IAM UNION

June 2026

Air Canada

Tentative Agreement Highlights

The proposed agreement would cover the period between April 1, 2026, and April 1, 2030

After intense negotiations, your IAM Union Bargaining Committee has reached an industry-leading tentative agreement with Air Canada.

This tentative agreement is one of the most significant agreements ever reached in Canadian aviation. Coming out of a 10-year contract, your Negotiations Committee and Support Committees worked tirelessly to secure industry-leading improvements for our members.

This document reflects the highlights of the tentative agreement, including the strongest wage increases ever seen in the Canadian airline industry, along with significant gains across all work groups.

Most importantly, this tentative agreement reflects the strength, unity and solidarity of our membership. Every show of support helped strengthen our position at the bargaining table.

Nothing happens without you. Thank you for standing together, staying engaged and showing the power of solidarity throughout this process. We look forward to sharing more details and providing members with the opportunity to review the agreement and make your voice heard.

The following priorities have been identified by our 11,500+ hardworking IAM members, directly from member surveys and identified subcommittee issues.

Industry Leading

Significant gains across all work groups

Job Security

Jobs secured for all workers

Wage Increases

Strongest ever in the Canadian airline industry

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Canadian Industry Leading Wages

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Equal Pay

Complete elimination of ***B-scale***, equal pay for equal work achieved, for part-time, SA, CSA, and all

4-Year Deal

Less Steps

Elimination of several pay scale steps

Wage Increases

Year 1	An average first year increase of **18%**
Year 2	**3%**
Year 3	**3%**
Year 4	**3%**

- **Part-time wage equality**
- **New wage scale included**
- *All wage improvements retroactive to:*

April 1, 2026

Enhanced Licensed AME Premiums

Completed Years of Service as a Licensed Air Canada AME	0-2	3-6	7-9	10+
% of basic hourly rate of pay	**8%**	**9%**	**10%**	**12%**

Shift Premiums

Airports & Cargo

- Afternoon premium increased to **$0.75/hour**
- Night premium increased to **$1.50/hour**

Logistics & Supply

- Night premium increase to **$2.50/hour** at ratification, **$2.75/hour** on April 1, 2027, **$3.00/hour** on April 1, 2028

Tech Ops

- Night premium increase to **$2.50/hour** at ratification, **$2.75/hour** on April 1, 2027, **$3.00/hour** on April 1, 2028

Pension

- **Defined Benefit Pension Improvements**
  - Increases to pensionable earnings cap **$96,000**, **$98,000**, **$100,000** and **$102,000 per year** over the life of the agreement
  - Pension indexing introduced
  - Pension withdrawal cap improved to **$65,000**
- **MEPP Retirement Age Decrease**
  - **63 years of age** or **60 years of age** with 25 years of service
- **MEPP Increase of Accrued Benefit**

Time Away from Work

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Time Bank

↑ 400 hrs Increase

- Ability to bridge unused days to retirement
- Ability to access during suspended pending discharge
- Quarterly Maximum Hours – Increase the 104 maximum quarterly hours to 139 hours

+ 16 hrs Deposit

- Annual time bank deposit of 16 hours for airports and 20 hours for tech ops renewed as of April 1, 2026

Protected Leaves

Enhanced language on protected leave

Bereavement Leave

Enhanced language to reflect the Canada Labour Code

Time and Attendance

Discipline on record will not affect a change of status request

6-Day Rule

Tech Ops members may now work beyond 6 days with a minimum of 11.5 hours in between

Vacation Reconciliation

No vacation reconciliation for paid stats vs. non-paid stats

Job Security

ODS

Improved ODS language with built-in time frames of layoff language

Senior Lead Stockkeeper

Senior Lead Stockkeeper job protection

LOU

LOU 29

Improved language (enhanced input from the training department on LOU 29 questions, increased expiration of qualifications to 5 years)

LOU 13

Improved job security language for vacancies (ability for external postings to be returned internal)

LOU 4

Improved LOU 4 language with an increased posting period from 5 to 10 days

Uniforms

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Increased uniform allotment to

$225

Side Letter for Damaged Uniform Replacement

Damaged uniform replacement improvements, including GSE workers

Boot Allowance

Increase boot allowance to **$200**

Position Upgrades

Lead Course CSCA

- Introduced a CSCA Leadership course

Job Description Language Improvements

- Improvement to language of CSA job description
- Improvement to Weight and Balance Job Descriptions

Tow Proposal

- Tow crew agreement renewed with increased premium to **$500** and grievance resolution

Introduction of a grievance backlog process

Improvements on uniform shadow bidding process

Introduction of Lead Positions

- Lead Central Baggage Tracing Agent
- Lead BCR (Baggage Claim Representative)
- Lead position for Line Expeditor
- Lead position for Buyer Analyst
- Lead position for Technical Writer - Aeronautics
- Lead position for Licensed Technical Writer
- Lead position for Material Planner

Introduction of Process Auditor specialized - Logistics and Supply

New & Improved Healthcare Benefits

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Coverage	Traditional	Flex
Psychologist – Mental Health Practitioners	**50% per visit** up to annual max of **$1,000** single / **$2,000** family	**50% per visit** up to **$250/500** - **$1,000/$2,000** - **$1,500/$3,000**
Dental	**$2,000** for employee and each eligible dependant	Maintain current coverage
Orthodontic	**$3,000** lifetime for children under age 21	**$0** / **$3,000** / **$3,500** lifetime for children under age 21
Vision	**$375** per 24 months	**$0** / **$375** / **$425** per 24 months
AD&D ***New!***	**$25,000**	**$25,000** / **$50,000** / **$75,000**
Physiotherapy / Athletic Therapy / Rehabilitation Therapist	Annual maximum of **$3,500** per person	Annual maximum of **$2,000** / **$3,500** / **$4,000** per person
Chiropractic Services	Remove per visit maximum up to R&C / up to annual max of **$1,000** single and **$2,000** family	Remove per visit maximum up to R&C (**$500/$1000** - **$1,000/$2,000** - **$1,500/$3,000**)

Removal of Lifetime Maximums for Healthcare

Maintain existing $1,000,000 maximum for drug coverage

TELUS Health

Employees have access to **TELUS Total Mental Health**

Leisure Travel Insurance

$5,000,000

lifetime per person

Remove out of country and SOS international

Comfort Option

The Company will ensure sufficient credits to allow purchase of **Comfort** option under the Flex Benefits Plan

Newly Revised Pay Scale

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		Ratification	2027	2028	2029	
Class	**Current**	**Year 1**	**Year 2**	**Year 3**	**Year 4**	**New Hires**
Airport-Cargo Trainer Lev 1 1	$30.86	**$36.41**	**$37.51**	**$38.63**	**$39.79**	
Airport-Cargo Trainer Lev 1 2	$31.56	**$37.24**	**$38.36**	**$39.51**	**$40.69**	
Airport-Cargo Trainer Lev 1 3	$32.39	**$38.22**	**$39.37**	**$40.55**	**$41.76**	
Airport-Cargo Trainer Lev 1 4	$32.98	**$38.92**	**$40.08**	**$41.29**	**$42.53**	
Airport-Cargo Trainer Lev 1 5	$33.63	**$39.68**	**$40.87**	**$42.10**	**$43.36**	
Baggage Claims Coordinator 2	$25.22	**$29.76**	**$30.65**	**$31.57**	**$32.52**	
Baggage Claims Coordinator 3	$25.74	**$30.37**	**$31.28**	**$32.22**	**$33.19**	
Baggage Claims Coordinator 4	$26.25	**$30.98**	**$31.90**	**$32.86**	**$33.85**	
Baggage Claims Coordinator 5	$26.79	**$31.61**	**$32.56**	**$33.54**	**$34.54**	
Baggage Claims Coordinator 6	$27.35	**$32.27**	**$33.24**	**$34.24**	**$35.27**	
Baggage Claims Representative 2	$28.48	**$33.61**	**$34.61**	**$35.65**	**$36.72**	
Baggage Claims Representative 3	$29.04	**$34.27**	**$35.30**	**$36.35**	**$37.44**	
Baggage Claims Representative 4	$29.63	**$34.96**	**$36.01**	**$37.09**	**$38.21**	
Baggage Claims Representative 5	$30.24	**$35.68**	**$36.75**	**$37.86**	**$38.99**	
Baggage Claims Representative 6	$30.86	**$36.41**	**$37.51**	**$38.63**	**$39.79**	
Cargo Communications Operator 3	$18.83	**$22.22**	**$22.89**	**$23.57**	**$24.28**	
Cargo Communications Operator 4	$20.54	**$24.24**	**$24.96**	**$25.71**	**$26.48**	
Cargo Communications Operator 5	$22.08	**$26.05**	**$26.84**	**$27.64**	**$28.47**	
Cargo Communications Operator 6	$23.27	**$27.46**	**$28.28**	**$29.13**	**$30.00**	
Cargo Communications Operator 7	$25.21	**$29.75**	**$30.64**	**$31.56**	**$32.51**	
Cargo Rating Unit Specialist 1	$32.65	**$38.53**	**$39.68**	**$40.87**	**$42.10**	
Cargo Rating Unit Specialist 2	$35.26	**$41.61**	**$42.86**	**$44.14**	**$45.46**	
Cargo Rating Unit Specialist 3	$36.30	**$42.83**	**$44.12**	**$45.44**	**$46.81**	
Central Baggage Performance Agent	$33.62	**$39.67**	**$40.86**	**$42.09**	**$43.35**	
Central Baggage Tracing Agent	$33.29	**$39.28**	**$40.46**	**$41.67**	**$42.92**	
Cleaner 2	$21.30	**$25.13**	**$25.89**	**$26.66**	**$27.46**	
Cleaner 3	$25.55	**$30.15**	**$31.05**	**$31.99**	**$32.94**	
Cleaner 4	$27.87	**$32.89**	**$33.87**	**$34.89**	**$35.94**	
CSCA 1	$18.85	**$22.00**	**$22.66**	**$23.34**	**$24.04**	**$22.00**
CSCA 2	$21.11	**$23.64**	**$24.35**	**$25.08**	**$25.84**	**$23.00**
CSCA 3	$22.52	**$25.22**	**$25.98**	**$26.76**	**$27.56**	**$24.00**
CSCA 4	$22.52	**$25.45**	**$26.21**	**$27.00**	**$27.81**	**$25.00**
CSCA 5	$22.52	**$26.00**	**$26.78**	**$27.59**	**$28.41**	**$26.00**
CSCA 6	$22.52	**$27.00**	**$27.81**	**$28.65**	**$29.51**	**$27.00**
CSCA 7	$22.52	**$28.00**	**$28.84**	**$29.70**	**$30.59**	**$28.00**
CSCA 8	$22.52	**$28.97**	**$29.84**	**$30.74**	**$31.66**	**$28.97**
CSCA 9	$25.87	**$30.53**	**$31.44**	**$32.39**	**$33.36**	**$30.53**
CSCA Trainer 1	$21.65	**$25.55**	**$26.31**	**$27.10**	**$27.92**	
CSCA Trainer 2	$24.26	**$28.63**	**$29.49**	**$30.37**	**$31.28**	
CSCA Trainer 3	$26.82	**$31.65**	**$32.60**	**$33.57**	**$34.58**	
CSCA Trainer 4	$29.43	**$34.73**	**$35.77**	**$36.84**	**$37.95**	
CSCA Trainer 5	$31.15	**$36.76**	**$37.86**	**$39.00**	**$40.17**	

Newly Revised Pay Scale Continued

Class	Current	Ratification Year 1	2027 Year 2	2028 Year 3	2029 Year 4	New Hires
Customer Service Agent - Airports 1	$32.48	$38.33	$39.48	$40.66	$41.88	
Customer Service Agent - Airports 2	$33.79	$39.87	$41.07	$42.30	$43.57	
Customer Service Agent - Part Time	$30.86	$24.89	$25.63	$26.40	$27.19	
Customer Service Agent 1	$30.86	$36.41	$37.51	$38.63	$39.79	
Customer Service Agent 2	$31.56	$37.24	$38.36	$39.51	$40.69	
Customer Service Agent 3	$32.39	$38.22	$39.37	$40.55	$41.76	
Customer Service Agent 4	$32.96	$38.89	$40.06	$41.26	$42.50	
Customer Service Agent 5	$33.63	$39.68	$40.87	$42.10	$43.36	
Gate Planner 1	$30.86	$36.41	$37.51	$38.63	$39.79	
Gate Planner 2	$31.56	$37.24	$38.36	$39.51	$40.69	
Gate Planner 3	$32.39	$38.22	$39.37	$40.55	$41.76	
Gate Planner 4	$32.96	$38.89	$40.06	$41.26	$42.50	
Gate Planner 5	$33.63	$39.68	$40.87	$42.10	$43.36	
GrandFathered Trainer 2 Level 1-Prior to Ratification	$30.86	$36.41	$37.51	$38.63	$39.79	
GrandFathered Trainer 2 Level 2-Prior to Ratification	$32.98	$38.92	$40.08	$41.29	$42.53	
Lead Cleaner	$28.91	$34.11	$35.14	$36.19	$37.28	
Lead CSA	$35.12	$41.44	$42.68	$43.97	$45.28	
Lead CSCA 1	$26.83	$31.66	$32.61	$33.59	$34.60	
Lead CSCA 2	$28.45	$33.57	$34.58	$35.62	$36.68	
Lead Station Attendant 1	$30.86	$36.41	$37.51	$38.63	$39.79	
Lead Station Attendant 2	$31.56	$37.24	$38.36	$39.51	$40.69	
Lead Station Attendant 3	$32.39	$38.22	$39.37	$40.55	$41.76	
Lead Station Attendant 4	$32.96	$38.89	$40.06	$41.26	$42.50	
Lead Station Attendant 5	$33.63	$39.68	$40.87	$42.10	$43.36	
Station Attendant 1	$18.85	$25.70	$26.47	$27.27	$28.08	$23.36
Station Attendant 2	$21.11	$26.16	$26.95	$27.75	$28.59	$23.86
Station Attendant 3	$23.36	$26.63	$27.43	$28.25	$29.10	$24.84
Station Attendant 4	$23.36	$27.10	$27.91	$28.75	$29.61	$26.47
Station Attendant 5	$23.36	$28.09	$28.93	$29.80	$30.69	$28.09
Station Attendant 6	$23.36	$29.70	$30.59	$31.51	$32.46	$29.70
Station Attendant 7	$23.36	$31.33	$32.27	$33.24	$34.24	$31.33
Station Attendant 8	$29.43	$34.91	$35.96	$37.04	$38.15	$34.91
ACM Communicator 1	$28.84	$34.03	$35.05	$36.10	$37.19	
ACM Communicator 2	$29.68	$35.02	$36.07	$37.16	$38.27	
ACM Communicator 3	$30.53	$36.03	$37.11	$38.22	$39.37	
Aircraft Maintenance Engineer 1	$35.34	$40.99	$42.22	$43.49	$44.80	
Aircraft Maintenance Engineer 2	$38.45	$43.06	$44.36	$45.69	$47.06	
Aircraft Maintenance Engineer 3	$41.56	$46.55	$47.94	$49.38	$50.86	
Aircraft Maintenance Engineer 4	$44.67	$50.03	$51.53	$53.08	$54.67	
Aircraft Maintenance Engineer 5	$47.36	$57.93	$59.67	$61.46	$63.30	
Aircraft Maintenance Engineer 6	$49.96	$58.95	$60.72	$62.54	$64.42	
Aircraft Maintenance Engineer 7	$55.16	$65.09	$67.04	$69.05	$71.12	

