IAM
LE SYNDICAT

juillet 2026

Air Canada

Points marquants de l'entente de principe

L'accord proposé couvrirait la période comprise entre le 1er avril 2026 et le 31ème mars 2030

Au terme d'intenses négociations, le comité de négociation de l'IAM a conclu avec Air Canada une entente de principe qui fait figure de référence dans le secteur.

Cette entente de principe est l'une des plus importantes jamais conclues dans le secteur de l'aviation canadienne. À l'issue d'un contrat de dix ans, votre comité de négociation et vos comités de soutien ont travaillé sans relâche pour obtenir des avancées sans précédent pour nos membres.

Ce document présente les points forts de l'entente de principe, notamment les hausses salariales les plus importantes jamais enregistrées dans le secteur aérien canadien, ainsi que des avancées significatives pour l'ensemble des catégories professionnelles.

Mais surtout, cette entente de principe témoigne de la force, de l'unité et de la solidarité de nos membres. Chaque manifestation de soutien a contribué à renforcer notre position à la table des négociations.

Rien ne serait possible sans vous. Merci d'avoir fait front commun, de vous être mobilisés et d'avoir démontré la force de la solidarité tout au long de ce processus. Nous avons hâte de vous communiquer davantage de détails et de donner à nos membres l'occasion d'examiner l'entente et de faire entendre leur voix.

Les priorités suivantes ont été définies par nos plus de 11 500 membres de l'IAM, qui travaillent sans relâche, directement à partir des enquêtes menées auprès des membres et des enjeux identifiés par les sous-comités.

Accord de référence dans le secteur

Des améliorations significatives pour tous les groupes de travai

Sécurité de l'emploi

Des emplois garantis pour tous les travailleurs et travailleuses

Hausses salariales

Un record historique pour le secteur aérien canadien

Sommaire

Salaires et retraite 2

Absences professionelles et sécurité de l'emploi 3

Uniformes et promotions 4

Prestations de santé 5

Salaires révisés 6

Des salaires parmi les plus élevés du secteur au Canada

IAM
LE SYNDICAT

Égalité salariale

Suppression totale de l'échelle B, égalité salariale pour un travail de même valeur obtenue pour les employés à temps partiel, les AC, les ASC et tous les autres

Contrat de 4 ans

Moins d'étapes

Suppression de plusieurs échelons salariaux

Hausses Salariales

Année 1	Une augmentation moyenne de **18 %** la première année
Année 2	**3%**
Année 3	**3%**
Année 4	**3%**

- **Égalité salariale pour les travailleurs à temps partiel**
- **Nouvelle grille salariale incluse**
- * *Toutes les augmentations salariales prendront effet retroactivement au*

1 avril 2026

Primes majorées pour les techniciens d'entretien d'aéronef (TEA)

Années de service effectuées en tant que TEA agréé chez Air Canada	0-2	3-6	7-9	10+
% du taux horaire de base	**8%**	**9%**	**10%**	**12%**

La prime majorée est versée pour toutes les heures rémunérées.

Primes de quart

Aéroports et fret

- La prime de l'après-midi est passée à **$1.00/heure**
- La prime de nuit a été portée à **$1.50/heure**

Logistique et approvisionnement

- Augmentation de la prime de nuit à **2,50 $/heure** lors de la ratification, à **2,75 $/heure** le 1er avril 2027 et à **3,00 $/heure** le 1er avril 2028

Opérations techniques

- Augmentation de la prime de nuit à **2,50 $/heure** lors de la ratification, à **2,75 $/heure** le 1er avril 2027, puis à **3,00 $/heure**

Retraite

- **Améliorations apportées au régime de retraite à prestations définies**
  - Augmentations du plafond des revenus pris en compte pour le calcul de la retraite **$96,000, $98,000, $100,000** et **$102,000 par année** pendant la durée de la convention collective
  - Mise en place de l'indexation des retraites
  - Amélioration du plafond de retrait de la retraite jusqu'à **$65,000**
- **Baisse de l'âge de départ à la retraite dans le cadre du PPME**
  - **63 ans** ou **60 ans** avec 25 ans d'ancienneté
- **Augmentation des prestations accumulées au titre du PPME**

Absences professionnelles

IAM
LE SYNDICAT

Banque de temps

↑ **400 hrs** de plus

- Possibilité de reporter les jours non utilisés jusqu'à la retraite
- Possibilité d'y accéder pendant la période de suspension provisoire
- Augmentation du nombre maximal d'heures trimestrielles de 104 à 139 heures

+ **16 hrs** Depôt

- Le crédit annuel de 16 heures pour les aéroports et de 20 heures pour les opérations techniques a été reconduit à compter du 1er avril 2026

Congés protégés

Précisions concernant le congé protégé

Gestion des horaires et des présences

Les sanctions figurant dans le dossier n'auront aucune incidence sur une demande de changement de statut

Réconciliation des congés

Pas de réconciliation des jours fériés rémunéré et des jours fériés non rémunéré

Programme d'achat de jours de congés

NOUVEAU !

Achetez **1** ou **2 semaines** supplémentaires de congés, sous réserve d'approbation

Congé pour décès

Formulation améliorée afin de refléter le Code du travail du Canada

Règle des 6 jours

Les membres de l'équipe des opérations techniques peuvent désormais travailler plus de 6 jours d'affilée, à condition de respecter un intervalle minimum de 11,5 heures entre deux journées de travail.

Remboursement des jours de congé maladie non utilisés

NOUVEAU !

Les jours de congé maladie non utilisés sur votre contingent annuel de 10 jours seront reportés ou remboursés

Sécurité de l'emploi

Mise à pieds technique

Formulation améliorée de la clause relative aux MPT, intégrant les délais prévus par la clause de licenciement

Premier chef comis aux stocks

Protection de l'emploi premier chef comis aux stocks

Protocoles d'accord

Protocole d'accord 29
Amélioration des dispositions (contribution accrue du service de formation concernant les questions relatives au PA 29, prolongation de la durée de validité des qualifications à 5 ans)

Protocole d'accord 13
Amélioration des dispositions relatives à la sécurité de l'emploi pour les postes disponibles (possibilité de réaffecter en interne des postes initialement ouverts à des candidats externes)

Protocole d'accord 4
Amélioration des dispositions relatives au PA 4, avec une prolongation de la période de publication de 5 à 10 jours

Uniformes

IAM
LE SYNDICAT

Augmentation de l'attribution d'uniformes à

$225

Lettre complémentaire pour le remplacement d'un uniforme endommagé

Améliorations apportées au remplacement des uniformes endommagés, y compris pour les agents chargés du matériel au sol (GSE)

Indemnité de chaussures

Une augmentation de l'allocation de chaussures à **200 dollars**

Promotions

Cours de Leadership pour les préposés à l'entretien et au nettoyage cabine

- Introduction d'un cours de leadership pour les préposés à l'entretien et au nettoyage cabine

Améliorations apportées à la formulation des descriptions de poste

- Amélioration de la formulation de la description de poste « ASC »
- Amélioration des descriptions de poste « Masse et centrage »

Proposition de remorquage

- Renouvellement de la convention collective du personnel de remorquage, avec une augmentation de la prime à **500 dollars** et un dispositif de règlement des litiges

Mise en place d'une procédure de traitement des réclamations en attente

Améliorations apportées à la procédure uniforme d'appel d'offres fantôme

Améliorations apportées au TEA ***NOUVEAU !***

- Révision et amélioration des dispositions relatives aux parcours des catégories 1, 19 et 38 vers les niveaux TEA 6 et 7
- Création d'un comité TEA chargé d'examiner et de mettre à jour la protocole d'accord 9
- Tout TEA appartenant à une classification ou exerçant une fonction autre que celles des catégories 1, 19 et 38, et souhaitant bénéficier des salaires des grades TEA 6 et TEA 7, a la possibilité de revenir à sa catégorie d'origine

Présentation des postes cadres

- Chef du service de recherche des bagages
- Chef preposé au service de recherche des bagages (BCR)
- Chef de l'équipe de relance en ligne
- Chef de l'équipe des analystes achats
- Chef de l'équipe des rédacteurs techniques - Aéronautique
- Chef de l'équipe des rédacteurs techniques brevetés
- Chef de l'équipe des planificateurs de matières

