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CANADIAN TERRITORY

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Our Path Forward: CIRB Decision and Next Steps

Dear IAM Members,

On November 18, 2025, we received the full decision from the Canadian Industrial Relations Board (CIRB) regarding the split of our certification at Air Canada. The Board reaffirmed its earlier decision, dismissed submissions by AMFA, and criticized AMFA for exaggerated claims, hyperbolic language, and vitriol throughout the process. It also raised serious concerns about the timing and coordination of Section 37 complaints, confirming that efforts were made to undermine our unity from within.

This ruling does not diminish the strength we have built together. IAM members at Air Canada have a proud history of solidarity and collective success, and that foundation remains unshaken. Our leadership teams are actively advancing our reconsideration application to the CIRB and preparing for a judicial review to the Court of Appeal. Representation continues without interruption, and the IAM remains firmly positioned to move forward with purpose, unity, and determination.

What has not changed, and will not change, is the value of the work you perform and the respect you have earned across the aviation sector. With more than 80 years of representing workers at Air Canada, the IAM is strongly committed to defending your rights, your work, and your future. With your continued solidarity, we are focused on achieving an industry-leading collective bargaining agreement in 2026.

As General Vice-President of the IAM Union in Canada, David Chartrand reminds us: *“Through every challenge in our history, it has been our solidarity that has carried us forward. This moment is no different. We will meet it together, and we will emerge stronger than ever.”*

In the coming days and weeks, we will continue to keep you informed as developments unfold. Thank you for your ongoing trust, strength, and unity.

In solidarity, always,

IAM Canada's Leadership