

Duration and Effective Date

- 4 years, from September 30, 2023 until September 29, 2027

Tentative Agreement Value

- Approximately \$1.9 billion in additional value
- 46% increase over current book

Scope

- All Air Canada Aircraft will be operated by no less than two Air Canada Pilots on the aircraft flight deck
- Introduced Domestic Codeshare Carrier (DCC) for service to small airports
 - SPA and MPA wholly within Canada (no jets and no transborder)
- Introduced new 29:100 ASM ratio – 29 CPA and DCC ASMs combined for every 100 NJA ASMs Air Canada and its Affiliates (excluding Jetz, NRFO and Wet Lease) wholly within Canada and the USA
- FIN ratio replaced with 29:100 ASM ratio, which reduces the number of FINs AC can have under a CPA and codeshare
- Wet Lease of 90 days or 3 Block Periods
 - Restrictions:
 - Must not have been used in the preceding 365 days
 - There can be no Pilots on furlough
 - 30-day and 90-day wet lease cannot be combined into 120-day wet lease
 - Limited to 3 aircraft per block period
 - Updated current practice on payouts:
 - Augment will be credited at applicable CA and FO rates
 - Use the exact type or next largest aircraft on our pay table
 - Hourly pay, including OVS and Nav Pay
- Deleted Transborder and Sixth Freedom Codeshare language

Pay Rates

- Four-year cumulative rate increase: approximately 41.7%
- Ratification pay of 84 hours per eligible Block Period from September 30, 2023
- Deleted Profit Sharing Program from Appendix B
- Incentive Plan EBITDAR Target changed from 15% to 20%
- Fixed rate pay reduced to 2 years, guaranteed the greater of 75 hours or reserve MBG
- Average 26% increase on September 30, 2023
- 4% on September 30, 2024
- 4% on September 30, 2025
- 4% on September 30, 2026
- Updated Captain slope
- Updated percentage of Captain pay

September 30, 2023

Status	Type	Equipment	1	2	3	4	5	6	7	8	9	10	11	12
CA	WB	B-777-(200-300)	\$ 365.52	\$ 369.20	\$ 373.69	\$ 376.71	\$ 380.55	\$ 384.39	\$ 388.26	\$ 392.18	\$ 396.14	\$ 400.14	\$ 404.19	\$ 408.27
CA	WB	B-787-(8-9)	\$ 335.71	\$ 339.08	\$ 343.20	\$ 345.98	\$ 349.50	\$ 353.03	\$ 356.59	\$ 360.19	\$ 363.83	\$ 367.50	\$ 371.21	\$ 374.96