Ajout du poste de vérificateur des processus- logistiques et approvisionnement

De nouvelles prestations de santé améliorées

IAM LE SYNDICAT

Assurance	Traditionnelle	Flex
Psychologue – Professionnels de la santé mentale	**50% par visite** plafond annuel de **1 000 $** pour une personne seule / **2 000 $** pour une famille	**50% par visite** plafond **250/500 $** - **1 000/2 000 $** - **1 500/ 3 000 $**
Dentaire	**2 000 $** par salarié et par personne à charge éligible	Conserver la couverture actuelle
Orthodontie	**3 000 $** à vie pour les enfants de moins de 21 ans	**0 $** / **3 000 $** / **3 500 $** à vie pour les enfants de moins de 21 ans
Vision	**375 $** par 24 mois	**0 $** / **375 $** / **425 $** par 24 mois
Décès et mutilation accidentels	**25 000 $**	**25 000 $** / **50 000 $** / **75 000 $**
Kinésithérapeute / Thérapeute du sport / Thérapeute en rééducation	Sans limite ***NOUVEAU !***	Sans limite ***NOUVEAU !***
Services de chiropraxie	Supprimer le plafond par visite selon les frais raisonables et habituels/jusqu'au plafond annuel de **1 000 $** pour une personne seule et de **2 000 $** pour une famille	Supprimer le plafond par visite selon les frais raisonables et habituelss **(500 $/1 000 $ - 1 000 $/2 000 $ - 1 500 $/3 000 $)**

Suppression des plafonds à vie

Maintenir le plafond actuel de 1 000 000 $ pour la couverture des médicaments

TELUS Health

Les employés ont accès au programme « TELUS Total Mental Health »

Voyages loisirs

5 000 000 $

à vie par personne

Supprimer « à l'étranger » et « SOS international »

Option confort

La compagnie s'assurera de disposer de crédits suffisants pour permettre l'achat de l'option « Comfort « dans le cadre du programme « Flex Benefits «

Nouvelle grille salariale révisée

IAM
LE SYNDICAT

Classification	Actuel	Ratification Année 1	2027 Année 2	2028 Année 3	2029 Année 4	Nouveaux employés
Instructeur – Fret et Aéroports (niveau 1) 1	$30.86	**$36.41**	**$37.51**	**$38.63**	**$39.79**	
Instructeur – Fret et Aéroports (niveau 1) 2	$31.56	**$37.24**	**$38.36**	**$39.51**	**$40.69**	
Instructeur – Fret et Aéroports (niveau 1) 3	$32.39	**$38.22**	**$39.37**	**$40.55**	**$41.76**	
Instructeur – Fret et Aéroports (niveau 1) 4	$32.98	**$38.92**	**$40.08**	**$41.29**	**$42.53**	
Instructeur – Fret et Aéroports (niveau 1) 5	$33.63	**$39.68**	**$40.87**	**$42.10**	**$43.36**	
Coordonnateur – Réclamations bagages 2	$25.22	**$29.76**	**$30.65**	**$31.57**	**$32.52**	
Coordonnateur – Réclamations bagages 3	$25.74	**$30.37**	**$31.28**	**$32.22**	**$33.19**	
Coordonnateur – Réclamations bagages 4	$26.25	**$30.98**	**$31.90**	**$32.86**	**$33.85**	
Coordonnateur – Réclamations bagages 5	$26.79	**$31.61**	**$32.56**	**$33.54**	**$34.54**	
Coordonnateur – Réclamations bagages 6	$27.35	**$32.27**	**$33.24**	**$34.24**	**$35.27**	
Représentant – Réclamations bagages 2	$28.48	**$33.61**	**$34.61**	**$35.65**	**$36.72**	
Représentant – Réclamations bagages 3	$29.04	**$34.27**	**$35.30**	**$36.35**	**$37.44**	
Représentant – Réclamations bagages 4	$29.63	**$34.96**	**$36.01**	**$37.09**	**$38.21**	
Représentant – Réclamations bagages 5	$30.24	**$35.68**	**$36.75**	**$37.86**	**$38.99**	
Représentant – Réclamations bagages 6	$30.86	**$36.41**	**$37.51**	**$38.63**	**$39.79**	
Technicien – Informations fret 3	$18.83	**$22.22**	**$22.89**	**$23.57**	**$24.28**	
Technicien – Informations fret 4	$20.54	**$24.24**	**$24.96**	**$25.71**	**$26.48**	
Technicien – Informations fret 5	$22.08	**$26.05**	**$26.84**	**$27.64**	**$28.47**	
Technicien – Informations fret 6	$23.27	**$27.46**	**$28.28**	**$29.13**	**$30.00**	
Technicien – Informations fret 7	$25.21	**$29.75**	**$30.64**	**$31.56**	**$32.51**	
Spécialiste – Unité centrale de tarification 1	$32.65	**$38.53**	**$39.68**	**$40.87**	**$42.10**	
Spécialiste – Unité centrale de tarification 2	$35.26	**$41.61**	**$42.86**	**$44.14**	**$45.46**	
Spécialiste – Unité centrale de tarification 3	$36.30	**$42.83**	**$44.12**	**$45.44**	**$46.81**	
Agent – rendement bagages - Centre	$34.24	**$40.40**	**$41.26**	**$42.86**	**$44.15**	
Agent – recherche de bagages – Centre	$33.93	**$40.04**	**$41.24**	**$42.48**	**$43.75**	
Chef catégorie 33	$28.91	**$34.11**	**$35.14**	**$36.19**	**$37.28**	
Catégorie 33 1	$21.30	**$25.13**	**$25.89**	**$26.66**	**$27.46**	
Catégorie 33 2	$25.55	**$30.15**	**$31.05**	**$31.99**	**$32.94**	
Catégorie 33 3	$27.87	**$32.89**	**$33.87**	**$34.89**	**$35.94**	
Préposés à l'Entretien et au Nettoyage cabine 1	$18.85	**$22.00**	**$22.66**	**$23.34**	**$24.04**	**$22.00**
Préposés à l'Entretien et au Nettoyage cabine 2	$21.11	**$23.64**	**$24.35**	**$25.08**	**$25.84**	**$23.00**
Préposés à l'Entretien et au Nettoyage cabine 3	$22.52	**$25.22**	**$25.98**	**$26.76**	**$27.56**	**$24.00**
Préposés à l'Entretien et au Nettoyage cabine 4	$22.52	**$25.45**	**$26.21**	**$27.00**	**$27.81**	**$25.00**
Préposés à l'Entretien et au Nettoyage cabine 5	$22.52	**$26.00**	**$26.78**	**$27.59**	**$28.41**	**$26.00**
Préposés à l'Entretien et au Nettoyage cabine 6	$22.52	**$27.00**	**$27.81**	**$28.65**	**$29.51**	**$27.00**
Préposés à l'Entretien et au Nettoyage cabine 7	$22.52	**$28.00**	**$28.84**	**$29.70**	**$30.59**	**$28.00**
Préposés à l'Entretien et au Nettoyage cabine 8	$22.52	**$28.97**	**$29.84**	**$30.74**	**$31.66**	**$28.97**
Préposés à l'Entretien et au Nettoyage cabine 9	$25.87	**$30.53**	**$31.44**	**$32.39**	**$33.36**	**$30.53**
Instructeur des préposés à l'Entretien et au Nettoyage cabine 1	$21.65	**$25.55**	**$26.31**	**$27.10**	**$27.92**	
Instructeur des préposés à l'Entretien et au Nettoyage cabine 2	$24.26	**$28.63**	**$29.49**	**$30.37**	**$31.28**	
Instructeur des préposés à l'Entretien et au Nettoyage cabine 3	$26.82	**$31.65**	**$32.60**	**$33.57**	**$34.58**	
Instructeur des préposés à l'Entretien et au Nettoyage cabine 4	$29.43	**$34.73**	**$35.77**	**$36.84**	**$37.95**	
Instructeur des préposés à l'Entretien et au Nettoyage cabine 5	$31.15	**$36.76**	**$37.86**	**$39.00**	**$40.17**	