Newly Revised Pay Scale Continued

		Ratification	2027	2028	2029	
Class	**Current**	**Year 1**	**Year 2**	**Year 3**	**Year 4**	**New Hires**
Aircraft Technician 4	$39.48	**$46.59**	**$47.98**	**$49.42**	**$50.91**	
Aircraft Technician 5	$42.48	**$50.13**	**$51.63**	**$53.18**	**$54.77**	
Lead Aircraft Maintenance Engineer 1	$56.36	**$66.50**	**$68.50**	**$70.55**	**$72.67**	
Lead Aircraft Maintenance Engineer 2	$57.86	**$68.27**	**$70.32**	**$72.43**	**$74.61**	
Lead Licensed Planner	$48.33	**$59.47**	**$61.25**	**$63.09**	**$64.98**	
Lead Planner	$42.73	**$50.42**	**$51.93**	**$53.49**	**$55.10**	
Lead Technical Data Controller	$29.72	**$35.07**	**$36.12**	**$37.21**	**$38.32**	
Learner 3	$24.26	**$28.63**	**$29.49**	**$30.37**	**$31.28**	
Learner 4	$26.27	**$31.00**	**$31.93**	**$32.89**	**$33.87**	
Licensed Planner 2	$39.22	**$46.28**	**$47.67**	**$49.10**	**$50.57**	
Licensed Planner 3	$42.39	**$50.02**	**$51.52**	**$53.07**	**$54.66**	
Licensed Planner 4	$45.56	**$53.76**	**$55.37**	**$57.03**	**$58.75**	
Licensed Planner 5	$46.55	**$54.93**	**$56.58**	**$58.27**	**$60.02**	
Licensed Planner 6	$47.33	**$57.97**	**$59.71**	**$61.50**	**$63.35**	
Licensed Technical Writer 2	$39.22	**$46.28**	**$47.67**	**$49.10**	**$50.57**	
Licensed Technical Writer 3	$42.39	**$50.02**	**$51.52**	**$53.07**	**$54.66**	
Licensed Technical Writer 4	$45.56	**$53.76**	**$55.37**	**$57.03**	**$58.75**	
Licensed Technical Writer 5	$46.55	**$54.93**	**$56.58**	**$58.27**	**$60.02**	
Licensed Technical Writer 6	$47.33	**$57.97**	**$59.71**	**$61.51**	**$63.35**	
Planner 6	$34.78	**$41.04**	**$42.27**	**$43.54**	**$44.85**	
Planner 7	$36.07	**$42.56**	**$43.84**	**$45.15**	**$46.51**	
Planner 8	$36.72	**$43.33**	**$44.63**	**$45.97**	**$47.35**	
Planner 9	$40.27	**$47.52**	**$48.94**	**$50.41**	**$51.92**	
Planner 10	$41.73	**$49.24**	**$50.72**	**$52.24**	**$53.81**	
Process Auditor 1	$46.55	**$54.93**	**$56.58**	**$58.27**	**$60.02**	
Process Auditor 2	$47.33	**$55.85**	**$57.52**	**$59.25**	**$61.03**	
System Support Analyst 1	$28.33	**$33.43**	**$34.43**	**$35.47**	**$36.53**	
System Support Analyst 2	$30.29	**$35.74**	**$36.81**	**$37.92**	**$39.06**	
System Support Analyst 3	$32.25	**$38.06**	**$39.20**	**$40.37**	**$41.58**	
System Support Analyst 4	$34.20	**$40.36**	**$41.57**	**$42.81**	**$44.10**	
TDC Configuration Control 2	$29.08	**$34.31**	**$35.34**	**$36.40**	**$37.50**	
TDC Configuration Control 3	$31.04	**$36.63**	**$37.73**	**$38.86**	**$40.02**	
TDC Configuration Control 4	$32.98	**$38.92**	**$40.08**	**$41.29**	**$42.53**	
TDC Configuration Control 5	$34.91	**$41.19**	**$42.43**	**$43.70**	**$45.01**	
TDC Configuration Control 6	$36.85	**$43.48**	**$44.79**	**$46.13**	**$47.52**	
Technical Data Controller 2	$24.63	**$29.06**	**$29.94**	**$30.83**	**$31.76**	
Technical Data Controller 3	$25.65	**$30.27**	**$31.18**	**$32.11**	**$33.07**	
Technical Data Controller 4	$26.67	**$31.47**	**$32.41**	**$33.39**	**$34.39**	
Technical Data Controller 5	$27.70	**$32.69**	**$33.67**	**$34.68**	**$35.72**	
Technical Data Controller 6	$28.72	**$33.89**	**$34.91**	**$35.95**	**$37.03**	

Newly Revised Pay Scale Continued

Class	Current	Ratification Year 1	2027 Year 2	2028 Year 3	2029 Year 4	New Hires
Technical Writer - Control Manual 2	$31.79	**$37.51**	**$38.64**	**$39.80**	**$40.99**	
Technical Writer - Control Manual 3	$33.86	**$39.95**	**$41.15**	**$42.39**	**$43.66**	
Technical Writer - Control Manual 4	$35.24	**$41.58**	**$42.83**	**$44.12**	**$45.44**	
Technical Writer - Control Manual 5	$36.62	**$43.21**	**$44.51**	**$45.84**	**$47.22**	
Technical Writer - Control Manual 6	$38.01	**$44.85**	**$46.20**	**$47.58**	**$49.01**	
Technical Writer (Aeronautics) -2	$36.07	**$42.56**	**$43.84**	**$45.15**	**$46.51**	
Technical Writer (Aeronautics) -3	$36.72	**$43.33**	**$44.63**	**$45.97**	**$47.35**	
Technical Writer (Aeronautics) -4	$40.27	**$47.52**	**$48.94**	**$50.41**	**$51.92**	
Technical Writer (Aeronautics) -5	$41.03	**$48.42**	**$49.87**	**$51.36**	**$52.90**	
Technical Writer (Aeronautics) -6	$41.73	**$49.24**	**$50.72**	**$52.24**	**$53.81**	
Buyer Analyst 2	$23.73	**$28.00**	**$28.84**	**$29.71**	**$30.60**	
Buyer Analyst 3	$25.86	**$30.51**	**$31.43**	**$32.37**	**$33.34**	
Buyer Analyst 4	$27.98	**$33.02**	**$34.01**	**$35.03**	**$36.08**	
Buyer Analyst 5	$30.11	**$35.53**	**$36.60**	**$37.69**	**$38.82**	
Buyer Analyst 6	$32.25	**$38.06**	**$39.20**	**$40.37**	**$41.58**	
Lead Stockkeeper	$36.03	**$42.52**	**$43.79**	**$45.10**	**$46.46**	
Line Expediter 2	$34.56	**$40.78**	**$42.00**	**$43.26**	**$44.56**	
Line Expediter 3	$35.90	**$42.36**	**$43.63**	**$44.94**	**$46.29**	
Line Expediter 4	$37.22	**$43.92**	**$45.24**	**$46.59**	**$47.99**	
Line Expediter 5	$38.56	**$45.50**	**$46.87**	**$48.27**	**$49.72**	
Line Expediter 6	$39.89	**$47.07**	**$48.48**	**$49.94**	**$51.43**	
Material Planner 2	$29.82	**$35.19**	**$36.24**	**$37.33**	**$38.45**	
Material Planner 3	$31.51	**$37.18**	**$38.30**	**$39.45**	**$40.63**	
Material Planner 4	$33.21	**$39.19**	**$40.36**	**$41.57**	**$42.82**	
Material Planner 5	$34.92	**$41.21**	**$42.44**	**$43.72**	**$45.03**	
Material Planner 6	$36.62	**$43.21**	**$44.51**	**$45.84**	**$47.22**	
Senior Lead Stockkeeper	$37.74	**$44.53**	**$45.87**	**$47.25**	**$48.66**	
Stockkeeper 3	$24.04	**$28.37**	**$29.22**	**$30.09**	**$31.00**	
Stockkeeper 4	$25.39	**$29.96**	**$30.86**	**$31.78**	**$32.74**	
Stockkeeper 5	$26.92	**$31.77**	**$32.72**	**$33.70**	**$34.71**	
Stockkeeper 6	$28.47	**$33.59**	**$34.60**	**$35.64**	**$36.71**	
Stockkeeper 7	$32.16	**$37.95**	**$39.09**	**$40.26**	**$41.47**	
Building Attendant 2	$20.78	**$24.52**	**$25.26**	**$26.01**	**$26.79**	
Building Attendant 3	$24.51	**$28.92**	**$29.79**	**$30.68**	**$31.60**	
Building Attendant 4	$26.83	**$31.66**	**$32.61**	**$33.59**	**$34.60**	
Business Analyst - Technical Services 1	$34.90	**$41.18**	**$42.42**	**$43.69**	**$45.00**	
Business Analyst - Technical Services 2	$37.20	**$43.90**	**$45.21**	**$46.57**	**$47.97**	
Business Analyst - Technical Services 3	$39.50	**$46.61**	**$48.01**	**$49.45**	**$50.93**	
Business Analyst - Technical Services 4	$41.81	**$49.34**	**$50.82**	**$52.34**	**$53.91**	
CAT 14,21,23,24 25,26,27,36,37 Level 1	$39.00	**$46.02**	**$47.40**	**$48.82**	**$50.29**	
CAT 14,21,23,24 25,26,27,36,37 Level 2	$42.48	**$50.13**	**$51.63**	**$53.18**	**$54.77**	

Newly Revised Pay Scale Continued

Class	Current	Ratification Year 1	2027 Year 2	2028 Year 3	2029 Year 4	New Hires
Category 13 Level 1	$34.09	**$40.23**	**$41.43**	**$42.68**	**$43.96**	
Category 13 Level 2	$35.36	**$41.72**	**$42.98**	**$44.27**	**$45.59**	
Category 13 Level 3	$36.00	**$42.48**	**$43.75**	**$45.07**	**$46.42**	
Category 13 Level 4	$39.48	**$46.59**	**$47.98**	**$49.42**	**$50.91**	
Category 13 Level 5	$42.48	**$50.13**	**$51.63**	**$53.18**	**$54.77**	
Helper 1	$27.11	**$31.99**	**$32.95**	**$33.94**	**$34.96**	
Helper 2	$29.43	**$34.73**	**$35.77**	**$36.84**	**$37.95**	
Junior Mechanic 1	$27.82	**$32.83**	**$33.81**	**$34.83**	**$35.87**	
Junior Mechanic 2	$29.40	**$34.69**	**$35.73**	**$36.80**	**$37.91**	
Junior Mechanic 3	$31.11	**$36.71**	**$37.81**	**$38.95**	**$40.11**	
Junior Mechanic 4	$32.75	**$38.65**	**$39.80**	**$41.00**	**$42.23**	
Lead Building Attendant	$28.39	**$33.50**	**$34.51**	**$35.54**	**$36.61**	
Lead Cat 14,21,23,24,25,26,27,36,38	$45.06	**$53.17**	**$54.77**	**$56.41**	**$58.10**	
Lead Mechanic	$45.16	**$53.29**	**$54.89**	**$56.53**	**$58.23**	
Mechanic 1	$34.09	**$40.23**	**$41.43**	**$42.68**	**$43.96**	
Mechanic 2	$35.36	**$41.72**	**$42.98**	**$44.27**	**$45.59**	
Mechanic 3	$36.00	**$42.48**	**$43.75**	**$45.07**	**$46.42**	
Mechanic 4	$39.48	**$46.59**	**$47.98**	**$49.42**	**$50.91**	
Mechanic 5	$42.60	**$50.27**	**$51.78**	**$53.33**	**$54.93**	
Senior Technical Data Controller 2	$30.27	**$35.72**	**$36.79**	**$37.89**	**$39.03**	
Senior Technical Data Controller 3	$31.14	**$36.75**	**$37.85**	**$38.98**	**$40.15**	
Senior Technical Data Controller 4	$31.99	**$37.75**	**$38.88**	**$40.05**	**$41.25**	
Senior Technical Data Controller 5	$32.86	**$38.77**	**$39.94**	**$41.14**	**$42.37**	
Senior Technical Data Controller 6	$33.71	**$39.78**	**$40.97**	**$42.20**	**$43.47**	
Shift Foreman	$45.54	**$53.74**	**$55.35**	**$57.01**	**$58.72**	
Stationary Plant Operator 1	$24.89	**$29.37**	**$30.25**	**$31.16**	**$32.09**	
Stationary Plant Operator 2	$26.66	**$31.46**	**$32.40**	**$33.37**	**$34.38**	
Stationary Plant Operator (2nd Class) 1	$35.74	**$42.17**	**$43.44**	**$44.74**	**$46.08**	
Stationary Plant Operator (2nd Class) 2	$37.61	**$44.38**	**$45.71**	**$47.08**	**$48.50**	
Stationary Plant Operator (2nd Class) 3	$39.48	**$46.59**	**$47.98**	**$49.42**	**$50.91**	
Stationary Plant Operator (3rd Class) 1	$32.01	**$37.77**	**$38.90**	**$40.07**	**$41.27**	
Stationary Plant Operator (3rd Class) 2	$33.87	**$39.97**	**$41.17**	**$42.40**	**$43.67**	
Stationary Plant Operator (4th Class) 1	$27.06	**$31.93**	**$32.89**	**$33.88**	**$34.89**	
Stationary Plant Operator (4th Class) 2	$29.36	**$34.64**	**$35.68**	**$36.75**	**$37.86**	
Technical Instructors GSE- 1	$40.22	**$47.46**	**$48.88**	**$50.35**	**$51.86**	
Technical Instructors GSE- 2	$40.91	**$48.27**	**$49.72**	**$51.21**	**$52.75**	
Customer Service Agent - Weight & Balance 1	$32.48	**$38.33**	**$39.48**	**$40.66**	**$41.88**	
Customer Service Agent - Weight & Balance 2	$33.79	**$39.87**	**$41.07**	**$42.30**	**$43.57**	
Lead CSA Weight and Balance	$35.99	**$42.47**	**$43.74**	**$45.05**	**$46.41**	

