



MEC UPDATE

A Message from Your Air Canada Master Executive Council

MEC UPDATE: Negotiations Update, Our Decision: Pushing Negotiations Forward, Coffee Sits, and Virtual Townhall January 18, 2024

Negotiations Update

Our Negotiating Committee has been working diligently and tirelessly towards achieving our World-Class Contract. You have shown up time and time again, showcasing resolve and unity towards achieving our World-Class Contract.

Since we served the Notice to Bargain in June of 2023, progress at the table has been minimal. We know the membership is frustrated by the amount of time these talks are taking and let us assure you, your MEC shares in that frustration. A great deal of the MEC meeting last week was focused on strategizing our next steps to move the negotiating process forward.

In December, our Negotiating Committee passed the last proposals remaining to the Company, ensuring they had our complete package prior to the end of the year. Our proposals were built with the objective of updating our stale Collective Agreement while keeping the survey data received from you at the forefront of our minds. The 10-year framework has resulted in missing one or more bargaining periods. These missed opportunities mean many of our professional colleagues have left us far behind. We are in the position of playing catch up so we can once again be in the same league as our industry peers.

Since merging with ALPA, we have committed to bargaining traditionally, as seen with other ALPA pilot groups, and in line with the experiences we have learned from our ALPA counterparts, like the pilots of United and Delta. One of the great advantages of ALPA is that ALPA is always bargaining multiple Collective Agreements; the ALPA negotiating muscle is strong, developed and prepared for the hard work of negotiations. Typically, article by article of a Collective Agreement is tentatively agreed to by both sides. Unfortunately, this has not been the case to date, as what we have seen from management is contrary to what our ALPA counterparts have seen from their respective management teams.

Simply put, Air Canada has not yet shown a commitment to negotiating a Collective Agreement worthy of this pilot group. We have tried on numerous fronts to bring some momentum to these negotiations and have yet to be successful. Negotiations have stalled and this frustrates the MEC and pilot group, as we know our Negotiating Committee continually shows up incredibly prepared and ready to do the work on your behalf.

To file for the notice of dispute (leading to conciliation) under the Canada Labour Code and declare an impasse at this stage of negotiations would be extremely premature, due to the lack

of agreement on any meaningful contract changes. If an impasse was declared, like our counterparts at WestJet Encore did this week, it starts an 81-96 day clock. With the volume of changes needed to achieve our World-Class Contract, there simply would not be enough time to achieve the changes we know our pilot group expects.

Our Decision: Pushing Negotiations Forward

Earlier this week, your MEC decided to enter into a [protocol agreement with Air Canada](#) and a professional mediator to facilitate our negotiations and invigorate the process. This decision creates a controlled environment which will not subject us to the burning platform management often likes to insert in these situations.

A professional mediator will hold both parties accountable in this controlled environment to negotiate in good faith under a defined timeline and protocol. We know we are ready, willing, and able to negotiate in an aggressive timeline, and now our employer will be compelled to do the same. The professional mediator we have engaged is William Kaplan, who is very familiar with the Canadian aviation industry and comes recommended within the labour relations world. He has cleared his calendar next week to facilitate our negotiations and establish a clear path forward. To be clear, this is mediation, and anything agreed to at the table must be agreed to by our Negotiating Committee who has received their mandate from you via the survey data and from your MEC.

The key takeaways from this decision are:

First, we remain in control of both the process and the outcome. This is mediation and not arbitration and accordingly an agreement cannot be forced upon us.

Second, this agreement does not remove the possibility of conciliation should an impasse be reached. But let's be clear, pre-mature conciliation, with the threat of labour action, is less favourable than a good deal. This is about achieving the best deal, not the fastest deal, because ultimately, this pilot group deserves a World-Class Contract and not a subpar contract.

Third, we remain firmly guided by your targets and ultimately any contract will be ratified by you as the final decision makers. To be clear, mediation does not mean finding middle ground; a firm but fair mediator will consider the soundness of our positions as they move the parties through negotiations. A third party facilitates discussions and will ensure meaningful engagement from Air Canada.

Fourth, we are not WestJet and William Kaplan knows this. It must be noted while he was involved in WestJet's very first Collective Agreement as an arbitrator, we must recognize that was the first Collective Agreement of a recently unionized pilot group and was subject to arbitration, where jurisprudence and arbitral practice impacts the outcome. This is vastly

different than our current situation as mediation is not binding. Our Collective Agreement is decades old, and our place in the industry is that of a legacy airline.

Finally, and most importantly, we need your continued passion and engagement while we use the resources available to us, to move this negotiation toward the World-Class Contract you deserve. Across all bases and all demographics, our voices are becoming louder. Our commitment to one another, to our profession, and to those pilots who will follow in our footsteps, is growing stronger with each passing day. Stay unified and stay engaged.

Upcoming Engagement Opportunities:

Coffee Sits

- Friday, January 19th, YYZ: 0800 to 1200 @ Starbucks Terminal 1 (Pre-Security, International Arrivals Level)
- Monday, January 22nd, YUL: 0800 to 1200 @ JavaU (Pre-Security, Departures Level)
- Tuesday, January 23rd, YVR: 0800 to 1200 @ Location TBD
- Wednesday, January 24th, YYC: 0800 to 1200 @ Deville Coffee (Pre-Security, Concourse A – Arrivals)
- Thursday, January 25th, YWG: 1300 to 1700 @ Root98 (Pre-Security, Arrivals Level)

Virtual Townhall with the Negotiating Committee & MEC Executive

- Friday, February 2, 2024
- Time: To be determined

We will continue to provide as much information as we can about why this is the best tool for us to employ at this time to keep us on the Flight Plan 2024 path towards a World-Class Contract.

We understand there will be questions and encourage you to send us a DART with questions and feedback.

Starting next week, and under this new agreement, the pace of negotiations will change dramatically, moving from sporadic meetings and what have been rather unproductive discussions to full scheduled days. This is the change we need, and it is the change you expect. We promised you a World-Class Contract, and we will deliver.

Fly Safe & Stay Engaged,
Your Air Canada MEC