



IAM
UNION

TENTATIVE AGREEMENT HIGHLIGHTS

AIR CANADA

AIRPORTS & CARGO

STATION ATTENDANTS

LEAD STATION ATTENDANTS

CUSTOMER SERVICE AGENTS

TRAINERS

\$ WAGES

YEAR 1
18%

YEAR 2
3%

YEAR 3
3%

YEAR 4
3%

- **Pay Equity** for B-scale and Part-Time employees
- 16-hour timebank deposit **fortified in CBA**
- Sick bank **payout**

✓ ADDITIONAL IMPROVEMENTS

- Time & Attendance will **no longer affect** transfers and promotions
- **Enhanced language** for Protective Leaves
- **Bereavement language** updated to reflect Code changes
- **LOU 29 qualifications** expiry extended from 3 to **5 years**
- New **Lead positions** for Central Baggage Tracing Agent and BCR
- **Shadow bidding** added to CBA
- VPP up to **2 additional weeks** with approval
- Improved benefits - **No cap** on physiotherapy

🕒 SHIFT PREMIUMS - DOUBLED

~~\$0.38~~
\$1.00
PREMIUM 1

~~\$0.75~~
\$1.50
PREMIUM 2

👜 TIMEBANK

200 → **400**
HOURS MAX

16-hour annual deposit
remains unchanged

📈 YEARLY SALARY INCREASES

Top of scale yearly salary increases, based on rate prior to ratification.

TITLE	RATIFICATION	YEAR 2	YEAR 3	YEAR 4
Station Attendant	\$11,398.40	\$13,561.60	\$15,808.00	\$18,116.80
Lead Station Attendant	\$12,584.00	\$15,059.20	\$17,617.60	\$20,238.40
Customer Service Agent	\$12,584.00	\$15,059.20	\$17,617.60	\$20,238.40
Trainer	\$12,584.00	\$15,059.20	\$17,617.60	\$20,238.40

🛡️ PENSION IMPROVEMENTS

- **Pension caps raised** - stepped increases through 2030
- **DB Plan indexing** - up to 1.5% based on solvency ratio
- **MEPP:** Increase of Accrued Benefits
- **MEPP:** Retirement Age decreased

👕 UNIFORMS & TOW PREMIUM

UNIFORM ALLOWANCE

~~\$170~~ → **\$225**

BOOT ALLOWANCE

~~\$100~~ → **\$200**

- Tow agreement renewed - premium increased to **\$500**

IAM UNION CANADA

PROUDLY REPRESENTING AIR CANADA

2026