2026 AIR CANADA - IAMAW Negotiations

FINAL AGREED TOLANGUAGE

Date: March 11th, 2026

Article: Scheduling S8 (Bid Process)

Issue Number: S8

Version: #1

10.01.08 **BID PROCESS**

10.01.08.01 Work schedules / bid lines will be bid in classification seniority order.

10.01.08.02 The work schedule will be posted and emailed to all Air Canada employees (at their Air Canada email address) no less than five (5) calendar days prior to the commencement of the bid.

10.01.08.03 Implementation of any new work schedule will occur no less than seven (7) calendar days after the bid process is completed. Employees will be provided their awarded schedule either in hard copy or via electronic means (copy, automated distribution).

10.01.08.04 Employees who are absent from the workplace on any approved leave without a verified expectation of returning within thirty (30)

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days of a shift-bid implementation date shall be permitted to participate in the bid.

The lines bid by these absent employees shall be designated as Mirror Lines.

A Mirror Line will be considered available for subsequent bidding by other employees.

Employees who bid a Mirror Line will revert to the relief pool upon the return of the original line holder.

Note: Prior to the bid, the Local Shop Committee will be notified in writing of any employees whose absence results in a Mirror Line process.

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Union:

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Christopher Lipsit

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2026 AIR CANADA - IAMAW NEGOCIATIONS

FINAL AGREED TO LANGUAGE

Date:	March 31st, 2026
Article:	8.03.11
Issue Number:	AC11 – Lead LIne Expediter
Version:	#1

8.03.09.01 Lead Line Expediter

Must, as minimum, possess the qualifications of a Line Expediter, with sufficient knowledge, ability and skills in order to procure and ensure delivery of material and services required for aircraft maintenance on an expedited basis. Must have the ability to train and effectively direct the work of others with minimal supervision.

Advancement to Lead Line Expediter will be based on successfully completing the LOU 4 process.

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2026 AIR CANADA - IAMAW NEGOCIATIONS

FINAL AGREED TO LANGUAGE

Date:	March 31st, 2026
Article:	8.03.07
Issue Number:	AC12 – Lead Buyer Analyst
Version:	#1

8.03.07 Lead Buyer Analyst

Must, as minimum, possess the qualifications of a Buyer Analyst, with sufficient knowledge, ability and skills in order to perform purchasing functions for the replenishment of goods and services, monitor vendor and supplier performance and, as required, assist in negotiation with suppliers. Must have the ability to train and effectively direct the work of others with minimal supervision.

Advancement to Lead Buyer Analyst will be based on successfully completing the LOU 4 process.

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2026 AIR CANADA - IAMAW NEGOCIATIONS

FINAL AGREED TO LANGUAGE

Date:	March 31st, 2026
Article:	4.03.47
Issue Number:	AC13 – Lead Technical Writer (Aeronautics)
Version:	#1

4.03.47 Lead Technical Writer (Aeronautics)

Must, as minimum, possess the qualifications of a Technical Writer (Aeronautics), with sufficient knowledge, ability and skills in order to update aircraft maintenance program documentation, manuals, instructions for aircraft and related components operated by the Company and perform associated duties as required. Must have the ability to train and effectively direct the work of others with minimal supervision.

Advancement to Lead Technical Writer (Aeronautics) will be based on successfully completing the LOU 4 process.

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2026 AIR CANADA - IAMAW NEGOCIATIONS

FINAL AGREED TO LANGUAGE

Date: March 31st, 2026

Article: 4.03.48

Issue Number: AC14 – Lead Licensed Technical Writer (Aeronautics)

Version: #1

4.03.48 Lead Licensed Technical Writer (Aeronautics)

Must, as minimum, possess the qualifications of a Licensed Technical Writer (Aeronautics), with sufficient knowledge, ability and skills in order to update aircraft maintenance program documentation, manuals, instructions for aircraft and related components operated by the Company and perform associated duties as required. Must have the ability to train and effectively direct the work of others with minimal supervision.

Advancement to Lead Licensed Technical Writer (Aeronautics) will be based on successfully completing the LOU 4 process.

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2026 AIR CANADA - IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date:	March 18th, 2026
Article:	NA
Issue Number:	Process Auditor Specialized - Logistics
Version:	#1

8.03.12 Process Auditor Specialized – Logistics & Supply

Must, as minimum, possess the qualifications of the classification being audited with sufficient knowledge and ability to audit any work process as it relates to Logistics & Supply. The selection process will be in accordance with LOU #4.

The rate of pay for the Process Auditor - Logistics & Supply will be the highest level of pay in the category.

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2026 AIR CANADA - IAMAW Negotiations

FINAL AGREED TOLANGUAGE

Date: April 2nd, 2026

Article: 6

Issue Number: AC17 – Load Control Agent

Version: #1

ARTICLE 6 – SCOPE OF AGREEMENT – AIRPORT & CARGO OPERATIONS

Proposed Language:

6.03.01.04 Lead Load Control Agent – Weight & Balance

As a working member of the team the Lead Load Control Agent is responsible for supporting and assisting in leading the team, including planning, coordinating with internal and external stakeholders, delegating tasks and daily assignments within the Load Control Agent workgroup, while also performing the core duties of the Load Control Agent position.

Minimum Qualifications:

- Must have a minimum of one (1) year Load Control Agent – Weight & Balance experience.

  NOTE: Applicants with less than one (1) year Load Control Agent Weight & Balance experience will be given secondary consideration provided they are otherwise qualified.

- Must have passed appropriate Weight & Balance specific evaluations established jointly by the Company and the Union.

6.03.01.05 Load Control Agent – Weight & Balance

Is employed by the Company to provide accurate weight and balance data to the flight crew, communicate with the flight crew, maintain a safe operation through adherence to Standard Operating Procedures, Transport Canada safety regulations, safely optimize payload at all times,

provide detailed reports for all safety incidents and identified delays, reviewing all events impacting either the weight and/or balance of an aircraft, including, but not limited to, reviewing and validating any hazardous materials loaded, ensuring compliance with each aircraft's safety specifications, as well as any associated duty.

Minimum Qualifications:

Must have passed appropriate Weight & Balance specific evaluations established by the Company and concurred in by a Committee designated by the Union, be in possession of the required Certificate of Proficiency in Radio and successfully obtain an Air Canada "Load Dispatch Certificate" endorsed for the type of aircraft upon which he can normally be expected to be employed.

6.04.01.09 Lead Load Control Agent Weight & Balance

Addressed to Customer Service Agents (full-time & part-time), Lead Station-Attendant, Station-Attendant (full-time & part-time), and Airport/Cargo Trainers (I & II). Selection will be on the basis os Station Attendant seniority.

6.04.01.09 Lead Load Control Agent – Weight & Balance

Addressed to Load Control Agents – Weight & Balance. Selection will be on the basis of the applicant's seniority in basic classification.

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2026 AIR CANADA - IAMAW Negotiations

AIR CANADA FINAL AGREED TO LANGUAGE

Date: March 11th, 2026

Article:10.02.12

Issue Number: Time Bank

Version: #1

U1 B) ARTICLE 10.02.12 – TIME BANK

Proposed Language:

10.02.12	**Time Bank**
10.02.12.01	At the end of each pay period, all time credits will be paid at the hourly rate. However, at the request of the employee, credits and debits may be accumulated in a Time Bank.
10.02.12.02	Employees electing to participate in the Time Bank shall commence accumulating time credits on the second pay period following advice to the Company on the appropriate form.
10.02.12.03	The use of Time Bank hours shall be subject to Supervision's prior approval, consistent with the manpower requirement of the Company and employee recognition that it may not always be possible to allow time off.
10.02.12.04	The Time Bank shall be limited to plus four hundred (400) and minus twenty-four (-24) hours.

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10.02.12.05 At the end of each pay period, all time credits, in excess of the maximum time credits, will be paid at the hourly rate in accordance with Article 10.02.03.

10.02.12.06 In the event an employee's Time Record is standing at a minus figure of more than twenty-four (-24) hours, such time will be deducted in accordance with Article 10.02.04.

10.02.12.07 Employees electing to utilize the Time Bank shall advise the Company on HR Connex by completing the appropriate form. Once having elected to participate in the Time Bank, the arrangement shall continue until such time the employee subsequently advises the Company, HR Connex, of his desire to opt out of the Time Bank. If an employee opts out, he may only elect to utilize the Time Bank again at the beginning of a subsequent year.

10.02.12.08 Employees participating in the Time Bank may elect to have positive time credits paid out at each pay period.

When clearance has been requested, all time credits or debits will be provided on the pay cheque no later than the second pay period following the written request.

10.02.12.09 Employees participating in the Time Bank shall have all credits/debits cleared at their rate of pay of the pay period in which the clearance occurs.

10.02.12.10 Upon written request submitted before pay close, employees suspended pending discharge will have all credits and debits cleared at their current rate of pay on the following pay period.

10.02.12.11 Employees who have filed their intent to retire with the pension department, at least ninety (90) calendar days prior, may opt to remain on paid leave, immediately prior to their effective retirement date, for a duration equivalent to the balance of their time bank.

Note: Such intent to retire is irrevocable, once the Time Bank paid leave begins.

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10.02.12.12 For Technical Services and Logistics & Supply on or about February 1st. 2016 and on or about April 1st 2017 up to and including April 1st, 2025 the Company will deposit twenty (20) hours into each full-time employee's Time Bank.

NOTE: Should an employee elect not to participate in the Time Bank twenty (20) hours will deposited on the corresponding pay period referenced above.

10.02.12.13 In order to be eligible for the above, an employee must have worked at least one (1) day within the previous calendar year.

10.02.12.14 For Airports & Cargo, on or about February 1st, 2016 and on or about April 1st 2017 up to and including April 1st, 2025, the Company will deposit sixteen (16) hours into each full-time employee's and eight (8) hours into each part- time employee's Time Bank.

NOTE: Should a Full-time employee elect not to participate in the Time Bank sixteen (16) hours will deposited on the corresponding pay period referenced above.

NOTE: Should a Part-time employee elect not to participate in the Time Bank eight (8) hours will deposited on the corresponding pay period referenced above.

10.02.12.15 In order to be eligible for the above, an employee must have worked at least one (1) day within the previous calendar year.

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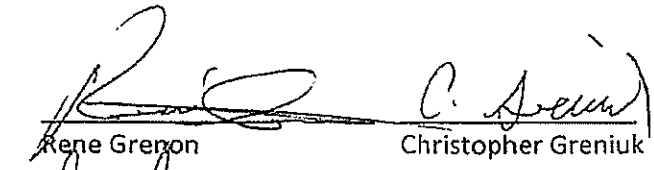

Rene Grenon

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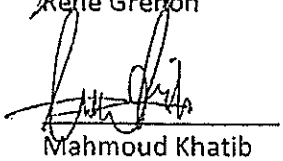

Mahmoud Khatib

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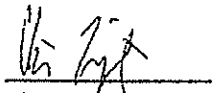

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2026 AIR CANADA - IAMAW Negotiations

AIR CANADA COUNTER PROPOSAL

Date: March 11th, 2026

Article: Article 20.14.02

Issue Number: U3

Version: #3

U3 ODS

Proposed Language:

20.14.02 The General Chairpersons will be informed of the Company's intention to place employees on "off-duty status without pay" and the general handling of employees covered by the Agreement will be reviewed. At each point where employees are affected, local Union representatives will be advised of detailed handling.

NOTE: Off-Duty Status shall be for a maximum of seventy-five (75) calendar days. Any required layoff under Article 16.14 will be completed within this period unless otherwise mutually agreed at the Headquarters level.

Company:

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FINAL AGREED TO LANGUAGE

Date:	May 26th, 2026
Article:	16.11.05
Issue Number:	U4 – LOU4
Version:	#1

LETTER OF UNDERSTANDING NO. 4 - SELECTION PROCESS FOR ABOVE BASIC CLASSIFICATIONS WITHIN TECHNICAL SERVICES AND LOGISTICS AND SUPPLY

The Company and the Union agree to the following formal selection process in support of the provisions contained in Article 16.11.05, for all above-basic classifications, and for the appropriate classifications in Article 4.05.16.

