



IAM
UNION

TENTATIVE AGREEMENT HIGHLIGHTS

AIR CANADA

AIRPORTS & CARGO

CABIN SERVICE AND CLEANING

ATTENDANT (CSCA)

LEAD CSCA

\$ 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
- **Vacation Purchase Plan** 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

📈 YEARLY SALARY INCREASES

Top of scale yearly salary **increases**, based on today's rates.

TITLE	RATIFICATION	YEAR 2	YEAR 3	YEAR 4
CSCA	\$9,692.80	\$11,585.60	\$13,561.60	\$15,579.20
Lead CSCA	\$10,649.60	\$12,750.40	\$14,913.60	\$17,118.40

🛡️ 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**

👜 TIMEBANK

200 → **400**
HOURS MAX

16-hour annual deposit
remains unchanged

IAM UNION CANADA

PROUDLY REPRESENTING AIR CANADA

2026