IAM
LE SYNDICAT

Suite de la nouvelle grille salariale révisée

		Ratification	2027	2028	2029	
Class	**Actuel**	**Année 1**	**Année 2**	**Année 3**	**Année 4**	**Nouveaux employés**
Agent – Service clientèle – Aéroports 1	$32.48	**$38.33**	**$39.48**	**$40.66**	**$41.88**	
Agent – Service clientèle – Aéroports 2	$33.79	**$39.87**	**$41.07**	**$42.30**	**$43.57**	
Agent – Service clientèle 1	$30.86	**$36.41**	**$37.51**	**$38.63**	**$39.79**	
Agent – Service clientèle 2	$31.56	**$37.24**	**$38.36**	**$39.51**	**$40.69**	
Agent – Service clientèle 3	$32.39	**$38.22**	**$39.37**	**$40.55**	**$41.76**	
Agent – Service clientèle 4	$32.96	**$38.89**	**$40.06**	**$41.26**	**$42.50**	
Agent – Service clientèle 5	$33.63	**$39.68**	**$40.87**	**$42.10**	**$43.36**	
Planificateur – Postes de stationnement 1	$30.86	**$36.41**	**$37.51**	**$38.63**	**$39.79**	
Planificateur – Postes de stationnement 2	$31.56	**$37.24**	**$38.36**	**$39.51**	**$40.69**	
Planificateur – Postes de stationnement 3	$32.39	**$38.22**	**$39.37**	**$40.55**	**$41.76**	
Planificateur – Postes de stationnement 4	$32.96	**$38.89**	**$40.06**	**$41.26**	**$42.50**	
Planificateur – Postes de stationnement 5	$33.63	**$39.68**	**$40.87**	**$42.10**	**$43.36**	
Instructeur avec droits acquis 2 (niveau 1) – Avant la ratification	$30.86	**$36.41**	**$37.51**	**$38.63**	**$39.79**	
Instructeur avec droits acquis 2 (niveau 2) – Avant la ratification	$32.98	**$38.92**	**$40.08**	**$41.29**	**$42.53**	
Instructeur avec droits acquis 2 (niveau 3) – Avant la ratification	$35.12	**$41.44**	**$42.46**	**$43.97**	**$45.28**	
Agent principal – Service clientèle	$35.12	**$41.44**	**$42.68**	**$43.97**	**$45.28**	
Chef préposé à l'entretien et nettoyage cabine 1	$26.83	**$31.66**	**$32.61**	**$33.59**	**$34.60**	
Chef préposé à l'entretien et nettoyage cabine 2	$28.45	**$33.57**	**$34.58**	**$35.62**	**$36.68**	
Chef préposé d'escale 1	$30.86	**$36.41**	**$37.51**	**$38.63**	**$39.79**	
Chef préposé d'escale 2	$31.56	**$37.24**	**$38.36**	**$39.51**	**$40.69**	
Chef préposé d'escale 3	$32.39	**$38.22**	**$39.37**	**$40.55**	**$41.76**	
Chef préposé d'escale 4	$32.96	**$38.89**	**$40.06**	**$41.26**	**$42.50**	
Chef préposé d'escale 5	$33.63	**$39.68**	**$40.87**	**$42.10**	**$43.36**	
Préposé d'escale 1	$18.85	**$25.70**	**$26.47**	**$27.26**	**$28.08**	**$23.36**
Préposé d'escale 2	$21.11	**$26.16**	**$26.94**	**$27.75**	**$28.58**	**$23.86**
Préposé d'escale 3	$23.36	**$26.63**	**$27.43**	**$28.25**	**$29.10**	**$24.84**
Préposé d'escale 4	$23.36	**$27.10**	**$27.91**	**$28.75**	**$29.61**	**$26.47**
Préposé d'escale 5	$23.36	**$28.09**	**$28.93**	**$29.80**	**$30.69**	**$28.09**
Préposé d'escale 6	$23.36	**$29.70**	**$30.59**	**$31.50**	**$32.45**	**$29.70**
Préposé d'escale 7	$23.36	**$30.41**	**$31.33**	**$32.27**	**$33.23**	**$31.33**
Préposé d'escale 8	$29.43	**$34.91**	**$35.95**	**$37.03**	**$38.14**	**$34.91**
Agent de communications – Maintenance Air Canada 1	$28.84	**$34.03**	**$35.05**	**$36.10**	**$37.19**	
Agent de communications – Maintenance Air Canada 2	$29.68	**$35.02**	**$36.07**	**$37.16**	**$38.27**	
Agent de communications – Maintenance Air Canada 3	$33.08	**$39.03**	**$40.21**	**$41.41**	**$42.65**	
Technicien d'entretien d'aeronef 1	$35.34	**$40.99**	**$42.22**	**$43.49**	**$44.80**	
Technicien d'entretien d'aeronef 2	$38.45	**$43.06**	**$44.36**	**$45.69**	**$47.06**	
Technicien d'entretien d'aeronef 3	$41.56	**$46.55**	**$47.94**	**$49.38**	**$50.86**	
Technicien d'entretien d'aeronef 4	$44.67	**$50.03**	**$51.53**	**$53.08**	**$54.67**	
Technicien d'entretien d'aeronef 5	$47.36	**$57.93**	**$59.67**	**$61.46**	**$63.30**	
Technicien d'entretien d'aeronef 6	$49.96	**$58.95**	**$60.72**	**$62.54**	**$64.42**	
Technicien d'entretien d'aeronef 7	$55.16	**$65.09**	**$67.04**	**$69.05**	**$71.12**	

IAM
LE SYNDICAT

Suite de la nouvelle grille salariale révisée

		Ratification	2027	2028	2029	
Class	**Actuel**	**Année 1**	**Année 2**	**Année 3**	**Année 4**	**Nouveaux employés**
Technicien avions 4	$39.48	**$46.59**	**$47.98**	**$49.42**	**$50.91**	
Technicien avions 5	$42.48	**$50.13**	**$51.63**	**$53.18**	**$54.77**	
Chef technicien d'entretien d'aéronef 1	$56.36	**$66.50**	**$68.50**	**$70.55**	**$72.67**	
Chef technicien d'entretien d'aéronef 2	$57.86	**$68.27**	**$70.32**	**$72.43**	**$74.61**	
Chef planificateur breveté	$48.83	**$60.06**	**$61.86**	**$63.72**	**$65.63**	
Planificateur breveté	$43.23	**$51.01**	**$52.54**	**$54.12**	**$55.74**	
Chef contrôleur des données techniques	$34.71	**$40.96**	**$42.19**	**$43.45**	**$44.76**	
Apprenti 3	$24.26	**$28.63**	**$29.49**	**$30.37**	**$31.28**	
Apprenti 4	$26.27	**$31.00**	**$31.93**	**$32.89**	**$33.87**	
Planificateur breveté 2	$39.22	**$46.28**	**$47.67**	**$49.10**	**$50.57**	
Planificateur breveté 3	$42.39	**$50.02**	**$51.52**	**$53.07**	**$54.66**	
Planificateur breveté 4	$45.56	**$53.76**	**$55.37**	**$57.03**	**$58.75**	
Planificateur breveté 5	$46.55	**$54.93**	**$56.58**	**$58.27**	**$60.02**	
Planificateur breveté 6	$47.33	**$57.97**	**$59.71**	**$61.50**	**$63.35**	
Rédacteur technique breveté 2	$39.22	**$46.28**	**$47.67**	**$49.10**	**$50.57**	
Rédacteur technique breveté 3	$42.39	**$50.02**	**$51.52**	**$53.07**	**$54.66**	
Rédacteur technique breveté 4	$45.56	**$53.76**	**$55.37**	**$57.03**	**$58.75**	
Rédacteur technique breveté 5	$46.55	**$54.93**	**$56.58**	**$58.27**	**$60.02**	
Rédacteur technique breveté 6	$47.33	**$57.97**	**$59.71**	**$61.51**	**$63.35**	
Plannificateur 6	$34.78	**$41.04**	**$42.27**	**$43.54**	**$44.85**	
Plannificateur 7	$36.07	**$42.56**	**$43.84**	**$45.15**	**$46.51**	
Plannificateur 8	$36.72	**$43.33**	**$44.63**	**$45.97**	**$47.35**	
Plannificateur 9	$40.27	**$47.52**	**$48.94**	**$50.41**	**$51.92**	
Plannificateur 10	$41.73	**$49.24**	**$50.72**	**$52.24**	**$53.81**	
Vérificateur des processus 1	$49.96	**$58.95**	**$60.72**	**$62.54**	**$64.42**	
Vérificateur des processus 2	$55.16	**$65.09**	**$67.04**	**$69.05**	**$71.12**	
Analyste – Soutien des systèmes 1	$28.33	**$33.43**	**$34.43**	**$35.47**	**$36.53**	
Analyste – Soutien des systèmes 2	$30.29	**$35.74**	**$36.81**	**$37.92**	**$39.06**	
Analyste – Soutien des systèmes 3	$32.25	**$38.06**	**$39.20**	**$40.37**	**$41.58**	
Analyste – Soutien des systèmes 4	$34.20	**$40.36**	**$41.57**	**$42.81**	**$44.10**	
Contrôleur – Données techniques – Contrôle de la configuration 2	$29.08	**$34.31**	**$35.34**	**$36.40**	**$37.50**	
Contrôleur – Données techniques – Contrôle de la configuration 3	$31.04	**$36.63**	**$37.73**	**$38.86**	**$40.02**	
Contrôleur – Données techniques – Contrôle de la configuration 4	$32.98	**$38.92**	**$40.08**	**$41.29**	**$42.53**	
Contrôleur – Données techniques – Contrôle de la configuration 5	$34.91	**$41.19**	**$42.43**	**$43.70**	**$45.01**	
Contrôleur – Données techniques – Contrôle de la configuration 6	$36.85	**$43.48**	**$44.79**	**$46.13**	**$47.52**	
Contrôleur – Données techniques 2	$24.63	**$29.06**	**$29.94**	**$30.83**	**$31.76**	
Contrôleur – Données techniques 3	$25.65	**$30.27**	**$31.18**	**$32.11**	**$33.07**	
Contrôleur – Données techniques 4	$26.67	**$31.47**	**$32.41**	**$33.39**	**$34.39**	
Contrôleur – Données techniques 5	$27.70	**$32.69**	**$33.67**	**$34.68**	**$35.72**	
Contrôleur – Données techniques 6	$28.72	**$33.89**	**$34.91**	**$35.95**	**$37.03**	