CA	WB	A330(200-300)	\$ 328.04	\$ 331.34	\$ 335.37	\$ 338.08	\$ 341.53	\$ 344.97	\$ 348.45	\$ 351.97	\$ 355.52	\$ 359.11	\$ 362.74	\$ 366.40
CA	WB	B-767-(200-300)	\$ 305.67	\$ 308.74	\$ 312.49	\$ 315.02	\$ 318.23	\$ 321.44	\$ 324.68	\$ 327.96	\$ 331.27	\$ 334.62	\$ 338.00	\$ 341.41
CA	NB	A319/320/321	\$ 268.49	\$ 271.19	\$ 274.49	\$ 276.71	\$ 279.52	\$ 282.34	\$ 285.19	\$ 288.07	\$ 290.98	\$ 293.92	\$ 296.89	\$ 299.89
CA	NB	737 Max 8/9	\$ 268.49	\$ 271.19	\$ 274.49	\$ 276.71	\$ 279.52	\$ 282.34	\$ 285.19	\$ 288.07	\$ 290.98	\$ 293.92	\$ 296.89	\$ 299.89
CA	NB	A220(100-300)	\$ 263.28	\$ 265.93	\$ 269.16	\$ 271.34	\$ 274.10	\$ 276.87	\$ 279.66	\$ 282.49	\$ 285.34	\$ 288.22	\$ 291.13	\$ 294.07
FO	WB	B-777-(200-300)	\$ 84.12	\$ 91.16	\$ 138.26	\$ 148.80	\$ 207.40	\$ 215.26	\$ 223.25	\$ 231.39	\$ 239.67	\$ 248.09	\$ 256.66	\$ 265.37
FO	WB	B-787-(8-9)	\$ 84.12	\$ 91.16	\$ 126.99	\$ 136.66	\$ 190.48	\$ 197.70	\$ 205.04	\$ 212.51	\$ 220.12	\$ 227.85	\$ 235.72	\$ 243.73
FO	WB	A330(200-300)	\$ 84.12	\$ 91.16	\$ 124.09	\$ 133.54	\$ 186.13	\$ 193.18	\$ 200.36	\$ 207.66	\$ 215.09	\$ 222.65	\$ 230.34	\$ 238.16
FO	WB	B-767-(200-300)	\$ 84.12	\$ 91.16	\$ 115.62	\$ 124.43	\$ 173.44	\$ 180.01	\$ 186.69	\$ 193.50	\$ 200.42	\$ 207.46	\$ 214.63	\$ 221.92
FO	NB	A319/320/321	\$ 84.12	\$ 91.16	\$ 113.91	\$ 121.75	\$ 156.53	\$ 162.35	\$ 168.26	\$ 174.28	\$ 180.41	\$ 186.64	\$ 192.98	\$ 199.42
FO	NB	737 Max 8/9	\$ 84.12	\$ 91.16	\$ 113.91	\$ 121.75	\$ 156.53	\$ 162.35	\$ 168.26	\$ 174.28	\$ 180.41	\$ 186.64	\$ 192.98	\$ 199.42
FO	NB	A220(100-300)	\$ 84.12	\$ 91.16	\$ 111.70	\$ 119.39	\$ 153.50	\$ 159.20	\$ 165.00	\$ 170.90	\$ 176.91	\$ 183.02	\$ 189.24	\$ 195.56
RP	WB	B-777-(200-300)	\$ 84.12	\$ 91.16	\$ 106.50	\$ 114.90	\$ 140.80	\$ 146.07	\$ 151.42	\$ 156.87	\$ 162.42	\$ 168.06	\$ 171.78	\$ 175.56
RP	WB	B-787-(8-9)	\$ 84.12	\$ 91.16	\$ 97.81	\$ 105.52	\$ 129.32	\$ 134.15	\$ 139.07	\$ 144.08	\$ 149.17	\$ 154.35	\$ 157.77	\$ 161.23
RP	WB	A330(200-300)	\$ 84.12	\$ 91.16	\$ 95.58	\$ 103.11	\$ 126.36	\$ 131.09	\$ 135.90	\$ 140.79	\$ 145.76	\$ 150.83	\$ 154.16	\$ 157.55