L4.01 Employees must have passed a qualifying examination in conjunction with the closing date of the **10 (ten)** days online posting of the Promotional Bulletin or Vacancy Notice. Successful completion of this qualifying exam will be valid for a period of (5) years at which time the employee must re-qualify in accordance with the foregoing.

L4.02 Unassigned.

L4.03 In the event an employee fails to achieve the 80% passing mark on the qualifying examinations, one (1) rewrite within sixty (60) days of the effective date of the initial results will be permitted. If unsuccessful, the employee will be ineligible to attempt to qualify again for a period of one (1) year.

L4.04 Each eligible candidate will be given a structured interview conducted by a trained panel of one (1) Human Resources representative, one (1) Branch Manager, and one (1) Union representative. The candidate must achieve a 70% score assessed by the panel through a structured, established, point system. In the event the candidate fails to achieve the passing score, the following options are available to the candidate:

(1) The candidate may be re-interviewed following six (6) calendar months from this interview.

OR

(2) On a one time basis only, the candidate may request a second interview within sixty (60) calendar days from the first interview. Should the candidate fail this second interview, a one (1) year waiting period will be required prior to any further structured interview for the same classification.

Passing interview scores for interviews for the same classification will be valid for a period of (5) five years from the effective date of the result of the interview.

L4.05 Qualifying examinations and the structured interview guide will be jointly developed and agreed to by the Company and the Union.

L4.06 Results of the Qualifying Examination and Structured Interview shall remain as a permanent record on the employee's personal file.

L4.07 Candidates who successfully complete the Qualifying Examination and Structured Interview will be deemed as having equal ability for the purpose of the provisions of Article 16.11.05, and accordingly the employee(s) possessing the greater seniority shall be awarded the position(s).

NOTE 1: Employees in Categories 1, 19, or 38, requesting a Promotion to Lead Aircraft Maintenance Engineer or Process Auditor - Aircraft, are required only to successfully complete the Structured Interview provided for in L4.04.

NOTE 2: There is no requirement for a structured interview for above basic acting assignment.

L4.08 An employee who has met all other qualifying requirements for an above basic position, and who has requested a structured interview in writing, will be provided such an interview within sixty (60) days of receipt of such a request.

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2026 AIR CANADA - IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date:	March 11th, 2026
Article:	U 5 - LOU29
Issue Number:	U5
Version:	#1

U5 LOU 29

Proposed Language:

The Company and the Union agree to the following formal selection process in support of the provisions contained in Article 16.11.05, for all above-basic classifications and for the appropriate classifications in Article 6.04.02.

The selection process contained in the present Letter of Understanding will come into effect no later than one hundred (100) days following ratification of the Collective Agreement in order to afford the Company sufficient time to develop and implement the aforementioned process. Letter of Understanding #4 will remain in effect during the implementation process of the present Letter of Understanding.

The parties recognize the importance of a successful implementation of this process. Should an issue arise with respect to the implementation of the selection process, the

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Company commits to informing the Union forthwith at the Headquarter level and provide a detailed account of the reason(s) and projected implementation date. The parties will enter into discussions to ensure the selection process is implemented in an expeditious manner.

L29.01 The Company will develop, in consultation with the Union, a detailed selection process comprising of an examination and a structured interview process. Within seven (7) days of ratification, the Union will identify its designate for this purpose. From time to time, as it deems required the Company may alter the examination and/or structured interview. Final determination of the examination and interview process will rest with the Company.

NOTE: Time off for the representative of the Union consulted during the development or modification to the examination and structured Interview process will be borne by the Company and charged to Work Order NG.

L29.02 The selection process will provide for a in person pre-qualification component (examination) at specific periods throughout the year designated by the Company. Allocation of availability for this pre-qualification component will be done in order of seniority among applicants. The Company will ensure that at least one (1) session per month is held in A stations and one (1) session will be held every quarter in all other stations.

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NOTE: A pre- qualification request will be considered active for a period of twelve (12) months. Any such request not actioned within that timeframe must be re-submitted. The Company will develop an application process for pre-qualification.

L29.03 If deemed required by the Company, a distinct examination and structured interview process will be developed for each above basic classification. Similarly, a distinct examination and structured interview process may be developed for above basic positions overlapping between the Airports and Cargo business units (such as, but not limited to, the Lead Station Attendant and Customer Service Agent classifications).

L29.04 The examination process will be designed to evaluate, in depth, the knowledge and skill set of applicants and may also include an orientation/training period and any other module as required in order to achieve the aforementioned in-depth evaluation.

L29.05 Successful completion of the examination will be valid for a period of five (5) years, at which time the applicant must re-qualify in accordance with the foregoing.

NOTE: For examinations that apply to multiple classifications (groupings) employees passing or failing will have their result applied to the other classifications within that grouping.

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L29.06 In the event an applicant fails to achieve the 80% passing mark on the examination, the applicant will be ineligible to progress to the structured interview stage and will further be ineligible to apply for any above basic position (within the applicable grouping) or participate in any subsequent pre-qualification component (within the applicable grouping) for a period of six (6) months following the date of the failed examination.

L29.07 Candidates who have achieved the passing mark on the examination will be given a structured interview conducted by a trained panel of one (1) Human Resources representative, one (1) Branch representative and one (1) representative designated by the Union. The candidate must achieve an 80% score assessed by the panel through a structured point system and through a majority vote of the panel. In the event the candidate fails to achieve the passing score, the candidate will be ineligible to re-interview for the failed above basic position for a period of six (6) months following the date of the interview.

L29.08 Successful completion of the interview will be valid for a period of five (5) years, at which time the applicant must re-qualify in accordance with the foregoing.

L29.09 Candidates must have successfully passed the examination prior to the Closing of the Promotional Bulletin or Vacancy Notice to be deemed eligible for the above basic opening. The structured interviews will be scheduled for those required.

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NOTE: A candidate who has already successfully passed the structured interview will not be scheduled for an additional interview.

L29.10 Should there not be sufficient qualified candidates on a Promotional Bulletin or Vacancy Notice, the Company will re post prior to proceeding with street hiring.

L29.11 In consultation with the Union, the Company will develop documentation explaining the examination and structures interview process.

L29.12 Results of the Examination and Structured Interview shall remain as a permanent record on the employee's personal file.

L29.13 Candidates who successfully complete the appropriate examination and structured interview will be deemed as having equal ability for the purpose of the provisions of Article 16.11.05, and accordingly the employee(s) possessing the greater seniority shall be awarded the position(s).

L29.14 A candidate will not be compensated when a structured Interview is schedule outside of the regularly scheduled shift (before/after shift or day off). It is understood that a candidate will not be denied an opportunity to interview due to being on shift.

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L29.15 Should the failure rate of an examination exceed 20% for any above basic classification in any location, the parties will meet to discuss at the Headquarter level. Through the process detailed in LOU 3. If individual questions on the written examination or structured interview have a failure above (60%) in the previous twelve months, the Company agrees to work jointly with the Union to reformulate the question.

L29.16 The examination and structured interview process will not be subject to the grievance process, including any candidate failing either the examination or structured interview.

L29.17 Current permanent employees holding any above basic position or other above. basic positions to which they hold seniority will be grandfathered (considered qualified) for those positions only. Current actors will be grandfathered for acting purposes only. Future actors must qualify through the process in this Letter of Understanding.

L29.18 Letter of Understanding #4 and Article 6.04.02. will be modified to reflect the process contained in the present Letter of Understanding as it pertains to the Airport and Cargo Business Units.

Without prejudice. This document is confidential and not intended for further distribution unless authorized by Air Canada. Unless specific issues have been agreed upon, the Employer reserves the right during the collective bargaining process to add to, delete and amend proposals as well as the language relating thereto. Subject to internal costing, language, and an entire package being agreed to. Errors and omissions excepted.

Company:

Giuseppe Morello

Andrea Zaffaroni

Union:

Dave Flowers

Craig Chard

Rene Grenon

Christopher Greniuk

Mahmoud Khatib

Nasr Kairouz

Christopher Lipsit

Without prejudice. This document is confidential and not intended for further distribution unless authorized by Air Canada. Unless specific issues have been agreed upon, the Employer reserves the right during the collective bargaining process to add to, delete and amend proposals as well as the language relating thereto. Subject to internal costing, language, and an entire package being agreed to. Errors and omissions excepted.

2026 AIR CANADA - IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date:	March 18th, 2026
Article:	NA
Issue Number:	U8 - Amendment to the language vacancy posting period
Version:	#1

March 18th, 2026

Mr. Flowers
IAMAW Bargaining Chairperson
District Lodge 140
International Association of Machinists & Aerospace Workers

As discussed during the 2026 collective bargaining process, once the Transfer e-tool has been upgraded, the Company will implement a feature that provides employees who have applied for transfer and/or promotional opportunities with a reminder that, unless they withdraw their application before the posting's closing date, they will be required to accept the transfer or promotion if selected.

In the meantime, as a temporary solution, the Company will add the information mentioned above, to the automated confirmation email sent to all employees applying for transfer and/or promotional opportunities.

Sincerely,

Company:

Giuseppe Morello

Andrea Zaffaroni

Union:

Dave Flowers

Craig Chard

Rene Grenon

Christopher Greniuk

Mahmoud Khatib

Nasr Kairouz

Christopher Lipsit

2026 AIR CANADA - IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date:	March 18th, 2026
Article:	NA
Issue Number:	U10 - Side Letter - Filling Vacancy
Version:	#1

March 18th, 2026

Mr. Flowers
IAMAW Bargaining Chairperson
District Lodge 140
International Association of Machinists & Aerospace Workers

Dear Dave,

Following the completion of the staffing movement process outlined in Article 16, any remaining vacancies will be filled through external hiring under the responsibility of Human Resources.

As discussed during the 2026 collective bargaining process, if an employee informs the Union of their interest in a position designated for external hiring, the matter will be referred to Labour Relations. If the employee meets the qualifications, the position will be reposted internally.

Sincerely,

Company:

Giuseppe Morello

Andrea Zaffaroni

Union:

Dave Flowers

Craig Chard

Rene Grenon

Christopher Greniuk

Mahmoud Khatib

Nasr Kairouz

Christopher Lipsit

2026 AIR CANADA - IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date:	May 26th, 2026
Article:	20.01.02
Issue Number:	U14
Version:	#1

ARTICLE 20.01.02 – UNIFORMS

20.01.02 Employees required to wear Company work/dress wear will receive an annual **two hundred twenty-five dollars ($225.00)** towards the purchase of Company uniforms.

Company:

Giuseppe Morello

Andrea Zaffaroni

Union:

Dave Flowers

Craig Chard

Rene Grenon

Christopher Greniuk

Mahmoud Khatib

Nasr Kairouz

Christopher Lipsit

2026 AIR CANADA - IAMAW NEGOCIATIONS

FINAL AGREED TO LANGUAGE

Date:	March 31st, 2026
Article:	4.03.40.01
Issue Number:	U17 - Process Auditor – Technical Data Controller
Version:	#1

4.03.40.01 Process Auditor – Technical Data Controller

Must, as minimum, possess the qualifications of a Technical Data Controller, with sufficient knowledge and ability to audit any work process as it relates to one of the following: Technical Records Department, Planning, Engineering. The selection process will be done in accordance with LOU #4.

Company:

Giuseppe Morello

Andrea Zaffaroni

Union:

Dave Flowers

Craig Chard

Rene Grenon

Christopher Greniuk

Mahmoud Khatib

Nasr Kairouz

Christopher Lipsit

2026 AIR CANADA - IAMAW NEGOCIATIONS

FINAL AGREED TO LANGUAGE

Date: March 31st, 2026

Article: 8.03.09.01

Issue Number: U18 – Lead Material Planner

Version: #1

8.03.09.01 Lead Material Planner

Must, as minimum, possess the qualifications of a Material Planner, with sufficient knowledge and ability and skills in order to plan, identify, procure and purchase materials required for aircraft events in Technical Services, and any associated duties. Must have the ability to train and effectively direct the work of others with minimal supervision.

Advancement to Lead Material Planner will be based on successfully completing the LOU 4 process.

Company:

Giuseppe Morello Andrea Zaffaroni

Union:

Dave Flowers Craig Chard

Rene Grenon Christopher Grenuk

Mahmoud Khatib

Nasr Kairouz

Christopher Lipsit

2026 AIR CANADA - IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date: March 18th, 2026

Article: NA

Issue Number: U20 - Side Letter – Damaged Uniform Replacement

Version: #1

March 18th, 2026

Mr. Flowers
IAMAW Bargaining Chairperson
District Lodge 140
International Association of Machinists & Aerospace Workers

Re: Collective Bargaining 2026 – Damaged Uniform Replacement

Dear Dave;

During the discussions at this round of bargaining, the Company commits to continuing with the past practice of replacing heavily soiled or damaged uniform items. The Company shall replace uniform items (including rain suits and jackets) based on appearance and wear. The Company shall not be responsible for replacing uniforms damaged by negligence or misuse by the employee

Giuseppe Morello
Sr Director, Labour Relations

Company:

Giuseppe Morello

Andrea Zaffaroni

Union:

Dave Flowers

Craig Chard

Rene Grenon

Christopher Greniuk

Mahmoud Khatib

Nasr Kairouz

Christopher Lipsit

2026 AIR CANADA - IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date: April 1st, 2026

Article: 8.03.01

Issue Number: U23 – Senior Lead Stockkeeper

Version: #1

8.03.01 Senior Lead Stockkeeper

Must have served at least one (1) year with the Company as a Lead Stockkeeper or have had equivalent experience in other employment, must possess sufficient practical knowledge of the materials stocked by the Company and of the applicable receiving, warehousing, issuing and shipping procedures and have the ability, as a working member of a group, to take complete charge of a shift in the absence of management supervision or as otherwise required and will be responsible for the quality and quantity of work assigned by him and training in applicable procedures.

NOTE: Subject to Article 16.14, the Company will maintain a minimum of one (1) Senior Lead Stockkeeper at the following points: YUL, YYZ, YVR.

