



**IAM**  
UNION



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LE SYNDICAT

**TRANSPORTATION DISTRICT 140**  
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# **TO ALL IAM MEMBERS - AIR CANADA**

## **FORMAL NOTICE OF**

## **TECHNOLOGICAL CHANGE**

### **JULY 29, 2025**

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Dear Brothers and Sisters,

We want to inform you that Air Canada has officially served the Union with a Notice of Technological Change, as required under the Collective Agreement. The Company has advised that it intends to roll out several technology-related initiatives over the next few years aimed at modernizing certain operational areas, including the introduction of company-issued mobile devices to LSA, automating baggage re-flight, and the trialing of autonomous GSE tractors on the ramp. The Company has provided written assurances that these changes will not affect the job security of any current employees. Despite this, we are taking this matter seriously and are conducting a full internal review, including with our legal team, to fully understand the scope and potential impacts of this notice.

We are also actively engaging with other Unions who have faced similar shifts with autonomous technology. These conversations are part of a broader strategy to ensure that IAM members are not only protected but also positioned to benefit from future developments in technology. It's important to acknowledge that technology continues to evolve across all sectors and that changes of this nature were bound to come. What matters now is how we respond. We will be reviewing all options, including proposing strong language during upcoming bargaining to safeguard our members interests moving forward.

As outlined in our Collective Agreement, a joint committee will be established if the scope of the change requires it. If it is determined to be applicable, this committee will include IAM representatives, company management, and representatives from the affected member classification(s) to review key issues like retraining, work methods, and job organization. The goal is to ensure any changes are implemented with minimal disruption to the company and maximum benefit to members.

We will continue to keep you informed as this situation develops. As always, your Union is committed to ensuring that the rights, jobs, and future of our members remain the top priority.

In solidarity,

Dave Flowers  
President & Directing  
General Chairperson

Mahmoud Khatib  
General Chairperson

Jason Jiskra  
General Chairperson

Chris Lipsit  
General Chairperson

Rene Grenon  
General Chairperson

Chris Greniuk  
General Chairperson

Guillaume Lingat  
General Chairperson

Craig Chard  
General Chairperson

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