September 30, 2024

Status	Type	Equipment	1	2	3	4	5	6	7	8	9	10	11	12
CA	WB	B-777-(200-300)	\$ 380.14	\$ 383.97	\$ 388.64	\$ 391.78	\$ 395.77	\$ 399.76	\$ 403.79	\$ 407.87	\$ 411.99	\$ 416.15	\$ 420.35	\$ 424.60
CA	WB	B-787-(8-9)	\$ 349.13	\$ 352.64	\$ 356.93	\$ 359.82	\$ 363.48	\$ 367.15	\$ 370.85	\$ 374.60	\$ 378.38	\$ 382.20	\$ 386.06	\$ 389.96
CA	WB	A330(200-300)	\$ 341.16	\$ 344.59	\$ 348.78	\$ 351.60	\$ 355.19	\$ 358.77	\$ 362.39	\$ 366.05	\$ 369.74	\$ 373.48	\$ 377.25	\$ 381.06
CA	WB	B-767-(200-300)	\$ 317.89	\$ 321.09	\$ 324.99	\$ 327.62	\$ 330.96	\$ 334.30	\$ 337.67	\$ 341.08	\$ 344.52	\$ 348.00	\$ 351.52	\$ 355.07
CA	NB	A319/320/321	\$ 279.23	\$ 282.03	\$ 285.47	\$ 287.77	\$ 290.71	\$ 293.64	\$ 296.60	\$ 299.59	\$ 302.62	\$ 305.68	\$ 308.76	\$ 311.88
CA	NB	737 Max 8/9	\$ 279.23	\$ 282.03	\$ 285.47	\$ 287.77	\$ 290.71	\$ 293.64	\$ 296.60	\$ 299.59	\$ 302.62	\$ 305.68	\$ 308.76	\$ 311.88
CA	NB	A220(100-300)	\$ 273.81	\$ 276.57	\$ 279.93	\$ 282.19	\$ 285.07	\$ 287.94	\$ 290.85	\$ 293.79	\$ 296.75	\$ 299.75	\$ 302.78	\$ 305.83
FO	WB	B-777-(200-300)	\$ 87.48	\$ 94.81	\$ 143.80	\$ 154.75	\$ 215.69	\$ 223.87	\$ 232.18	\$ 240.64	\$ 249.25	\$ 258.01	\$ 266.92	\$ 275.99
FO	WB	B-787-(8-9)	\$ 87.48	\$ 94.81	\$ 132.07	\$ 142.13	\$ 198.10	\$ 205.60	\$ 213.24	\$ 221.01	\$ 228.92	\$ 236.97	\$ 245.15	\$ 253.48
FO	WB	A330(200-300)	\$ 87.48	\$ 94.81	\$ 129.05	\$ 138.88	\$ 193.58	\$ 200.91	\$ 208.37	\$ 215.97	\$ 223.69	\$ 231.56	\$ 239.55	\$ 247.69
FO	WB	B-767-(200-300)	\$ 87.48	\$ 94.81	\$ 120.25	\$ 129.41	\$ 180.37	\$ 187.21	\$ 194.16	\$ 201.24	\$ 208.44	\$ 215.76	\$ 223.21	\$ 230.79
FO	NB	A319/320/321	\$ 87.48	\$ 94.81	\$ 118.47	\$ 126.62	\$ 162.79	\$ 168.84	\$ 174.99	\$ 181.25	\$ 187.62	\$ 194.10	\$ 200.70	\$ 207.40
FO	NB	737 Max 8/9	\$ 87.48	\$ 94.81	\$ 118.47	\$ 126.62	\$ 162.79	\$ 168.84	\$ 174.99	\$ 181.25	\$ 187.62	\$ 194.10	\$ 200.70	\$ 207.40
FO	NB	A220(100-300)	\$ 87.48	\$ 94.81	\$ 116.17	\$ 124.17	\$ 159.64	\$ 165.57	\$ 171.60	\$ 177.74	\$ 183.99	\$ 190.34	\$ 196.80	\$ 203.38
RP	WB	B-777-(200-300)	\$ 87.48	\$ 94.81	\$ 110.76	\$ 119.49	\$ 146.43	\$ 151.91	\$ 157.48	\$ 163.15	\$ 168.92	\$ 174.78	\$ 178.65	\$ 182.58
RP	WB	B-787-(8-9)	\$ 87.48	\$ 94.81	\$ 101.73	\$ 109.74	\$ 134.49	\$ 139.52	\$ 144.63	\$ 149.84	\$ 155.14	\$ 160.53	\$ 164.08	\$ 167.68
RP	WB	A330(200-300)	\$ 87.48	\$ 94.81	\$ 99.40	\$ 107.24	\$ 131.42	\$ 136.33	\$ 141.33	\$ 146.42	\$ 151.59	\$ 156.86	\$ 160.33	\$ 163.86