Company:

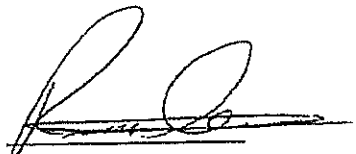
Giuseppe Morello

Andrea Zaffaroni

Union:

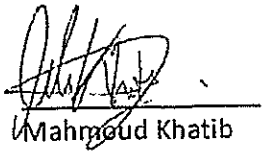
Dave Flowers

Craig Chard

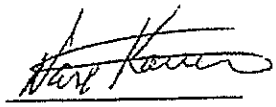


Rene Grenon

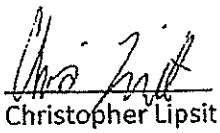
Christopher Greniuk



Mahmoud Khatib



Nasr Kairouz



Christopher Lipsit

2026 AIR CANADA - IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date: June 12th, 2026

Article: NA

Issue Number: U26

Version: #1

June 12th, 2026

Mr. Flowers
IAMAW Bargaining Chairperson
District Lodge 140
International Association of Machinists & Aerospace Workers

Dear Dave,

As discussed during the 2026 round of collective bargaining, in consultation with the Union, the Company will create a leadership course for Lead Cabin Servicing & Cleaning Attendants ("**Lead CSCAs**") and will provide this training to all future Lead CSCAs prior to their permanent appointment in the role.

The Company commits to the implementation of the leadership course within ninety (90) days of the ratification of the collective agreement.

Sincerely,

_____
Giuseppe Morello

Company:

_____ _____
Giuseppe Morello Andrea Zaffaroni

Union:

Dave Flowers

Craig Chard

Rene Grenon

Christopher Greniuk

Mahmoud Khatib

Nasr Kairouz

Christopher Lipsit

2026 AIR CANADA - IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date:	May 26th, 2026
Article:	6.03.01.09
Issue Number:	U27
Version:	#1

ARTICLE 6.03.01.09 – CUSTOMER SERVICE AGENT

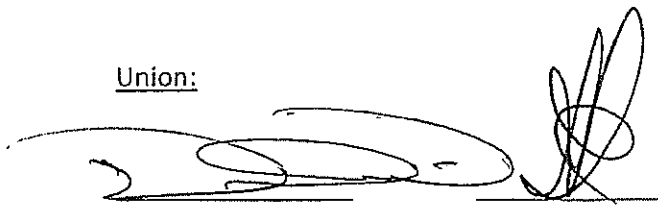
6.03.01.09 Customer Service Agent is employed by the Company to perform ramp, baggage and cargo duties, communications, and other general operational duties as required. These duties may include, but are not limited to: dispensing baggage to passengers, WORLD TRACER transactions, performing baggage tracing, preparing records and documents, addressing passenger complaints regarding lost, mishandled, delayed, or damaged baggage and authorizing expenditures within limits, lost and found functions, Cargo services, including determining cargo rates and routings, Cargo acceptance (including dangerous goods), Cargo check-in and delivery, Cargo planning, airwaybill completion Cargo Call Center operations, ACLYNX transactions, local station RAF maintenance, preparing records and performing other duties associated with cargo traffic and or Baggage Services.

Company:

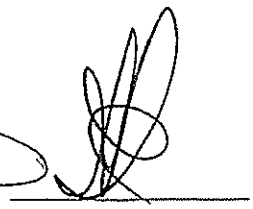
Giuseppe Morello

Andrea Zaffaroni

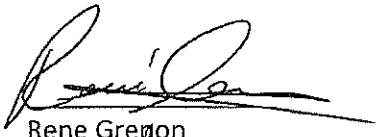
Union:



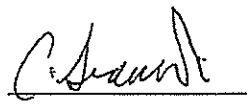
Dave Flowers



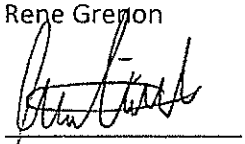
Craig Chard



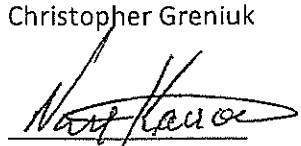
Rene Gremon



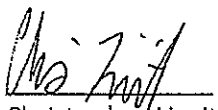
Christopher Greniuk



Mahmoud Khatib



Nasr Kairouz



Christopher Lipsit

2026 AIR CANADA - IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date:	April 2nd, 2026
Article:	6.03.01.18
Issue Number:	U28 – Lead Central Baggage Tracing Agent
Version:	#1

LEAD CENTRAL BAGGAGE TRACING AGENT

Proposed Language:

6.03.01.18 – Lead Central Baggage Tracing Agent

The Lead Central Baggage Tracing Agent shall provide guidance, training, coaching, and serve as the first-level resource support to the team. Duties include monitoring the Lead email box, planning and coordinating workgroups, while also performing the functions of a Central Baggage Tracing Agent. The Lead shall liaise with local management and other departments, identify process issues and deficiencies, and support or lead management initiatives.

Minimum Qualifications:

- Successful completion of the LOU #29 exam and interview
- Successful completion of language requirements: Level 3 proficiency in both English and French, oral and written

Company:

Giuseppe Morello

Andrea Zaffaroni

Union:

Dave Flowers

Craig Chard

Rene Grenon

Christopher Greniuk

Mahmoud Khatib

Nasr Kairouz

Christopher Lipsit

2026 AIR CANADA - IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date:	April 2nd, 2026
Article:	6.03.01.25
Issue Number:	U29 – Lead Baggage Claim Representative
Version:	#1

LEAD BAGGAGE CLAIM REPRESENTATIVE

Proposed Language:

6.03.01.25 – LEAD Baggage Claims Representative

Is employed by the Company to provide guidance, coaching, and serve as the first-level resource for Baggage Claims Representatives. The Lead Baggage Claims Representative provides expertise and exercises sound judgment in handling escalated cases, manages daily work assignments and general case handling, monitors and assigns cases, and oversees the BC Lead email box. This position liaises with local management and other departments, identifies process deficiencies, and supports and leads management initiatives.

Minimum Qualifications:

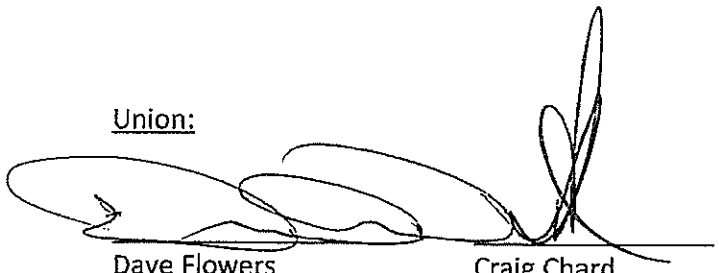
- Minimum five (5) years of experience as a Baggage Claims Representative
- Successful completion of the Lead BCR qualifying exam and structured interview
- Superior written and oral communication skills

Company:

Giuseppe Morello

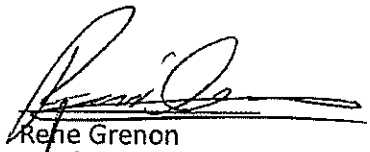
Andrea Zaffaroni

Union:

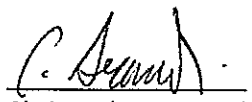


Dave Flowers

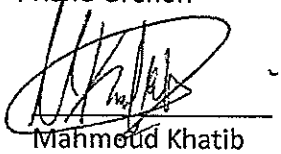
Craig Chard



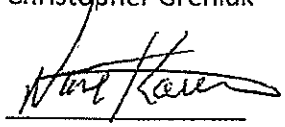
Rene Grenon



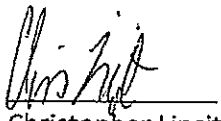
Christopher Greniuk



Mahmoud Khatib



Nasr Kairouz



Christopher Lipsit

2026 AIR CANADA – IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date: June 12th, 2026

Article: 17.02

Issue Number: U41

Version: #1

ARTICLE – 17.02 – TIME AND ATTENDANCE

Employees with active discipline on record will not be disqualified for demotions request or change of status requests (full-time to part-time or part-time to full-time).

Company:

Giuseppe Morello

Andrea Zaffaroni

Union:

Dave Flowers

Craig Chard

Rene Grenon

Christopher Greniuk

Mahmoud Khatib

Nasr Kairouz

Christopher Lipsit

2026 AIR CANADA - IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date: June 12th, 2026

Article: 10.02.07.08

Issue Number: U42

Version: #1

June 12th, 2026

Mr. Flowers
IAMAW Bargaining Chairperson
District Lodge 140
International Association of Machinists & Aerospace Workers

Dear Dave,

As discussed during the 2026 collective bargaining process, with respect to the application of article 10.02.07.08, on a quarterly basis, the maximum hours for employees working compressed shifts will be 139 hours.

Sincerely,

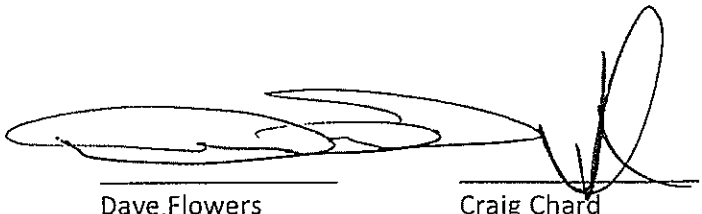
Giuseppe Morrello
Senior Director, Labour Relations

Company:

Giuseppe Morello

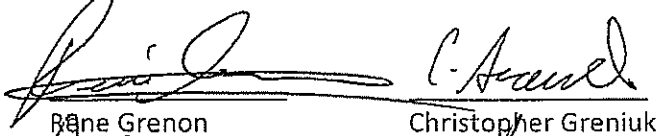
Andrea Zaffaroni

Union:



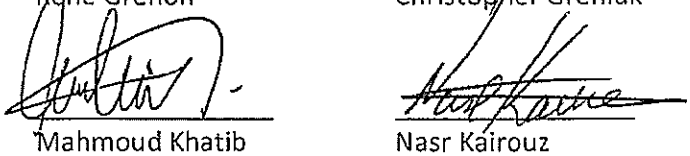
Dave Flowers

Craig Chard



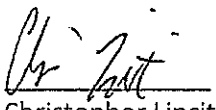
René Grenon

Christopher Greniuk



Mahmoud Khatib

Nasr Kairouz



Christopher Lipsit

2026 AIR CANADA – IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date: June 12th, 2026

Article: 9.04.01

Issue Number: U46-LS premiums

Version: #1

9.04.01 Midnight Shift

The language at 9.04.01 Midnight Shift shall be replaced with the following: -

$2.50 per hour premium for all hours worked between 23:00 and 07:00 from April 1st, 2026, until March 31st, 2027

2.75 per hour premium for all hours worked between 23:00 and 07:00 from April 1st, 2027, until March 31st, 2028.

3.00$ per hour premium for all hours worked between 23:00 and 07:00 from April 1st, 2028,

Company:

Giuseppe Morello

Andrea Zaffaroni

Union:

Dave Flowers

Craig Chard

Rene Grenon

Christopher Greniuk

Mahmoud Khatib

Nasr Kairouz

Christopher Lipsit

2026 AIR CANADA – IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date: June 12th, 2026

Article: 5.06.01

Issue Number: U47 - Tech premiums

Version: #1

5.06.01 Midnight Shift

The language at Article 5.06.01 Midnight Shift shall be replaced with the following:

$2.50 per hour premium for all hours worked between 23:00 and 07:00 from April 1st, 2026, until March 31st, 2027.

2.75 per hour premium for all hours worked between 23:00 and 07:00 from April 1st, 2027, until March 31st, 2028.

3.00$ per hour premium for all hours worked between 23:00 and 07:00 from April 1st, 2028,

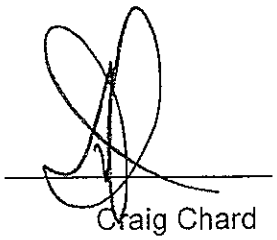
Company:

Giuseppe Morello

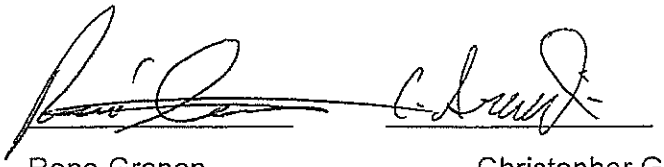
Andrea Zaffaroni

Union:

Dave Flowers

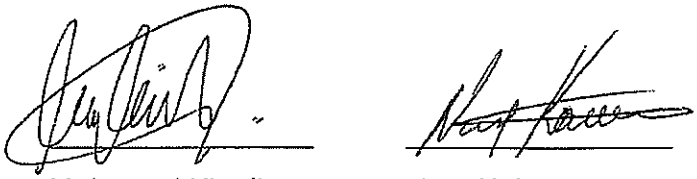


Craig Chard



Rene Grenon

Christopher Greniuk



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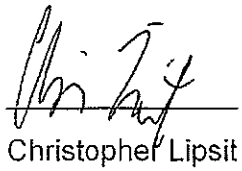
Nasr Kairouz



Christopher Lipsit

2026 AIR CANADA – IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date: June 12th, 2026

Article: 7.05

Issue Number: U48-Airports & Cargo Premiums

Version: #1

7.05 Shift Premiums

The language at 7.05 (Shift Premiums) shall be replaced with the following: -

7.05 Shift Premiums will be paid as follows:

-Afternoon -$1.00 for each hour worked between 18:00 and 23:00

-Midnight - $1.50 for each hour worked between 23:00 and 06:00

Company:

Giuseppe Morello

Andrea Zaffaroni

Union:

Dave Flowers

Craig Chard

Rene Grenon

Christopher Greniuk

Mahmoud Khatib

Nasr Kairouz

Christopher Lipsit

2026 AIR CANADA – IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date: June 12th, 2026

Article: NA

Issue Number: U50-6TH day rule

Version: #1

June 12th, 2026

Mr. Dave Flowers
IAMAW Bargaining Chairperson
District Lodge 140
International Association of Machinists & Aerospace Workers

Dear Dave,

ARTICLE – 10.02.07.09 – 6 DAYS RULE

As discussed during the 2026 round of collective bargaining, the Parties agree that until the implementation of a Fatigue Risk Management System, technical services employees may be restricted by the Company from working on more than six (6) consecutive days where the rest period between the employee's shift on the seventh (or a subsequent consecutive day) and the employee's previous shift is less than 11.5 consecutive hours.

