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CANADIAN TERRITORY | TERRITOIRE CANADIEN

April 17, 2026

To All IAM Members at Air Canada Finance, Air Canada Clerical, and Air Canada TMOS,

The Company sent you an email today to down-play what happened at the bargaining table this week. The Company's initial proposal was to remove the 2016 bargained language on outsourcing/job protection from the Finance bargaining unit's collective agreement. Upon further questioning, they stated, "We're trying to move away from job protection clauses in general."

It's no coincidence that in the second paragraph of the letter, they included the number of IAM members that work in each of our bargaining units (172 in Finance, 116 in Clerical, and 11,000 in TMOS). They are communicating with you directly today to try to convince you that this proposal only affects 172 members in Finance and that you should not be worried; but remember this: "once you open the door and abdicate on job security, the floodgates are open and who knows where it ends."

Solidarity is our strength. Solidarity means having each other's backs no matter the size of the group. In the IAM, no matter which contract it is with Air Canada, we are all family. It means refusing to let management pit us against one another. An injury to one is an injury to all – no exceptions.

There is a reason we are at the table together. Throughout history at Air Canada, our members have sacrificed to make Air Canada what it is today. IAM members have fought together, and this will not change.

The Company's message today was nothing more than an attempt to weaken our unity and divide us. The response is simple but powerful: continue to stand together. Support your co-workers. Get involved. Stay informed. Show management that we move as one.

Our strength doesn't come from titles or positions – it comes from unity on the floor, in the break rooms, and at every point where we have each other's backs.

Stay united. Stay strong. Stand together.

In Solidarity,

IAM District 140 Negotiations Committee