September 30, 2025

Status	Type	Equipment	1	2	3	4	5	6	7	8	9	10	11	12
CA	WB	B-777-(200-300)	\$ 395.35	\$ 399.32	\$ 404.18	\$ 407.45	\$ 411.60	\$ 415.75	\$ 419.95	\$ 424.19	\$ 428.47	\$ 432.80	\$ 437.17	\$ 441.58
CA	WB	B-787-(8-9)	\$ 363.10	\$ 366.75	\$ 371.21	\$ 374.21	\$ 378.02	\$ 381.84	\$ 385.69	\$ 389.58	\$ 393.52	\$ 397.49	\$ 401.51	\$ 405.56
CA	WB	A330(200-300)	\$ 354.81	\$ 358.38	\$ 362.74	\$ 365.67	\$ 369.39	\$ 373.12	\$ 376.88	\$ 380.69	\$ 384.53	\$ 388.42	\$ 392.34	\$ 396.30
CA	WB	B-767-(200-300)	\$ 330.61	\$ 333.93	\$ 337.99	\$ 340.73	\$ 344.20	\$ 347.67	\$ 351.18	\$ 354.72	\$ 358.30	\$ 361.92	\$ 365.58	\$ 369.27
CA	NB	A319/320/321	\$ 290.40	\$ 293.32	\$ 296.88	\$ 299.28	\$ 302.33	\$ 305.38	\$ 308.46	\$ 311.58	\$ 314.72	\$ 317.90	\$ 321.11	\$ 324.36
CA	NB	737 Max 8/9	\$ 290.40	\$ 293.32	\$ 296.88	\$ 299.28	\$ 302.33	\$ 305.38	\$ 308.46	\$ 311.58	\$ 314.72	\$ 317.90	\$ 321.11	\$ 324.36
CA	NB	A220(100-300)	\$ 284.77	\$ 287.63	\$ 291.13	\$ 293.48	\$ 296.47	\$ 299.46	\$ 302.48	\$ 305.54	\$ 308.62	\$ 311.74	\$ 314.89	\$ 318.07
FO	WB	B-777-(200-300)	\$ 90.98	\$ 98.60	\$ 149.55	\$ 160.94	\$ 224.32	\$ 232.82	\$ 241.47	\$ 250.27	\$ 259.22	\$ 268.33	\$ 277.60	\$ 287.03
FO	WB	B-787-(8-9)	\$ 90.98	\$ 98.60	\$ 137.35	\$ 147.81	\$ 206.02	\$ 213.83	\$ 221.77	\$ 229.85	\$ 238.08	\$ 246.44	\$ 254.96	\$ 263.61
FO	WB	A330(200-300)	\$ 90.98	\$ 98.60	\$ 134.21	\$ 144.44	\$ 201.32	\$ 208.95	\$ 216.71	\$ 224.61	\$ 232.64	\$ 240.82	\$ 249.14	\$ 257.60
FO	WB	B-767-(200-300)	\$ 90.98	\$ 98.60	\$ 125.06	\$ 134.59	\$ 187.59	\$ 194.69	\$ 201.93	\$ 209.29	\$ 216.77	\$ 224.39	\$ 232.14	\$ 240.03
FO	NB	A319/320/321	\$ 90.98	\$ 98.60	\$ 123.21	\$ 131.69	\$ 169.31	\$ 175.59	\$ 181.99	\$ 188.50	\$ 195.13	\$ 201.87	\$ 208.72	\$ 215.70
FO	NB	737 Max 8/9	\$ 90.98	\$ 98.60	\$ 123.21	\$ 131.69	\$ 169.31	\$ 175.59	\$ 181.99	\$ 188.50	\$ 195.13	\$ 201.87	\$ 208.72	\$ 215.70
FO	NB	A220(100-300)	\$ 90.98	\$ 98.60	\$ 120.82	\$ 129.13	\$ 166.02	\$ 172.19	\$ 178.46	\$ 184.85	\$ 191.35	\$ 197.95	\$ 204.68	\$ 211.52
RP	WB	B-777-(200-300)	\$ 90.98	\$ 98.60	\$ 115.19	\$ 124.27	\$ 152.29	\$ 157.99	\$ 163.78	\$ 169.67	\$ 175.67	\$ 181.77	\$ 185.80	\$ 189.88
RP	WB	B-787-(8-9)	\$ 90.98	\$ 98.60	\$ 105.79	\$ 114.13	\$ 139.87	\$ 145.10	\$ 150.42	\$ 155.83	\$ 161.34	\$ 166.95	\$ 170.64	\$ 174.39
RP	WB	A330(200-300)	\$ 90.98	\$ 98.60	\$ 103.38	\$ 111.53	\$ 136.68	\$ 141.79	\$ 146.98	\$ 152.28	\$ 157.66	\$ 163.13	\$ 166.74	\$ 170.41