Giuseppe Morello
Senior Director, Labour Relations

Company:

Giuseppe Morello

Andrea Zaffaroni

Union:

Dave Flowers

Craig Chard

Rene Grenon

Christopher Greniuk

Mahmoud Khatib

Nasr Kairouz

Christopher Lipsit

2026 AIR CANADA – IAMAW Clerical Negotiations

FINAL AGREED TO LANGUAGE

Date: June 12, 2026

Article: Side Letter

Issue Number: U51 - GDIP & Benefits

Version: #1

June 12th, 2026

Mr. Dave Flowers
IAMAW Bargaining Chairperson
District Lodge 140
International Association of Machinists & Aerospace Workers

Dear Dave,

As discussed during the 2026 collective bargaining process, the parties have agreed to the following benefits improvements.

- Increase to Psychologist – Mental Health Practitioners coverage
  - Traditional: **50% per visit** up to annual max of **$1,000** single / **$2,000** family
  - Flex: **50% per visit** up to **$250/500 - $1,000/$2,000 - $1,500/$3,000**
  - ** **Employees have access to Telus Total Mental Health**

- Increase to Dental coverage
  - Traditional: **$2,000** for employee and each eligible dependant
  - Flex: maintain current coverage

- Increase to Orthodontic coverage
  - Traditional: **$3,000** lifetime for children under age 21
  - Flex: **$0 / $3,000 / $3,500** lifetime for children under age 21

- Increase to Vision Care coverage
  - Traditional: **$375** per 24 months
  - Flex: **$0 / $375 / $425** per 24 months

- Introduce AD&D coverage
  - Traditional: **$25,000**
  - Flex: **$25,000 / $50,000 / $75,000**

- Removal of Lifetime Maximums
  - Maintain existing $1,000,000 maximum for drug coverage

- Physiotherapy / Athletic Therapy / Rehabilitation Therapist:
  - Traditional: Annual maximum of **$3,500** per person
  - Flex: Annual maximum **of $2,000 / $3,500 / $4,000** per person

- Increase to Chiropractic services
  - Traditional: remove per visit maximum up to R&C / up to annual max of **$1,000** single and **$2,000** family
  - Flex: remove per visit maximum up to R&C **($500/$1000 - $1,000/$2,000 - $1,500/$3,000)**

- Leisure travel (remove out of country and SOS international)
  - $5,000,000 lifetime per person

- The Company will ensure sufficient credits to allow purchase of Comfort option under the Flex Benefits Plan

Sincerely,

Giuseppe Morello
Senior Director, Labour Relations

Company:

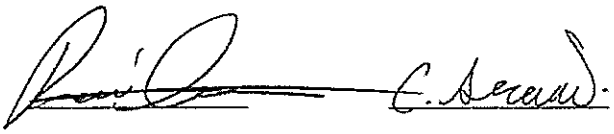
Giuseppe Morello

Andrea Zaffaroni

Union:

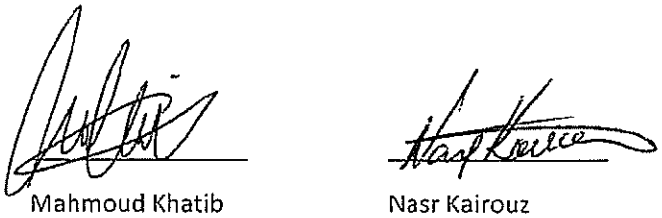
Dave Flowers

Craig Chard



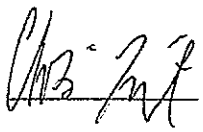
Rene Grenon

Christopher Greniuk



Mahmoud Khatib

Nasr Kairouz



Christopher Lipsit

FINAL AGREED TO LANGUAGE

Date:	May 20th, 2026
Article:	14.06.01
Issue Number:	U 60
Version:	#1

14.06.01 – BEREAVEMENT

When a death occurs in the immediate family, of an employee, the employee shall be entitled to bereavement leave of four (4) working days. If the employee has completed three (3) consecutive months of employment, this leave will be with pay.

You can take bereavement leave in 1 or 2 periods starting the day on which the death occurs and ending 6 weeks after the date of the:

- funeral
- burial, or
- memorial service of that immediate family member

Bereavement leave will normally commence on the day immediately following the death. Subject to the employee's prior notification to the Company, this leave may be deferred to include the funeral should the funeral not take place within the four (4) days immediately following the death.

Company:

Giuseppe Morello

Andrea Zaffaroni

Union:

Dave Flowers

Craig Chard

Rene Grenon

Christopher Greniuk

Mahmoud Khatib

Nasr Kairouz

Christopher Lipsit

2026 AIR CANADA - IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date: May 20th, 2026

Article: 13.12.09

Issue Number: U 61

Version: #1

May 20th, 2026

Mr. Dave Flowers
IAMAW Bargaining Chairperson
District Lodge 140
International Association of Machinists & Aerospace Workers

Dear Dave,

This is to confirm our discussion regarding vacation reconciliation in certain circumstances.

It is agreed that employees who, during a calendar year, move through identical shift patterns (4X4, 6X3 etc.) with or without stats, will not be subject to vacation reconciliation.

Sincerely,

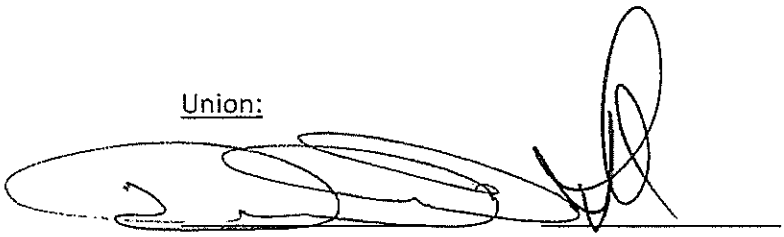
Giuseppe Morello
Senior Director, Labour Relations

Company:

Giuseppe Morello

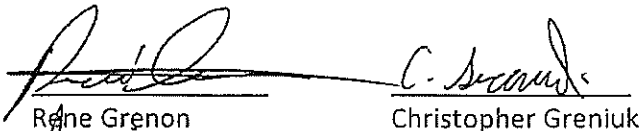
Andrea Zaffaroni

Union:



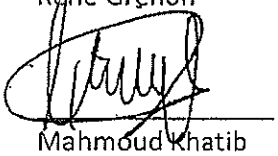
Dave Flowers

Craig Chard



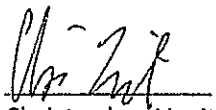
Rene Grenon

Christopher Greniuk



Mahmoud Khatib

Nasr Kairouz



Christopher Lipsit

2026 AIR CANADA - IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date:	June 12th, 2026
Article:	APPENDIX XVI
Issue Number:	U63 – Boot Allowance
Version:	#1

APPENDIX XVI – BOOT ALLOWANCE

The parties agree that, effective January 2027, the Company will pay to eligible employees a boot allowance of two hundred dollars ($200) annually on the first pay cheque of the year. New Hires will receive the boot allowance on their first pay cheque, after being hired.

Company:

Giuseppe Morello

Andrea Zaffaroni

Union:

Dave Flowers

Craig Chard

Rene Grenon

Christopher Greniuk

Mahmoud Khatib

Nasr Kairouz

Christopher Lipsit

2026 AIR CANADA - IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date:	May 26th, 2026
Article:	10.02.12.12
Issue Number:	U64
Version:	#1

16 HOURS TIME BANK

10.02.12.10 For Technical Services and Logistics & Supply on or April 1st annually, the Company will deposit twenty (20) hours in each full-time employee's Time Bank.

NOTE: Should an employee elect not to participate in the Time Bank, twenty (20) hours will be deposited on the corresponding pay period referenced above.

10.02.12.11 In order to be eligible for the above, an employee must have worked at least one (1) day within the previous calendar year.

10.02.12.12 For Airports & Cargo on or about April 1st annually, the Company will deposit sixteen (16) hours into each full-time employee and 8 hours into each part-time employee's Time Bank

NOTE: Should a Full-Time employee elect not to participate in the Time Bank sixteen (16) hours will be deposited on the corresponding pay period referenced above.

NOTE: Should a Part-time employee elect not to participate in the Time Bank eight (8) hours will be deposited on the corresponding pay period referenced above.

Company:

Giuseppe Morello

Andrea Zaffaroni

Union:

Dave Flowers

Craig Chard

Rene Grenon

Christopher Greniuk

Mahmoud Khatib

Nasr Kairouz

Christopher Lipsit

FINAL AGREED TO LANGUAGE

Date:	June 12, 2026
Article:	MOA 17
Issue Number:	U65
Version:	#1

MOA 17 – TOWING AGREEMENT

QUALIFICATIONS

Station Attendants bidding on the "Tow Qualified" Aircraft Towing function. Must have a valid ROC-A and "D" license issued by the appropriate Airport Authority and present at the time of bidding, they also must be eligible to receive and successfully complete the Air Canada Tow certification course and maintain qualifications throughout the 24-month period.

Employees who have not performed full Tow Crew duties during a 12-month consecutive period will require a prescribed proficiency refresher prior to being assigned to or accepting a Tow Crew shift.

BIDDING

Bidding will continue as an internal shift bid exercise one (1) to four (4) times per year. Station attendants bidding into the - Aircraft Towing function must remain in the position for 24 months from date of entry; subject to the applicable language in Article 10, the WSRC process, and Memorandum of Agreement NO. 12.

VACATION

Employees within the Aircraft Towing Function will bid their vacation amongst themselves and carry their own vacation relief. Vacation slots and distribution will be determined as per Article 13.12, however, the Company will provide a minimum of one (1) vacation slots per week regardless of the flat-line number. In Stations where Full-time and Part-time classifications exist within the Tow crew function

the vacation liabilities will be combined for determination of slots, distribution and bidding purposes.

Employees bidding within this function/position will bid their vacation based on their company service date and will bid their shift based on their seniority as per the Collective Agreement;

RELIEF

Relief positions within the Tow function will be primarily utilized to backfill Tow function vacancies. In the situation where backfill within the Tow function is not required these employees will be utilized to cover other vacancies within the Station as required.

SHIFT TRADES

Qualified Station Attendants within the – Aircraft Towing function positions will be allowed shift trades within the function and/or with employees who possess equal/required qualifications.

VACANCIES

Any vacant position(s) in excess of sixty (60) days in the Aircraft Towing function will be "mini bid" first within the department. For example, if the vacancy exists in the Aircraft Towing function, it will be "mini bid" and only employees that are "fully qualified" working in the Aircraft Towing function will be eligible to bid on the vacancy as per the Collective Agreement (article 10.01.03.02 c); If a vacancy does not get filled through the "mini bid" process within the specific function position, the vacancy will then be "mini bid" to all eligible employees; If the vacancy is not filled through the "mini bid" process or a 'vacancy exists in the relief pool Through normal movement, the open vacancy may be filled through a vacancy bulletin.

TRANSFERS

Every twenty-four (24) months, there will be a concurrent bid between the two (2) positions Airports General Operations / Airports Tow Crew Operations;
Should vacancies exist after completion of the biannual bid in/bid out process, they will be filled by assigning the qualified Station Attendant who has the lowest seniority; but will not be subject to the 24- month requirement to remain in the function

PREMIUM

Station Attendants who perform the Aircraft towing function will receive a monthly premium. The premium will be paid as follows;

A premium of five hundred (500) dollars per month will be paid to Station Attendants who bid the "Aircraft towing position" and are Subject to the conditions listed in this MOA.

OVERTIME

All overtime worked in the Aircraft Towing function will be as per article 10.02 of the Current Collective agreement. All employees who are qualified for the function position will be considered for overtime assignments.

IMPLEMENTATION

Implementation will align with the finalization of the new collective agreement April 1, 2026 - XXXXXX and be subject to agreement by the "IAM" (The Union) And Air Canada (The Company).

GRIEVANCE RESOLUTION

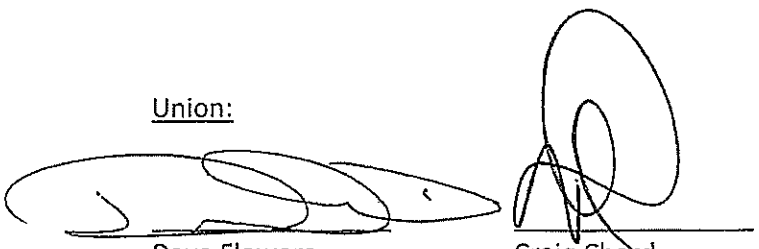
AC proposal 100K lump sum. The Union will direct Air Canada for distribution of payment to eligible employees.