IAM
LE SYNDICAT

Suite de la nouvelle grille salariale révisée

		Ratification	2027	2028	2029	
Class	**Actuel**	**Année 1**	**Année 2**	**Année 3**	**Année 4**	**Nouveaux employés**
Rédacteur technique – Manuel de contrôle 2	$31.79	**$37.51**	**$38.64**	**$39.80**	**$40.99**	
Rédacteur technique – Manuel de contrôle 3	$33.86	**$39.95**	**$41.15**	**$42.39**	**$43.66**	
Rédacteur technique – Manuel de contrôle 4	$35.24	**$41.58**	**$42.83**	**$44.12**	**$45.44**	
Rédacteur technique – Manuel de contrôle 5	$36.62	**$43.21**	**$44.51**	**$45.84**	**$47.22**	
Rédacteur technique – Manuel de contrôle 6	$38.01	**$44.85**	**$46.20**	**$47.58**	**$49.01**	
Rédacteur technique (aéronautique) -2	$36.07	**$42.56**	**$43.84**	**$45.15**	**$46.51**	
Rédacteur technique (aéronautique) -3	$36.72	**$43.33**	**$44.63**	**$45.97**	**$47.35**	
Rédacteur technique (aéronautique) -4	$40.27	**$47.52**	**$48.94**	**$50.41**	**$51.92**	
Rédacteur technique (aéronautique) -5	$41.03	**$48.42**	**$49.87**	**$51.36**	**$52.90**	
Rédacteur technique (aéronautique) -6	$41.73	**$49.24**	**$50.72**	**$52.24**	**$53.81**	
Acheteur-analyste 2	$23.73	**$28.00**	**$28.84**	**$29.71**	**$30.60**	
Acheteur-analyste 3	$25.86	**$30.51**	**$31.43**	**$32.37**	**$33.34**	
Acheteur-analyste 4	$27.98	**$33.02**	**$34.01**	**$35.03**	**$36.08**	
Acheteur-analyste 5	$30.11	**$35.53**	**$36.60**	**$37.69**	**$38.82**	
Acheteur-analyste 6	$32.25	**$38.06**	**$39.20**	**$40.37**	**$41.58**	
Chef commis aux stocks	$36.03	**$42.52**	**$43.79**	**$45.10**	**$46.46**	
Agent de relance en ligne 2	$34.56	**$40.78**	**$42.00**	**$43.26**	**$44.56**	
Agent de relance en ligne 3	$35.90	**$42.36**	**$43.63**	**$44.94**	**$46.29**	
Agent de relance en ligne 4	$37.22	**$43.92**	**$45.24**	**$46.59**	**$47.99**	
Agent de relance en ligne 5	$38.56	**$45.50**	**$46.87**	**$48.27**	**$49.72**	
Agent de relance en ligne 6	$39.89	**$47.07**	**$48.48**	**$49.94**	**$51.43**	
Planificateur matières 2	$29.82	**$35.19**	**$36.24**	**$37.33**	**$38.45**	
Planificateur matières 3	$31.51	**$37.18**	**$38.30**	**$39.45**	**$40.63**	
Planificateur matières 4	$33.21	**$39.19**	**$40.36**	**$41.57**	**$42.82**	
Planificateur matières 5	$34.92	**$41.21**	**$42.44**	**$43.72**	**$45.03**	
Planificateur matières 6	$36.62	**$43.21**	**$44.51**	**$45.84**	**$47.22**	
Premier chef commis aux stocks	$37.74	**$44.53**	**$45.87**	**$47.25**	**$48.66**	
Commis aux stocks 3	$24.04	**$28.37**	**$29.22**	**$30.09**	**$31.00**	
Commis aux stocks 4	$25.39	**$29.96**	**$30.86**	**$31.78**	**$32.74**	
Commis aux stocks 5	$26.92	**$31.77**	**$32.72**	**$33.70**	**$34.71**	
Commis aux stocks 6	$28.47	**$33.59**	**$34.60**	**$35.64**	**$36.71**	
Commis aux stocks 7	$32.16	**$37.95**	**$39.09**	**$40.26**	**$41.47**	
Commis aux stocks 8	$33.66	**$39.72**	**$40.91**	**$42.14**	**$43.40**	
Préposé aux bâtiments 2	$20.78	**$24.52**	**$25.26**	**$26.01**	**$26.79**	
Préposé aux bâtiments 3	$24.51	**$28.92**	**$29.79**	**$30.68**	**$31.60**	
Préposé aux bâtiments 4	$26.83	**$31.66**	**$32.61**	**$33.59**	**$34.60**	
Analyste – Systèmes de gestion – Services techniques 1	$34.90	**$41.18**	**$42.42**	**$43.69**	**$45.00**	
Analyste – Systèmes de gestion – Services techniques 2	$37.20	**$43.90**	**$45.21**	**$46.57**	**$47.97**	
Analyste – Systèmes de gestion – Services techniques 3	$39.50	**$46.61**	**$48.01**	**$49.45**	**$50.93**	
Analyste – Systèmes de gestion – Services techniques 4	$41.81	**$49.34**	**$50.82**	**$52.34**	**$53.91**	
CAT 14,21,23,24 25,26,27,36,37 Niveau 1	$39.12	**$46.16**	**$47.55**	**$48.97**	**$50.44**	
CAT 14,21,23,24 25,26,27,36,37 Niveau 2	$42.60	**$50.27**	**$51.78**	**$53.33**	**$54.93**	