September 30, 2026

Status	Type	Equipment	1	2	3	4	5	6	7	8	9	10	11	12
CA	WB	B-777-(200-300)	\$ 411.16	\$ 415.30	\$ 420.35	\$ 423.75	\$ 428.06	\$ 432.38	\$ 436.74	\$ 441.15	\$ 445.61	\$ 450.11	\$ 454.65	\$ 459.25
CA	WB	B-787-(8-9)	\$ 377.62	\$ 381.42	\$ 386.06	\$ 389.18	\$ 393.14	\$ 397.11	\$ 401.12	\$ 405.17	\$ 409.26	\$ 413.39	\$ 417.57	\$ 421.78
CA	WB	A330(200-300)	\$ 369.00	\$ 372.71	\$ 377.25	\$ 380.30	\$ 384.17	\$ 388.04	\$ 391.96	\$ 395.92	\$ 399.91	\$ 403.95	\$ 408.03	\$ 412.15
CA	WB	B-767-(200-300)	\$ 343.83	\$ 347.29	\$ 351.51	\$ 354.36	\$ 357.97	\$ 361.58	\$ 365.22	\$ 368.91	\$ 372.64	\$ 376.40	\$ 380.20	\$ 384.04
CA	NB	A319/320/321	\$ 302.01	\$ 305.05	\$ 308.76	\$ 311.26	\$ 314.43	\$ 317.60	\$ 320.80	\$ 324.04	\$ 327.31	\$ 330.62	\$ 333.96	\$ 337.33
CA	NB	737 Max 8/9	\$ 302.01	\$ 305.05	\$ 308.76	\$ 311.26	\$ 314.43	\$ 317.60	\$ 320.80	\$ 324.04	\$ 327.31	\$ 330.62	\$ 333.96	\$ 337.33
CA	NB	A220(100-300)	\$ 296.16	\$ 299.13	\$ 302.77	\$ 305.22	\$ 308.33	\$ 311.44	\$ 314.58	\$ 317.76	\$ 320.97	\$ 324.21	\$ 327.48	\$ 330.79
FO	WB	B-777-(200-300)	\$ 94.62	\$ 102.54	\$ 155.53	\$ 167.38	\$ 233.30	\$ 242.13	\$ 251.13	\$ 260.28	\$ 269.59	\$ 279.07	\$ 288.71	\$ 298.51
FO	WB	B-787-(8-9)	\$ 94.62	\$ 102.54	\$ 142.84	\$ 153.73	\$ 214.26	\$ 222.38	\$ 230.64	\$ 239.05	\$ 247.60	\$ 256.30	\$ 265.15	\$ 274.16
FO	WB	A330(200-300)	\$ 94.62	\$ 102.54	\$ 139.58	\$ 150.22	\$ 209.37	\$ 217.30	\$ 225.38	\$ 233.59	\$ 241.95	\$ 250.45	\$ 259.10	\$ 267.90
FO	WB	B-767-(200-300)	\$ 94.62	\$ 102.54	\$ 130.06	\$ 139.97	\$ 195.09	\$ 202.48	\$ 210.00	\$ 217.66	\$ 225.44	\$ 233.37	\$ 241.43	\$ 249.63
FO	NB	A319/320/321	\$ 94.62	\$ 102.54	\$ 128.14	\$ 136.95	\$ 176.08	\$ 182.62	\$ 189.27	\$ 196.04	\$ 202.93	\$ 209.94	\$ 217.07	\$ 224.33
FO	NB	737 Max 8/9	\$ 94.62	\$ 102.54	\$ 128.14	\$ 136.95	\$ 176.08	\$ 182.62	\$ 189.27	\$ 196.04	\$ 202.93	\$ 209.94	\$ 217.07	\$ 224.33
FO	NB	A220(100-300)	\$ 94.62	\$ 102.54	\$ 125.65	\$ 134.30	\$ 172.67	\$ 179.08	\$ 185.60	\$ 192.24	\$ 199.00	\$ 205.87	\$ 212.86	\$ 219.98
RP	WB	B-777-(200-300)	\$ 94.62	\$ 102.54	\$ 119.80	\$ 129.24	\$ 158.38	\$ 164.30	\$ 170.33	\$ 176.46	\$ 182.70	\$ 189.05	\$ 193.23	\$ 197.48
RP	WB	B-787-(8-9)	\$ 94.62	\$ 102.54	\$ 110.03	\$ 118.70	\$ 145.46	\$ 150.90	\$ 156.44	\$ 162.07	\$ 167.80	\$ 173.62	\$ 177.47	\$ 181.37
RP	WB	A330(200-300)	\$ 94.62	\$ 102.54	\$ 107.51	\$ 115.99	\$ 142.14	\$ 147.46	\$ 152.86	\$ 158.37	\$ 163.96	\$ 169.66	\$ 173.41	\$ 177.23