Company:

Giuseppe Morello

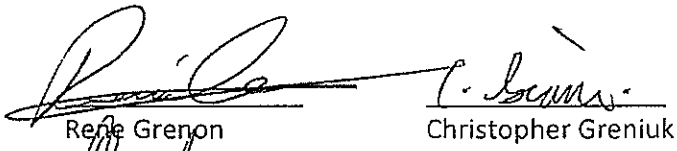
Andrea Zaffaroni

Union:



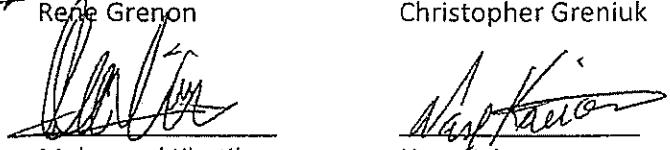
Dave Flowers

Craig Chard



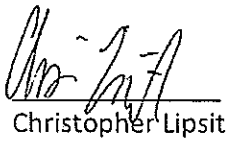
Rene Grenon

Christopher Greniuk



Mahmoud Khatib

Nasr Kairouz



Christopher Lipsit

Company:

Giuseppe Morello

Andrea Zaffaroni

Union:

Dave Flowers

Craig Chard

Rene Grenon

Christopher Greniuk

Mahmoud Khatib

Nasr Kairouz

Christopher Lipsit

MEMORANDUM OF AGREEMENT

("MOA")

Between:

The International

Association of Machinists

and Aerospace Workers

("IAMAW" or "Union") and

Air Canada

RE: 2026 Pension Changes for TMOS, Finance and Clerical Bargaining Units

WHEREAS the collective agreements between Air Canada and the Union for the TMOS, Finance and Clerical bargaining units expired on March 31, 2026;

WHEREAS Air Canada and the Union ("Parties") engaged in negotiations to renew those collective agreements;

WHEREAS the Parties agreed to renew the collective agreements in accordance with the Memoranda of Agreement dated June 12, 2026 for each of the TMOS, Finance and Clerical bargaining units (each a "2026-2030 Collective Agreement", respectively) and the appendices thereto;

NOW THEREFORE the Parties have agreed as follows:

Definitions of Capitalized Terms

1. Unless otherwise defined in this MOA, capitalized terms used herein have the meaning ascribed to them in the "Air Canada Pension Plan – TMOS, Clerical and Finance Employees" ("DB Plan") or the IAMAW Multi-Employer Pension Plan ("MEPP").

DB Plan

Cap on Maximum Annual Compensation

2. The maximum annual Compensation while a TMOS Employee shall be increased to:

   A) $96,000, effective January 1, 2027;

   B) $98,000 effective January 1, 2028;

   C) $100,000 effective January 1, 2029, and

   D) $102,000 effective January 1, 2030.

3. Effective January 1, 2026, the maximum annual Compensation while a Clerical Employee or a Finance Employee shall be increased to $80,000.

Maximum Annual Pension

4. Effective January 1, 2027, the maximum annual pension per year of Allowable Service while a TMOS Employee on and after the applicable Transition Date will be increased from $1,715 to $1,870.

Indexation of Pensions in Payment

5. For members in receipt of a pension as of December 31, 2025, pensions in payment from the DB Plan will be indexed by 1.0% on September 1, 2026. For members who retired in 2025, the increase is pro-rated based on the number of months of retirement in 2025.

6. On January 1, 2028, pensions in payment from the DB Plan will be indexed by 1.5% if the solvency ratio of the DB Plan exceeds 140% on January 1, 2027. For members who retire in 2027, the increase will be pro-rated based on the number of months of retirement in 2027.

7. On January 1, 2030, pensions in payment from the DB Plan will be indexed by 1.5% if the solvency ratio of the DB Plan exceeds 140% on January 1, 2029. For members who retire in 2029, the increase will be pro-rated based on the number of months of retirement in 2029.

MEPP

Air Canada Contributions

8. For employees in the Finance and Clerical bargaining units, Air Canada's contributions will increase by 0.5%, from 6.0% of pensionable earnings to 6.5% of pensionable earnings, effective on the full pay period following the second full pay period following ratification, subject to any other agreements needing to come into force.

Term and Dispute Resolution

9. The Parties will meet within 30 days following ratification of the 2026-2030 Collective Agreement to discuss and review how this MOA will be reflected in the 2026-2030 Collective Agreement and the DB Plan text.

10. Subject to paragraphs 9 and 11, this MOA shall come into force upon ratification of the 2026-2030 Collective Agreement and will expire on March 31, 2030, or at such earlier date as the Parties may agree.

11. Air Canada will prepare amendments to the DB Plan based on this MOA and will submit for review and approval by the Union. For greater clarity, the DB Plan will only be amended to incorporate the conditional indexation provisions set out in paragraphs 6 and 7, if and when the trigger for the conditional indexation has been met.

12. Disputes about the interpretation or application of this MOA shall be resolved in accordance with the provisions of grievance procedures of the 2026-2030 Collective Agreement. This agreement to utilize the grievance procedures for such matters is done on an exceptional, and without precedent or prejudice, basis.

Dated this 12th day of June, 2026.

FOR AIR CANADA	FOR THE IAMAW
Senior Director, Labour Relations	National Representative

2026 AIR CANADA – IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date: June 12th, 2026

Article: WAGES

Issue Number: U77

Version: #1

June 12th, 2026

Mr. Dave Flowers
IAMAW Bargaining Chairperson
District Lodge 140
International Association of Machinists & Aerospace Workers

Dear Dave,

This letter confirms that during the 2026 collective bargaining process the Company agreed that the rates of pay in the 2026-2030 TMOS Collective agreement will be those which appear in the 2022-2026 Collective Agreement, increased as follows, except for those deviations identified below:
Year 1: 18% average rate of pay increase;
Year 2: 3% rate of pay increase;
Year 3: 3% rate of pay increase;
Year 4: 3% rate of pay increase.

The rate of pay increases for Year 1 will take effect on April 1, 2026, and the retrospective pay will be paid on the full pay period following the second full pay period following ratification.

Wage increases for Years 2, 3, and 4 will take effect on the pay period commencing closest to April 1 in each of those years.

Classification	Current	Ratification Year 1	$2,027.00 Year 2	$2,028.00 Year 3	$2,029.00 Year 4	
Airport-Cargo Trainer Lev 1 1	$30.86	$36.41	$37.51	$38.63	$39.79	
Airport-Cargo Trainer Lev 1 2	$31.56	$37.24	$38.36	$39.51	$40.69	
Airport-Cargo Trainer Lev 1 3	$32.39	$38.22	$39.37	$40.55	$41.76	
Airport-Cargo Trainer Lev 1 4	$32.98	$38.92	$40.08	$41.29	$42.53	
Airport-Cargo Trainer Lev 1 5	$33.63	$39.68	$40.87	$42.10	$43.36	
Baggage Claims Coordinator 2	$25.22	$29.76	$30.65	$31.57	$32.52	
Baggage Claims Coordinator 3	$25.74	$30.37	$31.28	$32.22	$33.19	
Baggage Claims Coordinator 4	$26.25	$30.98	$31.90	$32.86	$33.85	
Baggage Claims Coordinator 5	$26.79	$31.61	$32.56	$33.54	$34.54	
Baggage Claims Coordinator 6	$27.35	$32.27	$33.24	$34.24	$35.27	
Baggage Claims Representative 2	$28.48	$33.61	$34.61	$35.65	$36.72	
Baggage Claims Representative 3	$29.04	$34.27	$35.30	$36.35	$37.44	
Baggage Claims Representative 4	$29.63	$34.96	$36.01	$37.09	$38.21	
Baggage Claims Representative 5	$30.24	$35.68	$36.75	$37.86	$38.99	
Baggage Claims Representative 6	$30.86	$36.41	$37.51	$38.63	$39.79	
Cargo Communications Operator 3	$18.83	$22.22	$22.89	$23.57	$24.28	
Cargo Communications Operator 4	$20.54	$24.24	$24.96	$25.71	$26.48	
Cargo Communications Operator 5	$22.08	$26.05	$26.84	$27.64	$28.47	
Cargo Communications Operator 6	$23.27	$27.46	$28.28	$29.13	$30.00	
Cargo Communications Operator 7	$25.21	$29.75	$30.64	$31.56	$32.51	
Cargo Rating Unit Specialist 1	$32.65	$38.53	$39.68	$40.87	$42.10	
Cargo Rating Unit Specialist 2	$35.26	$41.61	$42.86	$44.14	$45.46	
Cargo Rating Unit Specialist 3	$36.30	$42.83	$44.12	$45.44	$46.81	
Central Baggage Performance Agent	$33.62	$39.67	$40.86	$42.09	$43.35	
Central Baggage Tracing Agent	$33.29	$39.28	$40.46	$41.67	$42.92	
Cleaner 2	$21.30	$25.13	$25.89	$26.66	$27.46	
Cleaner 3	$25.55	$30.15	$31.05	$31.99	$32.94	
Cleaner 4	$27.87	$32.89	$33.87	$34.89	$35.94	Newly hired after TA
CSCA 1	$18.85	$22.00	$22.66	$23.34	$24.04	$22.00
CSCA 2	$21.11	$23.64	$24.35	$25.08	$25.84	$23.00
CSCA 3	$22.52	$25.22	$25.98	$26.76	$27.56	$24.00
CSCA 4	$22.52	$25.45	$26.21	$27.00	$27.81	$25.00
CSCA 5	$22.52	$26.00	$26.78	$27.59	$28.41	$26.00
CSCA 6	$22.52	$27.00	$27.81	$28.65	$29.51	$27.00
CSCA 7	$22.52	$28.00	$28.84	$29.70	$30.59	$28.00
CSCA 8	$22.52	$28.97	$29.84	$30.74	$31.66	$28.97

CSCA 9	$25.87	$30.53	$31.44	$32.39	$33.36	$30.53
CSCA Trainer 1	$21.65	$25.55	$26.31	$27.10	$27.92	
CSCA Trainer 2	$24.26	$28.63	$29.49	$30.37	$31.28	
CSCA Trainer 3	$26.82	$31.65	$32.60	$33.57	$34.58	
CSCA Trainer 4	$29.43	$34.73	$35.77	$36.84	$37.95	
CSCA Trainer 5	$31.15	$36.76	$37.86	$39.00	$40.17	
Customer Service Agent - Airports 1	$32.48	$38.33	$39.48	$40.66	$41.88	
Customer Service Agent - Airports 2	$33.79	$39.87	$41.07	$42.30	$43.57	
Customer Service Agent 1	$30.86	$36.41	$37.51	$38.63	$39.79	
Customer Service Agent 2	$31.56	$37.24	$38.36	$39.51	$40.69	
Customer Service Agent 3	$32.39	$38.22	$39.37	$40.55	$41.76	
Customer Service Agent 4	$32.96	$38.89	$40.06	$41.26	$42.50	
Customer Service Agent 5	$33.63	$39.68	$40.87	$42.10	$43.36	
Gate Planner 1	$30.86	$36.41	$37.51	$38.63	$39.79	
Gate Planner 2	$31.56	$37.24	$38.36	$39.51	$40.69	
Gate Planner 3	$32.39	$38.22	$39.37	$40.55	$41.76	
Gate Planner 4	$32.96	$38.89	$40.06	$41.26	$42.50	
Gate Planner 5	$33.63	$39.68	$40.87	$42.10	$43.36	
GrandFathered Trainer 2 Level 1- Prior to Ratification	$30.86	$36.41	$37.51	$38.63	$39.79	
GrandFathered Trainer 2 Level 2- Prior to Ratification	$32.98	$38.92	$40.08	$41.29	$42.53	
Lead Cleaner	$28.91	$34.11	$35.14	$36.19	$37.28	
Lead CSA	$35.12	$41.44	$42.68	$43.97	$45.28	
Lead CSCA 1	$26.83	$31.66	$32.61	$33.59	$34.60	
Lead CSCA 2	$28.45	$33.57	$34.58	$35.62	$36.68	
Lead Station Attendant 1	$30.86	$36.41	$37.51	$38.63	$39.79	
Lead Station Attendant 2	$31.56	$37.24	$38.36	$39.51	$40.69	
Lead Station Attendant 3	$32.39	$38.22	$39.37	$40.55	$41.76	
Lead Station Attendant 4	$32.96	$38.89	$40.06	$41.26	$42.50	
Lead Station Attendant 5	$33.63	$39.68	$40.87	$42.10	$43.36	Newly Hired after TA
Station Attendant 1	$18.85	$25.70	$26.47	$27.26	$28.08	$23.36
Station Attendant 2	$21.11	$26.16	$26.94	$27.75	$28.58	$23.86
Station Attendant 3	$23.36	$26.63	$27.43	$28.25	$29.10	$24.84
Station Attendant 4	$23.36	$27.10	$27.91	$28.75	$29.61	$26.47
Station Attendant 5	$23.36	$28.09	$28.93	$29.80	$30.69	$28.09
Station Attendant 6	$23.36	$29.70	$30.59	$31.50	$32.45	$29.70
Station Attendant 7	$23.36	$31.33	$32.27	$33.24	$34.24	$31.33
Station Attendant 8	$29.43	$34.91	$35.95	$37.03	$38.14	$34.91