IAM
LE SYNDICAT

Suite de la nouvelle grille salariale révisée

Class	Actuel	Ratification Année 1	2027 Année 2	2028 Année 3	2029 Année 4	Nouveaux employés
Categorie 13 Niveau1	$34.09	$40.23	$41.43	$42.68	$43.96	
Categorie 13 Niveau2	$35.36	$41.72	$42.98	$44.27	$45.59	
Categorie 13 Niveau3	$36.00	$42.48	$43.75	$45.07	$46.42	
Categorie 13 Niveau4	$39.48	$46.59	$47.98	$49.42	$50.91	
Categorie 13 Niveau5	$42.60	$50.27	$51.78	$53.33	$54.93	
Auxiliaire 1	$27.11	$31.99	$32.95	$33.94	$34.96	
Auxiliaire 2	$29.43	$34.73	$35.77	$36.84	$37.95	
Aide-mécanicien 1	$27.82	$32.83	$33.81	$34.83	$35.87	
Aide-mécanicien 2	$29.40	$34.69	$35.73	$36.80	$37.91	
Aide-mécanicien 3	$31.11	$36.71	$37.81	$38.95	$40.11	
Aide-mécanicien 4	$32.75	$38.65	$39.80	$41.00	$42.23	
Chef préposé aux bâtiments	$28.39	$33.50	$34.51	$35.54	$36.61	
Chef Cat 14,21,23,24,25,26,27,36,38	$45.06	$53.17	$54.77	$56.41	$58.10	
Chef mécanicien	$45.16	$53.29	$54.89	$56.53	$58.23	
Mécanicien 1	$34.09	$40.23	$41.43	$42.68	$43.96	
Mécanicien 2	$35.36	$41.72	$42.98	$44.27	$45.59	
Mécanicien 3	$36.00	$42.48	$43.75	$45.07	$46.42	
Mécanicien 4	$39.48	$46.59	$47.98	$49.42	$50.91	
Mécanicien 5	$42.60	$50.27	$51.78	$53.33	$54.93	
Contrôleur principal des données techniques 2	$30.27	$35.72	$36.79	$37.89	$39.03	
Contrôleur principal des données techniques 3	$31.14	$36.75	$37.85	$38.98	$40.15	
Contrôleur principal des données techniques 4	$31.99	$37.75	$38.88	$40.05	$41.25	
Contrôleur principal des données techniques 5	$32.86	$38.77	$39.94	$41.14	$42.37	
Contrôleur principal des données techniques 6	$33.71	$39.78	$40.97	$42.20	$43.47	
Contremaître de poste	$45.54	$53.74	$55.35	$57.01	$58.72	
Opérateur des machines fixes 1	$24.89	$29.37	$30.25	$31.16	$32.09	
Opérateur des machines fixes 2	$26.66	$31.46	$32.40	$33.37	$34.38	
Opérateur des machines fixes (2eme Classe) 1	$35.74	$42.17	$43.44	$44.74	$46.08	
Opérateur des machines fixes (2eme Classe) 2	$37.61	$44.38	$45.71	$47.08	$48.50	
Opérateur des machines fixes (2eme Classe) 3	$39.48	$46.59	$47.98	$49.42	$50.91	
Opérateur des machines fixes (3eme Classe) 1	$32.01	$37.77	$38.90	$40.07	$41.27	
Opérateur des machines fixes (3eme Classe) 2	$33.87	$39.97	$41.17	$42.40	$43.67	
Opérateur des machines fixes (4eme Classe) 1	$27.06	$31.93	$32.89	$33.88	$34.89	
Opérateur des machines fixes (4eme Classe) 2	$29.36	$34.64	$35.68	$36.75	$37.86	
Instructeur technique – Matériel au sol 1	$43.07	$50.82	$52.35	$53.92	$55.54	
Instructeur technique – Matériel au sol 2	$45.17	$53.30	$54.90	$56.55	$58.24	
Agent – Service clientèle – Masse et centrage 1	$32.48	$38.33	$39.48	$40.66	$41.88	
Agent – Service clientèle – Masse et centrage 2	$33.79	$39.87	$41.07	$42.30	$43.57	
Agent principal – Service clientèle – Masse et centrage	$35.99	$42.47	$43.74	$45.05	$46.41	

TENTATIVE AGREEMENT · AIR CANADA

New Wage Scale - Mapping Chart

How your current step transitions onto the new pay scale

PLEASE READ BEFORE CHECKING YOUR RATE

1. All employees will be transitioned to the new wage scale. You will be placed according to your current months of service, as outlined in the mapping tables below.
2. If you have mixed service between Full-Time and Part-Time and are now Full-Time, you will map using your TOTAL combined service.

STATION ATTENDANT

FULL-TIME & PART-TIME

STEP	COMPLETED MONTHS OF SERVICE AT RATIFICATION		TRANSITION	2027	2028	2029
	FULL-TIME	PART-TIME				
1	11 or less	23 or less	$25.70	$26.47	$27.27	$28.09
2	12-23	24-47	$26.16	$26.94	$27.75	$28.59
3	24-35	48-71	$26.63	$27.43	$28.25	$29.10
4	36-47	72-95	$27.10	$27.91	$28.75	$29.61
5	48-59	96-119	$28.09	$28.93	$29.80	$30.69
6	60-71	120-143	$29.70	$30.59	$31.51	$32.45
7	72-83	144-167	$31.33	$32.27	$33.24	$34.24
8	84 or greater	168 or greater	$34.91	$35.96	$37.04	$38.15

- Months-of-service thresholds differ between Full-Time and Part-Time; hourly rates at each step are the same for both.

CSCA

FULL-TIME & PART-TIME

STEP	COMPLETED MONTHS OF SERVICE AT RATIFICATION		TRANSITION	2027	2028	2029
	FULL-TIME	PART-TIME				
1	11 or less	23 or less	$22.00	$22.66	$23.34	$24.09
2	12-23	24-47	$23.64	$24.35	$25.08	$25.83
3	24-35	48-71	$25.22	$25.98	$26.76	$27.56
4	36-47	72-95	$25.45	$26.21	$27.00	$27.81
5	48-59	96-119	$26.00	$26.78	$27.58	$28.41
6	60-71	120-143	$27.00	$27.81	$28.64	$29.50
7	72-83	144-167	$28.00	$28.84	$29.71	$30.60
8	84-95	168-191	$28.97	$29.84	$30.73	$31.66
9	96 or greater	192 or greater	$30.53	$31.44	$32.39	$33.36

- Months-of-service thresholds differ between Full-Time and Part-Time; hourly rates at each step are the same for both.

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)

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.

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.

Company:

Giuseppe Morello

Andrea Zaffaroni

Union:

Dave Flowers

Craig Chard

René Grenon

Christopher Greniuk

Mahmoud Khatib

Nasr Kairouz

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.

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 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.

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:	8.03.07
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.

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:	4.03.47
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.

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: 4.03.48

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.

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:	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.

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 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.

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

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.

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.

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.

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.

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.

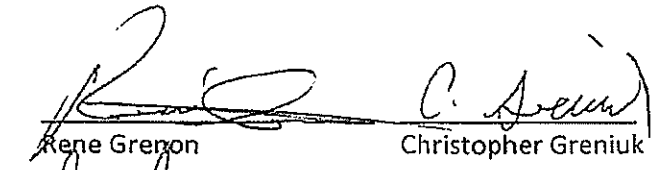
Company:

Giuseppe Morello Andrea Zaffaroni

Union:

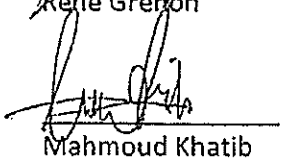
Dave Flowers Craig Chard

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.



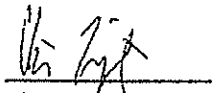
Rene Grenon

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

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:

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.

Giuseppe Morello

Andrea Zaffakoni

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.

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.

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 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

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 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.

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.

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.

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.

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.

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.

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.

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.

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:

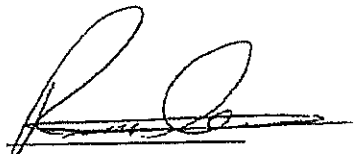
Giuseppe Morello

Andrea Zaffaroni

Union:

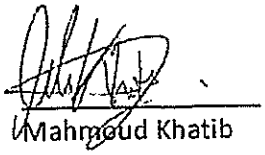
Dave Flowers

Craig Chard

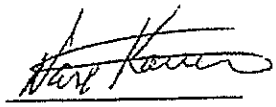


Rene Grenon

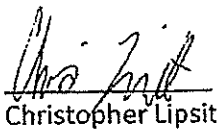
Christopher Greniuk



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

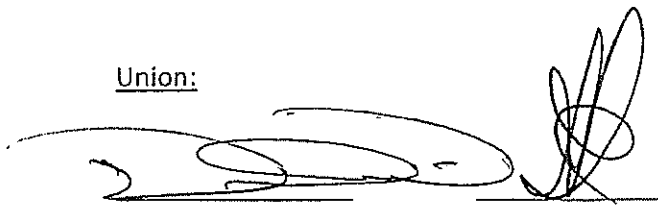
6.03.01.09 Customer Service Agent is employed by the Company to perform ramp, baggage and cargo duties, communications, and other general operational duties as required. These duties may include, but are not limited to: dispensing baggage to passengers, WORLD TRACER transactions, performing baggage tracing, 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:

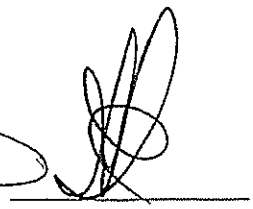
Giuseppe Morello

Andrea Zaffaroni

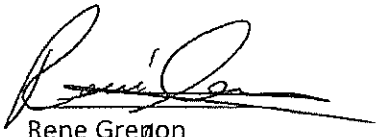
Union:



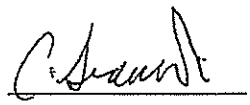
Dave Flowers



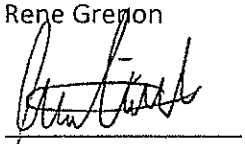
Craig Chard



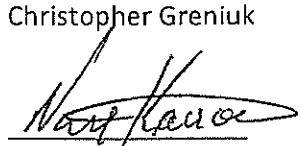
Rene Gremon



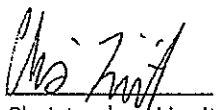
Christopher Greniuk



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:

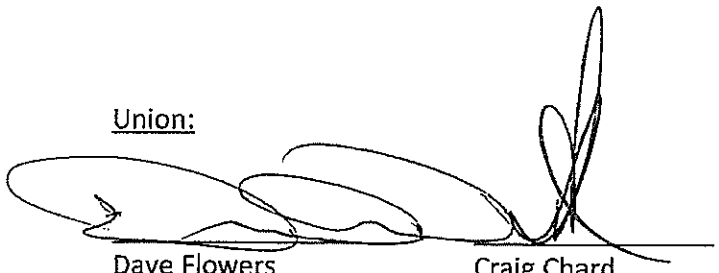
- Minimum five (5) years of experience as a Baggage Claims Representative
- Successful completion of the Lead BCR qualifying exam and structured interview
- Superior written and oral communication skills

Company:

Giuseppe Morello

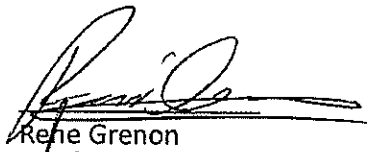
Andrea Zaffaroni

Union:

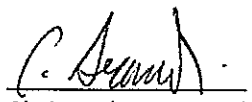


Dave Flowers

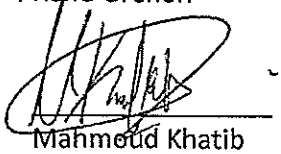
Craig Chard



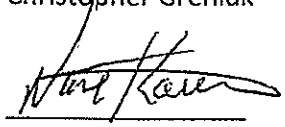
Rene Grenon



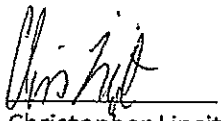
Christopher Greniuk



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,

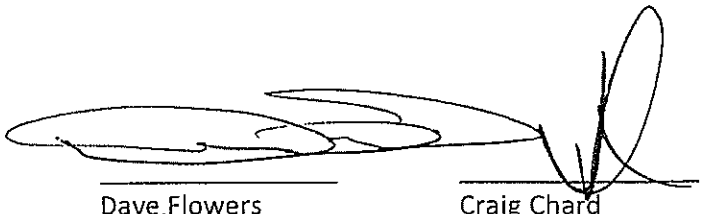
Giuseppe Morrello
Senior Director, Labour Relations

Company:

Giuseppe Morello

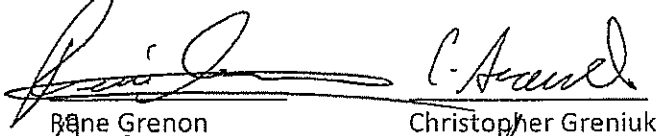
Andrea Zaffaroni

Union:



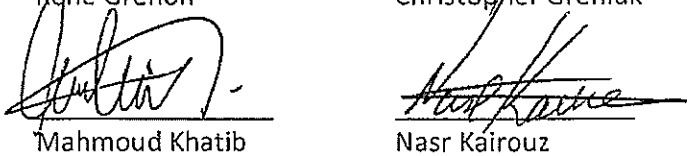
Dave Flowers

Craig Chard



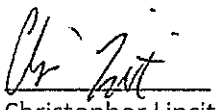
René Grenon

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,

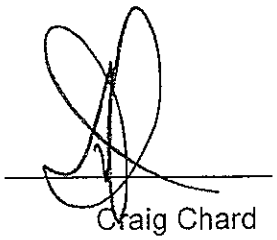
Company:

Giuseppe Morello

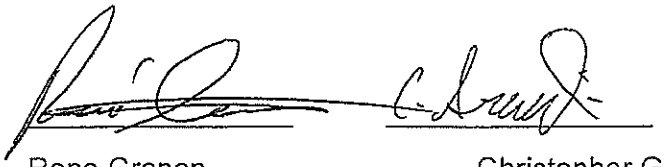
Andrea Zaffaroni

Union:

Dave Flowers

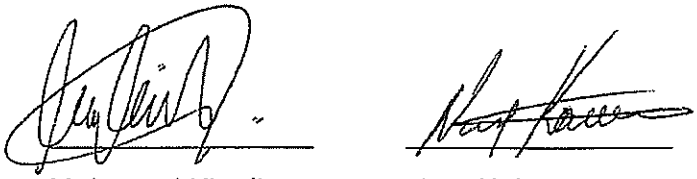


Craig Chard



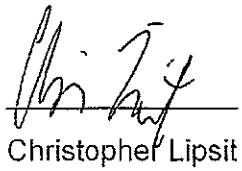
Rene Grenon

Christopher Greniuk



Mahmoud Khatib

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:

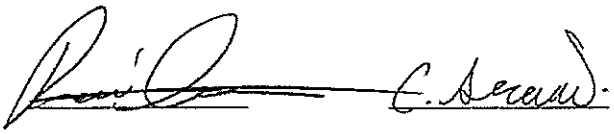
Giuseppe Morello

Andrea Zaffaroni

Union:

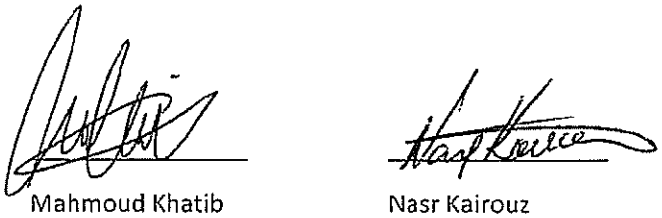
Dave Flowers

Craig Chard



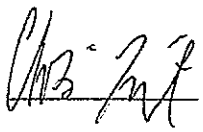
Rene Grenon

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,

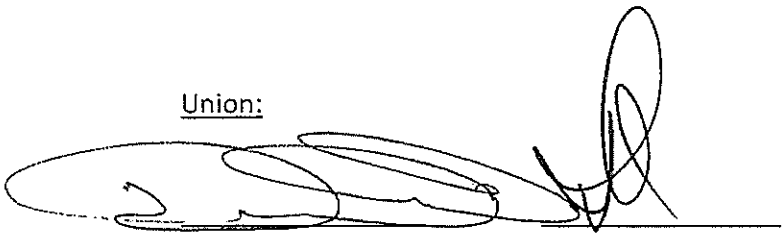
Giuseppe Morello
Senior Director, Labour Relations

Company:

Giuseppe Morello

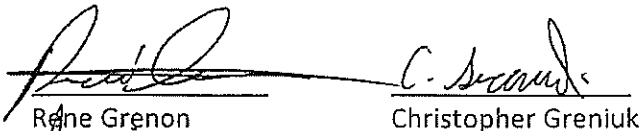
Andrea Zaffaroni

Union:



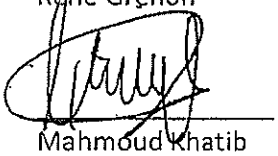
Dave Flowers

Craig Chard



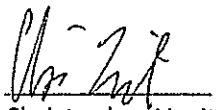
Rene Grenon

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

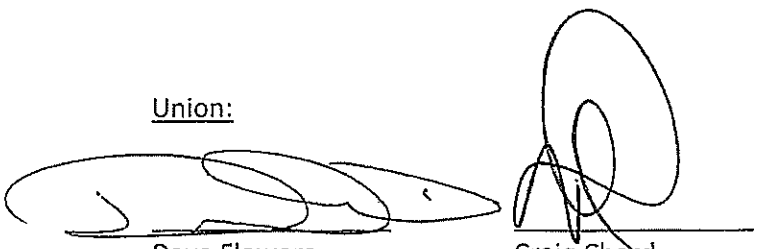
AC proposal 100K lump sum. The Union will direct Air Canada for distribution of payment to eligible employees.

