

UNIFOR • AIR CANADA

MAINLINE BARGAINING REPORT: LOCAL 2002

HIGHLIGHTS OF THE TENTATIVE AGREEMENT | JUNE 2026

Your bargaining committee has negotiated a tentative agreement that recognizes the important contributions of Unifor members to Air Canada's success.

Unifor strives to protect the economic rights and working conditions of members. This is part of the Union's mandate, and we will continue to demand improvements to working conditions and compensation for Air Canada members.

Your Unifor-Air Canada Committee unanimously recommends this Tentative Agreement and urges you to vote in favour of ratification.

Your Unifor-Air Canada Bargaining Committee,

Astrid Metzler – Chair of the Committee & Western Region Representative

Soppo Gomez-Gnali – Pacific Region Representative

Brett Grassam – Central Region Representative

Eric Bedard – Eastern Region Representative

Cheryl Robinson – Atlantic Region Representative

Jacky Lui – Bargaining Representative

Ross McConkey – Bargaining Representative

Angelina Trignano – Bargaining Representative

Vince De Sua – Bargaining Representative

Tracey Potter – Unifor 2002 Grievance Coordinator

Tammy Moore – Unifor 2002 President

Frances Galambosy – Unifor National Staff Representative

Sandi McManus – Unifor National Aviation Sector Director

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i. Unifor Anti-Harassment Statement

Every individual has the right to dignity and respect within the union. Creating and preserving a safe harassment-free environment at all union activities, events and meetings is our collective responsibility.

Our goal as a union must be to help create a workplace environment free of harassment. That means not only dealing with complaints when they arise, but also watching for instances of harassment and confronting the source.

All of us, as union members must challenge harassment whenever it occurs. We must ensure that the dignity of our brothers and sisters is not threatened by harassment.

ii. Unifor General Land Acknowledgement

We would like to acknowledge the traditional, ancestral, Indigenous territory and territories on which we are meeting on. Even if we are in different physical locations, it is imperative as a group that we all recognize and acknowledge the land that we are on.

Territorial acknowledgements are an act of respect for the history of the land and the peoples who occupied it before you who, more often than not, were displaced with acts of violence. It is thanks, gratitude, and an acknowledgment of the relationship between First Peoples and the land that continues to the present day. It is a demonstration that you have thought about what colonialism means for your union's work and the very event space in which you're located.

1. GENERAL PROVISIONS

- Any employee required by the Company to travel outside of their base for training shall be paid a per diem of \$95.00 per day.
- Travel time will now be compensated.
- Employer paid travel insurance.
- Truth and reconciliation statutory holiday now added to our collective agreement.



2. SCOPE WORK

- Job Security – Jazz Aviation contract work has been renewed. PAL Airlines now added to Air Canada scope work.
- Field Stations: District Chairpersons at these locations now granted union time off.
- All field stations are now included in the airport support location language.

3. INCREASES TO BENEFITS

- Unused sick days from the previous calendar year will be paid out.

The Parties acknowledge that the following group benefits will be administered in the following manner:

- Employees will be enrolled in the Telus Total Mental Health program, which provides unlimited mental health counselling.
- Paramedical services coverage for Podiatrist/Chiropractist is combined.
- The Company will eliminate the current S.O.S program and it will be replaced with an insured leisure travel program.
- Increase coverage for orthotic shoes to \$250 dollars.
- Drug coverage will increase to \$1,000,000.
- Employees 65 and over will be included in the drug benefit plan.
- Mental Health Care increases to \$1,500.00 per person / \$2,500.00 per family per plan year.
- The 50% paid per visit has been removed.
- Expenses incurred for paramedical services now include Speech Therapists and Acupuncturists.
- Massage therapy has increased to \$100.00 per visit and a maximum of \$1000.00 per person per calendar year or \$2000.00 per family per plan year.
- Dental services increased to \$3,000 per year per person.
- Vision care increased to \$425.00 per employee/spouse. Lazer eyes surgery increased to \$800 per person.



4. ADDITIONAL MONETARY ITEMS

RATES OF PAY, SHIFT PREMIUMS, LONGEVITY PAY

Midnight Shift Premium – The midnight shift premium has increased to 5% - for hours worked between 23:00 and 05:00.

Longevity Premium – Employees at Step 8 of the wage scale receive an hourly premium of 2% on a go forward basis.

Footwear Allowance – Footwear allowance increased to \$150.

5. PENSION INCREASES

- Effective from January 1st, 2026, for periods while a Unifor mainline employee, the maximum annual Compensation for a DB (defined benefit) Employee shall be increased from \$68,000 to \$86,000.
- Effective from January 1st, 2026, for periods while a Unifor mainline employee, the maximum annual Compensation for a Hybrid Employee shall be increased from \$68,000 to \$76,000.
- Hybrid Pension Improvements (Effective July 1, 2026)

Completed Years of Continuous Service on First Day of the Month	Employee Contribution Rates
Less than 2	1.5%, 2.0% or 2.5%
2 but less than 5	1.5%, 2.0%, 2.5% or 3.0%
5 and more	1.5%, 2.0%, 2.5%, 3.0% or 3.5%

RETIREES - INDEXATION OF PENSIONS IN PAYMENT:

- Pension Plan indexed 1.0% on June 1, 2026.
- Pension plan indexed an additional 1.5% January 1, 2028.
- Pension plan indexed an additional 1.5% January 1, 2030.



6. WAGES

- Processing specialist position now part of the CSSA wage scale.

Customer Sales & Service Agent and Customer Relations Representatives

- ▶ March 1, 2026 – 12% increase
- ▶ March 1, 2027 – 3% increase
- ▶ March 1, 2028 – 3% increase
- ▶ March 1, 2029 – 3% increase

SIGNING BONUS

Upon ratification of this collective agreement, the membership will receive a signing bonus.



YOUR UNIFOR BARGAINING COMMITTEE



Astrid Metzler
Chairperson &
Western Region



**Soppo
Gomez-Gnali**
Pacific Region



Brett Grassam
Central
Region



Eric Bedard
Eastern
Region



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Frances Galambosy
Unifor National Staff
Representative



Sandi McManus
National Aviation
Sector Director

RECOMMENDATION

Your Unifor Bargaining Committee recommends this tentative agreement.

We strongly urge you to vote in favour of this agreement.

This four-year contract will expire at 11:59 p.m. ET on February 28, 2030.

