015: Articles 3.01, 4.00, and 20.00 of the collective agreement. The Employer did not allow employees to purchase shares from the "Sharesave" plan during the 6-month labor dispute (March 15, 2022, to September 1, 2022). An arbitrator was selected, and we were awaiting a date to proceed with arbitration. An arbitration date was set for October 17, 2025. A request for an adjournment sine die was made for this file. Legal advice was requested from CSN lawyers.~~***The union received a legal opinion and, following this, the grievance was withdrawn.***

Grievance 24-018: Articles 3.01, 4.00, and 20.00 of the collective agreement. The Employer does not allow employees to purchase shares from the "Sharesave" plan upon their return from an 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 submitted to the Minister of Labour to appoint an arbitrator for this grievance. Arbitrator Marc Mancini was appointed. Pending a date. Grievance 24-018 joined with grievance 24-015.~~ ***The union received a legal opinion and, following this, the grievance was withdrawn.***

Grievance 24-021: The company unilaterally modified the existing harassment policy dated (2013-03-01) without union consent. An arbitrator was selected and we were awaiting a date to proceed with arbitration. An arbitration date was set for May 22, 2026. *~~During arbitration, both parties agreed to proceed with conciliation, and a settlement was reached.*

Grievance 25-018: The employer refuses to compensate employees in accordance with 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 to allow the 4 stationary machine operators (42/-/1) to use the 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. *~~An arbitration date has been set for November 12, 2027.*

25 Member grievances at different stages

Bradley Phillips, Mario Golek, Gérard Sehounhouedo, Alex Robert



End of committee reports



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

STTRRC-CSN General Assembly

Monday, September 28, 2026, 3 p.m., Hilton Garden Inn Montreal Airport
Hotel

1. Opening
2. Role Call
3. Reading and adoption of the agenda
4. Admission of new members
5. Reading and adoption of the minutes of the last assembly
6. Message from the President
7. Report of the Treasurer and Vice-Presidents
8. Committee Reports
9. Draft agreement for the site on Saint-Patrick Presentation, question period and VOTE
10. Miscellaneous
11. Door prizes (2 gift cards worth \$125 each)
12. Adjournment of the assembly



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

ASSEMBLÉE GÉNÉRALE

LUNDI LE 28 SEPTEMBRE 2026 À 15h00

VOTE sur le Projet d'entente pour le site sur Saint-Patrick

GENERAL ASSEMBLY

MONDAY SEPTEMBER 28 2026 AT 3:00PM

VOTE on the Draft agreement for the Saint-Patrick site

LIEU / LOCATION: Hôtel Hilton Garden Inn
Montréal Airport
7880 Côte-De-Liesse





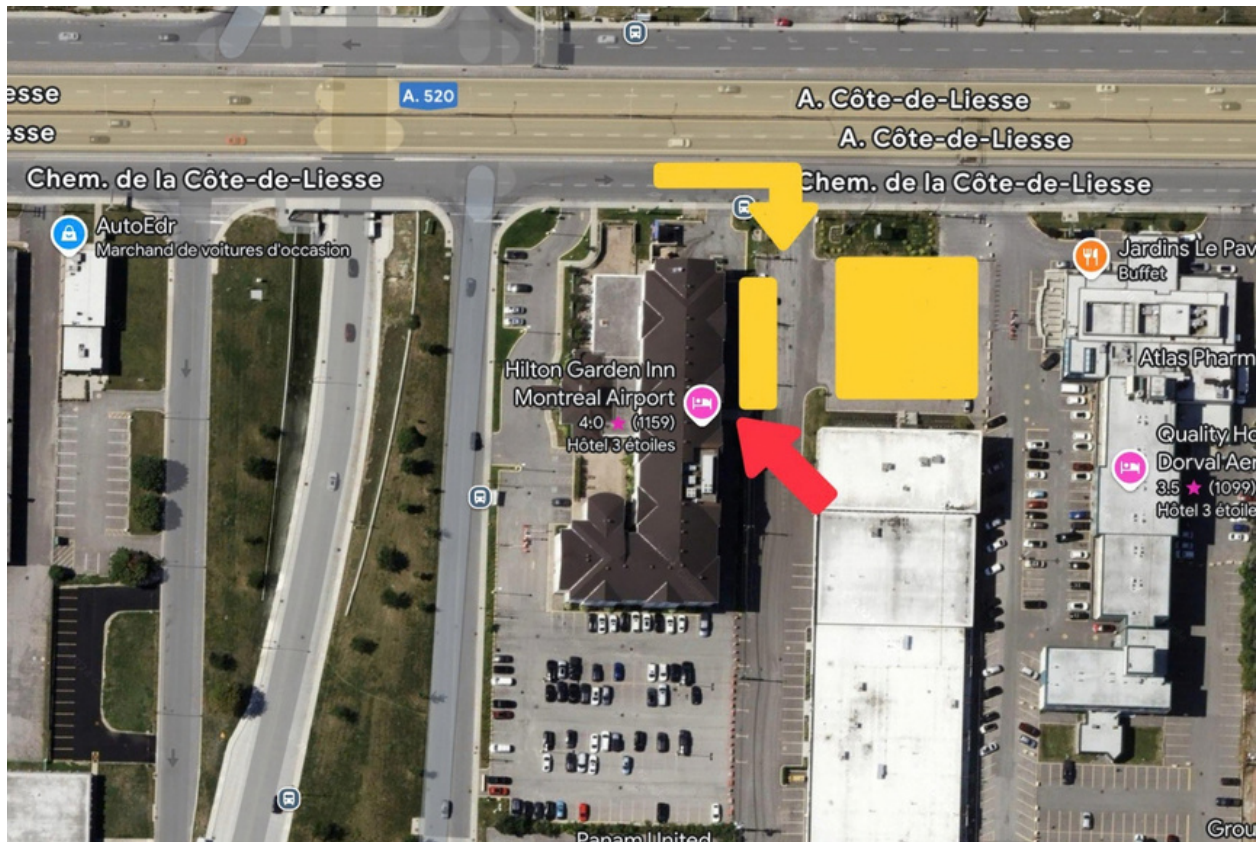
SYNDICAT DES
TRAVAILLEUSES
ET TRAVAILLEURS
DE ROLLS-ROYCE
CANADA-CSN

L'entrée du parking (en jaune) se trouve à l'est de l'hôtel sur Côte-de-Liesse entre le Hilton Garden Inn et le Quality Hotel Dorval. L'entrée est sur le côté de l'hôtel (flèche rouge).

Vous devrez afficher une autorisation de stationnement sur le tableau de bord de votre véhicule. Elles vous seront distribuées à l'entrée et seront aussi disponibles à la réception de l'hôtel.

The parking entrance (in yellow) is located to the east of the hotel on Côte-de-Liesse, between the Hilton Garden Inn and the Quality Hotel Dorval. The entrance is on the side of the hotel (red arrow).

You must display a parking permit on your vehicle's dashboard. These will be handed out at the entrance and will also be available at the hotel front desk.



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