ACM Communicator 1	$28.84	$34.03	$35.05	$36.10	$37.19	
ACM Communicator 2	$29.68	$35.02	$36.07	$37.16	$38.27	
ACM Communicator 3	$30.53	$36.03	$37.11	$38.22	$39.37	
Aircraft Maintenance Engineer 1	$35.34	$40.99	$42.22	$43.49	$44.80	
Aircraft Maintenance Engineer 2	$38.45	$43.06	$44.36	$45.69	$47.06	
Aircraft Maintenance Engineer 3	$41.56	$46.55	$47.94	$49.38	$50.86	
Aircraft Maintenance Engineer 4	$44.67	$50.03	$51.53	$53.08	$54.67	
Aircraft Maintenance Engineer 5	$47.36	$57.93	$59.67	$61.46	$63.30	
Aircraft Maintenance Engineer 6	$49.96	$58.95	$60.72	$62.54	$64.42	
Aircraft Maintenance Engineer 7	$55.16	$65.09	$67.04	$69.05	$71.12	
Aircraft Technician 4	$39.48	$46.59	$47.98	$49.42	$50.91	
Aircraft Technician 5	$42.48	$50.13	$51.63	$53.18	$54.77	
Lead Aircraft Maintenance Engineer 1	$56.36	$66.50	$68.50	$70.55	$72.67	
Lead Aircraft Maintenance Engineer 2	$57.86	$68.27	$70.32	$72.43	$74.61	
Lead Licensed Planner	$48.33	$59.47	$61.25	$63.09	$64.98	
Lead Planner	$42.73	$50.42	$51.93	$53.49	$55.10	
Lead Technical Data Controller	$29.72	$35.07	$36.12	$37.21	$38.32	
Learner 3	$24.26	$28.63	$29.49	$30.37	$31.28	
Learner 4	$26.27	$31.00	$31.93	$32.89	$33.87	
Licensed Planner 2	$39.22	$46.28	$47.67	$49.10	$50.57	
Licensed Planner 3	$42.39	$50.02	$51.52	$53.07	$54.66	
Licensed Planner 4	$45.56	$53.76	$55.37	$57.03	$58.75	
Licensed Planner 5	$46.55	$54.93	$56.58	$58.27	$60.02	
Licensed Planner 6	$47.33	$57.97	$59.71	$61.50	$63.35	
Licensed Technical Writer 2	$39.22	$46.28	$47.67	$49.10	$50.57	
Licensed Technical Writer 3	$42.39	$50.02	$51.52	$53.07	$54.66	
Licensed Technical Writer 4	$45.56	$53.76	$55.37	$57.03	$58.75	
Licensed Technical Writer 5	$46.55	$54.93	$56.58	$58.27	$60.02	
Licensed Technical Writer 6	$47.33	$57.97	$59.71	$61.51	$63.35	
Planner 6	$34.78	$41.04	$42.27	$43.54	$44.85	
Planner 7	$36.07	$42.56	$43.84	$45.15	$46.51	
Planner 8	$36.72	$43.33	$44.63	$45.97	$47.35	
Planner 9	$40.27	$47.52	$48.94	$50.41	$51.92	
Planner 10	$41.73	$49.24	$50.72	$52.24	$53.81	
Process Auditor 1	$46.55	$54.93	$56.58	$58.27	$60.02	
Process Auditor 2	$47.33	$55.85	$57.52	$59.25	$61.03	
System Support Analyst 1	$28.33	$33.43	$34.43	$35.47	$36.53	
System Support Analyst 2	$30.29	$35.74	$36.81	$37.92	$39.06	
System Support Analyst 3	$32.25	$38.06	$39.20	$40.37	$41.58	
System Support Analyst 4	$34.20	$40.36	$41.57	$42.81	$44.10	

TDC Configuration Control 2	$29.08	$34.31	$35.34	$36.40	$37.50	
TDC Configuration Control 3	$31.04	$36.63	$37.73	$38.86	$40.02	
TDC Configuration Control 4	$32.98	$38.92	$40.08	$41.29	$42.53	
TDC Configuration Control 5	$34.91	$41.19	$42.43	$43.70	$45.01	
TDC Configuration Control 6	$36.85	$43.48	$44.79	$46.13	$47.52	
Technical Data Controller 2	$24.63	$29.06	$29.94	$30.83	$31.76	
Technical Data Controller 3	$25.65	$30.27	$31.18	$32.11	$33.07	
Technical Data Controller 4	$26.67	$31.47	$32.41	$33.39	$34.39	
Technical Data Controller 5	$27.70	$32.69	$33.67	$34.68	$35.72	
Technical Data Controller 6	$28.72	$33.89	$34.91	$35.95	$37.03	
Technical Writer - Control Manual 2	$31.79	$37.51	$38.64	$39.80	$40.99	
Technical Writer - Control Manual 3	$33.86	$39.95	$41.15	$42.39	$43.66	
Technical Writer - Control Manual 4	$35.24	$41.58	$42.83	$44.12	$45.44	
Technical Writer - Control Manual 5	$36.62	$43.21	$44.51	$45.84	$47.22	
Technical Writer - Control Manual 6	$38.01	$44.85	$46.20	$47.58	$49.01	
Technical Writer (Aeronautics) -2	$36.07	$42.56	$43.84	$45.15	$46.51	
Technical Writer (Aeronautics) -3	$36.72	$43.33	$44.63	$45.97	$47.35	
Technical Writer (Aeronautics) -4	$40.27	$47.52	$48.94	$50.41	$51.92	
Technical Writer (Aeronautics) -5	$41.03	$48.42	$49.87	$51.36	$52.90	
Technical Writer (Aeronautics) -6	$41.73	$49.24	$50.72	$52.24	$53.81	
Buyer Analyst 2	$23.73	$28.00	$28.84	$29.71	$30.60	
Buyer Analyst 3	$25.86	$30.51	$31.43	$32.37	$33.34	
Buyer Analyst 4	$27.98	$33.02	$34.01	$35.03	$36.08	
Buyer Analyst 5	$30.11	$35.53	$36.60	$37.69	$38.82	
Buyer Analyst 6	$32.25	$38.06	$39.20	$40.37	$41.58	
Lead Stockkeeper	$36.03	$42.52	$43.79	$45.10	$46.46	
Line Expediter 2	$34.56	$40.78	$42.00	$43.26	$44.56	
Line Expediter 3	$35.90	$42.36	$43.63	$44.94	$46.29	
Line Expediter 4	$37.22	$43.92	$45.24	$46.59	$47.99	
Line Expediter 5	$38.56	$45.50	$46.87	$48.27	$49.72	
Line Expediter 6	$39.89	$47.07	$48.48	$49.94	$51.43	
Material Planner 2	$29.82	$35.19	$36.24	$37.33	$38.45	
Material Planner 3	$31.51	$37.18	$38.30	$39.45	$40.63	
Material Planner 4	$33.21	$39.19	$40.36	$41.57	$42.82	
Material Planner 5	$34.92	$41.21	$42.44	$43.72	$45.03	
Material Planner 6	$36.62	$43.21	$44.51	$45.84	$47.22	
Senior Lead Stockkeeper	$37.74	$44.53	$45.87	$47.25	$48.66	

Stockkeeper 3	$24.04	$28.37	$29.22	$30.09	$31.00	
Stockkeeper 4	$25.39	$29.96	$30.86	$31.78	$32.74	
Stockkeeper 5	$26.92	$31.77	$32.72	$33.70	$34.71	
Stockkeeper 6	$28.47	$33.59	$34.60	$35.64	$36.71	
Stockkeeper 7	$32.16	$37.95	$39.09	$40.26	$41.47	
Stockkeeper 8	$33.66	$39.72	$40.91	$42.14	$43.40	
Building Attendant 2	$20.78	$24.52	$25.26	$26.01	$26.79	
Building Attendant 3	$24.51	$28.92	$29.79	$30.68	$31.60	
Building Attendant 4	$26.83	$31.66	$32.61	$33.59	$34.60	
Business Analyst - Technical Services 1	$34.90	$41.18	$42.42	$43.69	$45.00	
Business Analyst - Technical Services 2	$37.20	$43.90	$45.21	$46.57	$47.97	
Business Analyst - Technical Services 3	$39.50	$46.61	$48.01	$49.45	$50.93	
Business Analyst - Technical Services 4	$41.81	$49.34	$50.82	$52.34	$53.91	
CAT 14,21,23,24 25,26,27,36,37 Level 1	$39.00	$46.02	$47.40	$48.82	$50.29	
CAT 14,21,23,24 25,26,27,36,37 Level 2	$42.48	$50.13	$51.63	$53.18	$54.77	
Category 13 Level 1	$34.09	$40.23	$41.43	$42.68	$43.96	
Category 13 Level 2	$35.36	$41.72	$42.98	$44.27	$45.59	
Category 13 Level 3	$36.00	$42.48	$43.75	$45.07	$46.42	
Category 13 Level 4	$39.48	$46.59	$47.98	$49.42	$50.91	
Category 13 Level 5	$42.48	$50.13	$51.63	$53.18	$54.77	
Helper 1	$27.11	$31.99	$32.95	$33.94	$34.96	
Helper 2	$29.43	$34.73	$35.77	$36.84	$37.95	
Junior Mechanic 1	$27.82	$32.83	$33.81	$34.83	$35.87	
Junior Mechanic 2	$29.40	$34.69	$35.73	$36.80	$37.91	
Junior Mechanic 3	$31.11	$36.71	$37.81	$38.95	$40.11	
Junior Mechanic 4	$32.75	$38.65	$39.80	$41.00	$42.23	
Lead Building Attendant	$28.39	$33.50	$34.51	$35.54	$36.61	
Lead Cat 14,21,23,24,25,26,27,36,38	$45.06	$53.17	$54.77	$56.41	$58.10	
Lead Mechanic	$45.16	$53.29	$54.89	$56.53	$58.23	
Mechanic 1	$34.09	$40.23	$41.43	$42.68	$43.96	
Mechanic 2	$35.36	$41.72	$42.98	$44.27	$45.59	
Mechanic 3	$36.00	$42.48	$43.75	$45.07	$46.42	
Mechanic 4	$39.48	$46.59	$47.98	$49.42	$50.91	
Mechanic 5	$42.60	$50.27	$51.78	$53.33	$54.93	
Senior Technical Data Controller 2	$30.27	$35.72	$36.79	$37.89	$39.03	
Senior Technical Data Controller 3	$31.14	$36.75	$37.85	$38.98	$40.15	

Senior Technical Data Controller 4	$31.99	$37.75	$38.88	$40.05	$41.25	
Senior Technical Data Controller 5	$32.86	$38.77	$39.94	$41.14	$42.37	
Senior Technical Data Controller 6	$33.71	$39.78	$40.97	$42.20	$43.47	
Shift Foreman	$45.54	$53.74	$55.35	$57.01	$58.72	
Stationary Plant Operator 1	$24.89	$29.37	$30.25	$31.16	$32.09	
Stationary Plant Operator 2	$26.66	$31.46	$32.40	$33.37	$34.38	
Stationary Plant Operator (2nd Class) 1	$35.74	$42.17	$43.44	$44.74	$46.08	
Stationary Plant Operator (2nd Class) 2	$37.61	$44.38	$45.71	$47.08	$48.50	
Stationary Plant Operator (2nd Class) 3	$39.48	$46.59	$47.98	$49.42	$50.91	
Stationary Plant Operator (3rd Class) 1	$32.01	$37.77	$38.90	$40.07	$41.27	
Stationary Plant Operator (3rd Class) 2	$33.87	$39.97	$41.17	$42.40	$43.67	
Stationary Plant Operator (4th Class) 1	$27.06	$31.93	$32.89	$33.88	$34.89	
Stationary Plant Operator (4th Class) 2	$29.36	$34.64	$35.68	$36.75	$37.86	
Technical Instructors GSE- 1	$40.22	$47.46	$48.88	$50.35	$51.86	
Technical Instructors GSE- 2	$40.91	$48.27	$49.72	$51.21	$52.75	
Customer Service Agent - Weight & Balance 1	$32.48	$38.33	$39.48	$40.66	$41.88	
Customer Service Agent - Weight & Balance 2	$33.79	$39.87	$41.07	$42.30	$43.57	
Lead CSA Weight and Balance	$35.99	$42.47	$43.74	$45.05	$46.41	

Giuseppe Morello
Senior Director, Labour Relations

Company:

Giuseppe Morello

Andrea Zaffaroni

Union:

Dave Flowers

Craig Chard

Rene Grenon

Christopher Greniuk

Mahmoud Khatib

Nasr Kairouz

Christopher Lipsit

2026 AIR CANADA – IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date: June 12th, 2026

Article: 4.04.05

Issue Number: NA

Version: #1

June 12th, 2026

Mr. Dave Flowers
IAMAW Bargaining Chairperson
District Lodge 140
International Association of Machinists & Aerospace Workers

Dear Dave,

As discussed during the 2026 round of collective bargaining, the parties are transitioning away from the current endorsement premium process (based on number of endorsements) comprised in article 4.04.05.

The parties have instead adopted a percentage-based premium attached to hourly rate of pay that will increase based on completed years of active Service since ACA qualification was achieved

As a result, effective date of ratification, article 4.04.05 is removed from the collective agreement and replaced with the following grid.

Completed YOS since ACA qualification was achieved	0-2	3-6	7-9	10+
% of basic hourly rate of pay	8.0%	9.0%	10.0%	12.0%

Giuseppe Morello
Senior Director, Labour Relations

Company:

Giuseppe Morello

Andrea Zaffaroni

Union:

Dave Flowers

Craig Chard

Rene Grenon

Christopher Greniuk

Mahmoud Khatib

Nasr Kairouz

Chris Lipsit

Christopher Lipsit

2026 AIR CANADA – IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date: June 12th, 2026

Article: NA

Issue Number: NA

Version: #1

June 12th, 2026

Mr. Dave Flowers
IAMAW Bargaining Chairperson
District Lodge 140
International Association of Machinists & Aerospace Workers

Dear Dave,

As discussed during the 2026 round of collective bargaining, as of the date of ratification, Category 19 employees will have access to AME 7 level of the wage scale, provided they hold a minimum of two (3) of the following skills:

- Perma swage
- Composite
- FTE
- Flat Peening/Heat treating

Sincerely,

Giuseppe Morello
Senior Director, Labour Relations

Company:

Giuseppe Morello

Andrea Zaffaroni

Union:

Dave Flowers

Craig Chard

Rene Grenon

Christopher Greniuk

Mahmoud Khatib

Nasr Kairouz

Christopher Lipsit

2026 AIR CANADA – IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date: June 12th, 2026

Article: NA

Issue Number: Job security

Version: #1

June 12th, 2026

Mr. Dave Flowers
IAMAW Bargaining Chairperson
District Lodge 140
International Association of Machinists & Aerospace Workers

Dear Dave,

As discussed during the during the 2026 collective bargaining process the parties have agreed to the following:

- Appendix XXXIX is renewed for the duration of the 2026-2030 collective agreement
- Appendix XXV is renewed for the duration of the 2026-2030 collective agreement

Sincerely,

Giuseppe Morello
Senior Director, Labour Relations

Company:

Giuseppe Morello

Andrea Zaffaroni

Union:

Dave Flowers

Craig Chard

Rene Grenon

Christopher Greniuk

Mahmoud Khatib

Nasr Kairouz

Christopher Lipsit