Company:

Giuseppe Morello

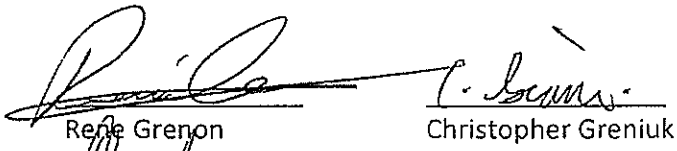
Andrea Zaffaroni

Union:



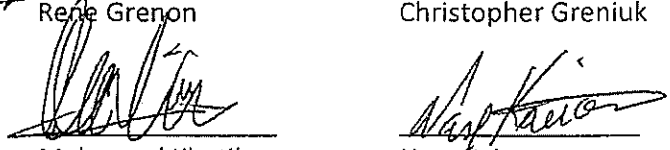
Dave Flowers

Craig Chard



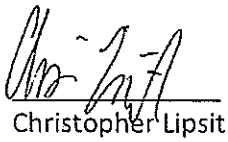
Rene Grenon

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.

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

MEMORANDUM OF AGREEMENT

("Memorandum")

BETWEEN

International Association of Machinists and Aerospace Workers

("IAMAW" or "Union")

-and-

Air Canada

("Company")

2026- 2030

Air Canada- IAMAW TMOS Collective Agreement

WHEREAS the Union and the Company are parties to a collective agreement which was effective from April 1, 2022, to March 31, 2026 (the "2022-2026 Collective Agreement");

WHEREAS the Union and the Company ("**Parties**") met in order to amend and renegotiate the terms and conditions of the 2022-2026 Collective Agreement;

WHEREAS the Parties reached a tentative agreement ("**TA1**") to renew the 2022-2026 Collective Agreement;

WHEREAS the parties met following the failed ratification of TA1 to pursue their efforts to renew the 2022-2026 Collective Agreement;

Now therefore the Parties have agreed as follows:

1. This Memorandum comes into force upon its signing by both Parties.

2. TA1 is amended in accordance with Appendix TA2-A hereto.

3. Accordingly, the 2022-2026 Collective Agreement is renewed and amended in accordance with Appendix A to TA1, as it has been amended by Appendix TA2-A ,("2026-2030 Collective Agreement") to be effective from April 1, 2026 until March 31, 2030, and will only come into force once it has been ratified by both the IAMAW membership and endorsed by the Board of Directors of Air Canada. The documents in Appendix A to TA1 and in Appendix TA2-1 hereto are subject to corrections for errors or omissions, notably of cross-references of articles to reflect the amendments hereby adopted.

4. The Parties confirm they will each publicly announce that they have reached a second tentative agreement to renew the 2022-2026 Collective Agreement.

5. The IAMAW TMOS Bargaining Committee recommends this TA2 for membership ratification and the Air Canada Executive Committee will recommend that its Board of Directors endorse this Memorandum. The IAMAW shall commence its ratification process as soon as possible following the signing of this Memorandum.

In witness whereof, the Parties hereto have signed this Memorandum effective the 10th of July, 2026.

For: Air Canada

Michael Abbott

Giuseppe Morello

Andrea Zaffaroni

Audrey Gagnon

Christopher James

Rishi Puran

Bryan Sequeira

Michael Collett

For: International Association of Machinists and Aerospace Workers

Dave Flowers

Keith Aiken

Mahmoud Khatib

Nasr Kairouz

Craig Chard

Christopher Greniuk

Christopher Lipsit

Rene Grenon

Appendix TA2-1

The following Final Agreed Language contained in TA1 is amended as follows:

a. Amend to FAL U51 removing the $3,500 Physiotherapy cap for both benefits plans, and,
b. In accordance with attached Final Agreed Language.

2026 AIR CANADA – IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date: July 10th, 2026

Article: 4.04.05

Issue Number: NA

Version: #1

July 10th, 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, Air Canada will extend the AME 6 and AME 7 2024 implementation process to those Licensed Aircraft Maintenance Engineers in Categories 1,19 and 38 wishing to pursue AME 6 and AME 7 wages now, but do not yet possess the required qualifications.

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

AME 6 & 7 Implementation Program- March 15, 2024

1. Category 19 employees who are currently at AME Level 5 and who volunteer for AME 6 required training will be paid the AME 6 rate effective March 31, 2024, and will be required to successfully complete the training prior to March 31, 2026. In the event Air Canada is unable to provide the training prior to March 31, 2026, the employee will continue to receive the pay rate for AME 6, however, in the event the employee's actions results in them not successfully achieving the required skills by March 31, 2026, the employees rate of pay will revert back to AME 5. Placements in skills training classes will be first offered on a seniority basis and should an insufficient number of senior employees sign up for a particular class, junior employees will be assigned in reverse seniority order.

2. Category 1 employees who are currently at AME Level 5 and who hold the required number of endorsements for either AME 6 or 7 and who volunteer for either AME 6 or AME 7 required training will be paid the appropriate rate of pay effective March 31, 2024, and will be required to successfully complete the training prior to March 31, 2026. Endorsement training is excluded from this offering.

   In the event Air Canada is unable to provide the required training prior to March 31, 2026, the employee will continue to receive the pay rate for AME 6 or AME 7, however, in the event the employee's actions or inactions results in them not successfully achieving the required skills by March 31, 2026, the employees rate of pay will revert back to the AME level for which they qualify. Placements in skills training classes will be first offered on a seniority basis and should an insufficient number of senior employees sign up for a particular class, junior employees who volunteered will be assigned in reverse seniority order.

3. Category 38 employees who are currently at AME Level 5 and who hold the required number of endorsements for either AME 6 or 7 and who volunteer for either AME 6 or AME 7 required training (other than the E-M2 certified training) will be paid the appropriate rate of pay effective March 31, 2024, and will be required to successfully complete the training prior to March 31, 2026. Category 38 employees who require the E-M2 bridge training will have until March 31, 2028, to successfully complete the E-M2 program. Endorsement training is excluded from this offering.

   In the event Air Canada is unable to provide the required training prior to March 31, 2028, the employee will continue to receive the pay rate for AME 6 or AME 7, however, in the event the employee's actions or inactions results in them not successfully achieving the required skills by March 31, 2028, the employees rate of pay will revert back to the AME level for which they qualify. Placements in skills training classes will be first offered on a seniority basis and should an insufficient number of senior employees sign up for a particular class, junior employees who volunteered will be assigned in reverse seniority order.

2026 AIR CANADA – IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date: July 10th, 2026

Article: N/A

Issue Number: N/A

Version: #1

July 10th, 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, any AME in a classification/function other than Category 1, 19, 38, wishing to pursue AME 6 and AME 7 wages, upon advising their immediate supervisor in writing, will be afforded the opportunity to return to their previous classification, subject to any requirement for backfill.

Giuseppe Morello
Senior Director, Labour Relations

Company:

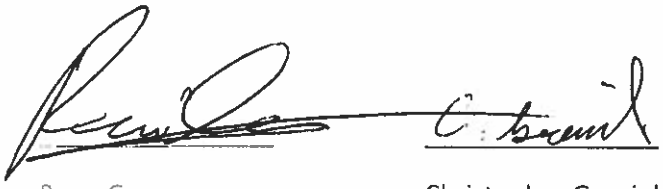
Giuseppe Morello

Andrea Zaffaroni

Union:

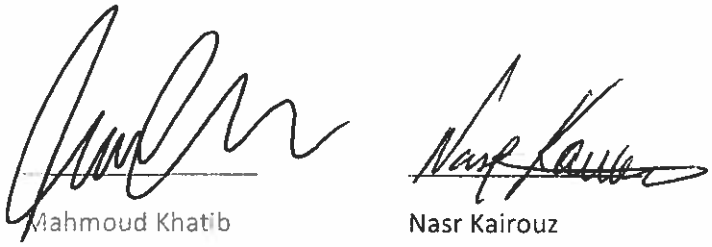
Dave Flowers

Craig Chard



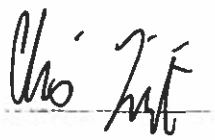
Rene Grenon

Christopher Greniuk



Mahmoud Khatib

Nasr Kairouz



Christopher Lipsit

2026 AIR CANADA – IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date: July 10th, 2026

Article: N/A

Issue Number: N/A

Version: #1

July 10th, 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, no later than ninety (90) days following ratification, the parties agree to create an LOU #9 committee comprised of:

- Two (2) representatives appointed by the Company
- Two (2) representatives appointed by the Union
- Two (2) Aircraft Maintenance Engineers (AME) appointed by the Union

The LOU #9 committee will meet at the Headquarter level to review and discuss possible amendments to LOU #9. Any recommendations agreed will be provided to each party's bargaining committee for implementation.

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: July 10th, 2026

Article: Unused Medical Leave Pilot Program

Issue Number: N/A

Version: #1

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

Dear Dave,

This letter confirms that the Company will administer an Unused Medical Leave Pilot Program (the "Pilot Program"), for the years 2027, 2028, and 2029, subject to the results of the review described below.

The Pilot Program is designed to encourage responsible attendance, while maintaining appropriate access to paid Medical Leave and ensuring that employees can make use of the leave to which the are entitled.

Definitions:

Approved Leave: Refers to:

- any leave approved under the collective agreement,
- any leave approved under a Company Policy,
- short term or long-term disability leave approved by the insurer
- any leave lawfully taken in accordance with applicable legislation.

Applicable Year and Annual Basis: Each being defined as January 1st to December 31st of each year.

Eligibility

The Pilot Program applies to employees who:

- have completed a minimum of six (6) months of continuous Company service as of December 31 of the Applicable Year for which a payout is being made, and

- are an active employee or an employee on an Approved Leave as of December 31 of the Applicable Year for which a payout is being made.

Employees on unapproved leaves of absence during the Applicable Year for which a payout is being made will have their eligibility prorated or suspended, as agreed by the Company and the IAMAW (the "**Parties**") at the Headquarters' level.

Annual Payout or Banking of Unused Medical Leave Days

Eligible employees shall have the option to either:

(i) Receive a payout of their Unused Medical Leave days in accordance with the terms of this letter and applicable administrative processes; or

(ii) Bank Unused Medical Leave days in their Time Bank, in accordance with the terms of this letter and applicable administrative processes

Payout

Eligible employees who opt for the payout of their Unused Medical Leave days will receive an annual payout of their Unused Medical Leave days for the Applicable Year, up to a maximum of ten (10) Unused Medical Leave days.

The payout will be calculated by multiplying the number of Unused Medical Leave days by the employee's base rate of pay at the end of the Applicable Year, and by eight (8) hours per day for full-time employees and four (4) hours per day for part-time employees.

Employees will receive the payout no later than February 15 immediately following the Applicable Year.

Banking of Unused Days

Eligible employees who opt to bank their Unused Medical Leave days will have deposited in their Time Bank a number of hours calculated by multiplying the number of Unused Medical Leave days, by eight (8) hours per Unused Medical Leave day for full-time employees and four (4) hours per Unused Medical Leave days for part-time employees.

Framework

The Parties acknowledge that this initiative is implemented as a pilot and will be monitored and reviewed by the parties, in January 2028, to determine its effects on the bargaining unit. Following this review either party may decide that the Program will not continue beyond 2027.

This Pilot Program shall be subject to, and interpreted and applied in accordance with, the Canada Labour Code, as amended from time to time, and any other applicable statutory requirements.

The Pilot Program does not create a vested right to a payout beyond its express terms.

Any issues or disputes arising from the administration or application of the Pilot Program shall be addressed through discussions between the Parties at the Headquarters level.

Giuseppe Morello
Sr Director, Labour Relations

Company:

Giuseppe Morello

Andrea Zaffaroni

Union:

David Flowers

Keith Aiken

2026 AIR CANADA – IAMAW Negotiations

FINAL AGREED TO LANGUAGE

Date: July 10th, 2026

Article: N/A

Issue Number: VPP

Version: #1

Memorandum of Agreement Between Air Canada and the International Association of Machinists and Aerospace Workers

Subject: Vacation Purchase Plan (VPP)

The parties have discussed and agreed to the following;

The Company will make available a VPP, for the duration of the 2026-2030 Collective Agreement.

The parties agree that, provided operational and organization requirements are met eligible employees will be offered the opportunity to purchase an additional forty (40) or eighty (80) hours of extra vacation. Each application is subject to approval by the Branch Head of the applicants work location.

Employees who wish to participate must apply, through the applicable online process before September 15th of the year during which they wish to purchase and use VPP. Employees may elect to have these hours withdrawn out of their timebank in lieu of the 26 installments. The withdrawal of hours will be deducted with their first pay in January.

Applications will be reviewed and if approved, employees will be notified no later than 14 calendar days prior to the vacation bid of the year preceding their VPP request.

Approved VPP liability will be planned and bid in accordance with article 13.12.

The overall cost of the purchase of forty (40) hours vacation is 2% of the employee's annual basic pay in effect on December 1st of the year preceding. This amount will be deducted from the employee's gross pay, starting with their first pay in January, in twenty-five (25) equal installments and one (1) payment of the remaining amount outstanding.

The overall cost of the purchase of eighty (80) hours vacation is 4% of the employee's annual basic pay in effect on December 1st of the year preceding. This amount will be deducted from the employee's gross pay, starting with their first pay in January, in twenty-five (25) equal installments and one (1) payment of the remaining amount outstanding.

Vacation bidding will take place first with the GHO bid commencing upon the conclusion of the vacation bid, followed by the VPP Bid. No employee can bid the second week of approved VPP until everyone has had the ability to bid their first week of approved VPP.

If applicable, should a statutory holiday fall during an employee's week of VPP, the statutory holiday will be taken as a day in lieu immediately following the VPP week unless otherwise mutually agreed to locally.

Should an employee's status change due to layoff/termination this would result in a full re-imbursement or refund on the employee's final pay.

The VPP program in its entirety will not be subject to the grievance process, including, but not limited to, the determination of operational and organization requirements and the number of available slots. The sole item subject to the grievance process will be the allocation of available slots in seniority order.

Note 1: If there are multiple applicants within a department, approvals will be granted in seniority order.

Note 2: Approved vacation purchased through this program will be available to be used during open slots in the vacation roster within the same vacation year.

Note 3: Any dispute regarding denial of VPP due to operational requirements will be reviewed between the parties at Headquarters level.

This agreement is made without precedent or prejudice to any other position the parties may take in the future.

Company:

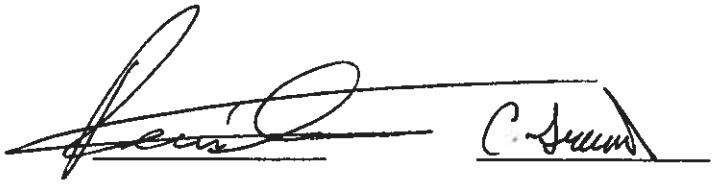
Giuseppe Morello

Andrea Zaffaroni

Union:

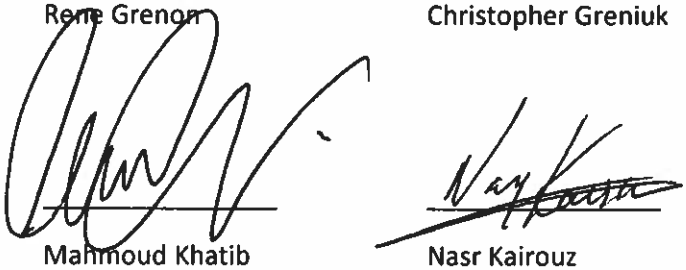
Dave Flowers

Craig Chard



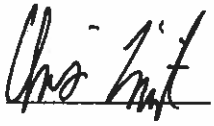
Rene Grenon

Christopher Greniuk



Mahmoud Khatib

Nasr Kairouz



Christopher Lipsit

FINAL AGREED TO LANGUAGE

Date: June 12th, 2026

Article: NA

Issue Number: NA-AME 7 requirements

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 to remove the following skillset requirements from the Aircraft Maintenance Engineer (AME) 7 requirements:

- E to M2
- Aircraft taxi

Category 38's desiring to obtain the AME 7 designation will continue to require three (3) endorsements and have three (3) of the following skills-sets:

A. D license
B. Fuel Tank Entry
C. Evaluator
D. Drone level 3
E. ABX- 10K

Giuseppe Morello
Senior Director, Labour Relations

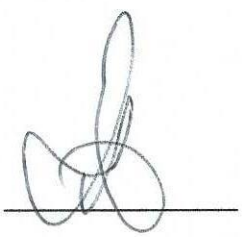
Company:

Giuseppe Morello

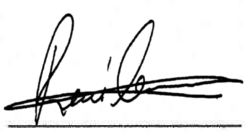
Andrea Zaffaroni

Union:

Dave Flowers



Craig Chard



Rene Grenon

C. Greniuk

Christopher Greniuk

Mahmoud Khatib

Nasr Kairouz

Nasr Kairouz

Christopher Lipsit

Christopher Lipsit