Ratification Pay Example

Ratification Pay Examples														
Fleet	Seat	Hours	1	2	3	4	5	6	7	8	9	10	11	12
777	CA	84	\$65,537	\$67,099	\$68,712	\$70,345	\$72,069	\$73,742	\$75,547	\$77,250	\$79,105	\$80,990	\$82,925	\$84,911
787	CA	84	\$62,153	\$63,423	\$64,723	\$66,053	\$67,465	\$68,815	\$70,307	\$71,688	\$73,220	\$74,783	\$76,375	\$78,029
330	CA	84	\$61,239	\$62,429	\$63,648	\$64,898	\$66,229	\$67,499	\$68,910	\$70,210	\$71,662	\$73,133	\$74,635	\$76,208
767	CA	84	\$84,256	\$85,457	\$86,699	\$87,962	\$89,302	\$90,590	\$92,009	\$93,323	\$94,766	\$96,241	\$97,756	\$99,320
320	CA	84	\$54,417	\$54,991	\$55,606	\$56,241	\$56,947	\$57,592	\$58,368	\$59,023	\$59,820	\$60,636	\$61,483	\$62,370
737	CA	84	\$57,271	\$57,845	\$58,460	\$59,095	\$59,801	\$60,446	\$61,222	\$61,877	\$62,674	\$63,490	\$64,337	\$65,224
220	CA	84	\$53,817	\$54,351	\$54,905	\$55,490	\$56,135	\$56,730	\$57,445	\$58,040	\$58,786	\$59,542	\$60,328	\$61,165
777	FO	84	\$19,243	\$20,220	\$57,436	\$58,545	\$43,336	\$44,855	\$46,617	\$48,358	\$50,362	\$52,496	\$54,782	\$57,239
787	FO	84	\$19,243	\$20,220	\$46,106	\$46,328	\$39,100	\$40,364	\$41,870	\$43,345	\$45,073	\$46,912	\$48,891	\$51,033
330	FO	84	\$19,243	\$20,220	\$43,173	\$43,163	\$37,982	\$39,187	\$40,625	\$42,032	\$43,681	\$45,451	\$47,352	\$49,404
767	FO	84	\$19,243	\$20,220	\$35,834	\$35,250	\$49,353	\$50,968	\$52,795	\$54,597	\$56,619	\$58,763	\$61,018	\$63,432
320	FO	84	\$19,243	\$20,220	\$34,322	\$32,679	\$33,688	\$34,452	\$35,407	\$36,322	\$37,459	\$38,686	\$40,025	\$41,484
737	FO	84	\$19,243	\$20,220	\$34,322	\$32,679	\$35,058	\$35,864	\$36,863	\$37,820	\$39,000	\$40,271	\$41,652	\$43,154
220	FO	84	\$19,243	\$20,220	\$32,075	\$30,270	\$32,866	\$33,579	\$34,493	\$35,357	\$36,443	\$37,619	\$38,896	\$40,315
777	RP	84	\$19,243	\$20,220	\$25,482	\$24,373	\$32,291	\$32,591	\$33,094	\$33,536	\$34,179	\$34,923	\$36,526	\$38,199
787	RP	84	\$19,243	\$20,220	\$16,753	\$14,928	\$28,189	\$28,323	\$28,648	\$28,913	\$29,369	\$29,916	\$31,207	\$32,577
330	RP	84	\$19,243	\$20,220	\$14,495	\$12,489	\$27,113	\$27,214	\$27,487	\$27,699	\$28,113	\$28,598	\$29,817	\$31,108

* This table is being provided for illustration purposes. It is based on new pay rate increases, 84 hours per block period, and 12 block periods.

Pay Provisions

- Increased first-of-the-month advances:
 - \$6500 for CA
 - \$5000 for FO
 - \$4000 for RP
 - \$3250 for fixed rate pilots
- New Average Daily Guarantee (ADG): the number of calendar days in a pairing multiplied by 4h30, effective January 2027
- All premiums are 100% (VO, Draft, including new SIM complement, etc.)
- Clarified entitlements:
 - A “premium” is a cash-cleared payment that cannot be added to another premium (no double-dipping).
 - An “Override” is a new and variable cash-cleared payment that can be added to another override or premium (deadheading in O or Y cabin, Draft on the Go, etc.).

Vacation Credit

Vacation Year	Credits
2025/2026	2h55
2026/2027	3h15
2027/2028 and beyond	3h45

Pension

- Defined Benefit:
 - Elimination of the additional 1.5% member contribution imposed during final offer selection
 - MPU increases:
 - January 1, 2023: 2%
 - January 1, 2024: 5%
 - January 1, 2025: 4%
 - January 1, 2026: 3%
 - January 1, 2027: 3%
 - Reinstatement of indexation (bi-annually) for retirees for 8 years:
 - January 1, 2025: 1% (guaranteed)
 - January 1, 2027, 2029, 2031 and 2033: 1.5% each time (conditional on health of pension surplus)
 - Language to ensure the MPU does not fall below the government Defined Benefit limit for the duration of the agreement.

- CWIPP:
 - Contribution tiers:
 - Pilot contribution lowered in tiers 2 and 3
 - Company contribution increased in tier 3
 - Company will pay all pension contributions while on GDIP, based on 80 hours per month

Years of Service	Pilot	Company
Less than 2 years	6%	6%
More than 2 years but less than 5 years	6.5%	8.25%
Equal to or more than 5 years	7.0%	11.0%

Expenses

- Changed to TAFB system, which is tied to National Joint Council rates (including regular inflation adjustments). Current rates are:
 - Canada and US: \$5.117/h
 - Europe and Africa: \$7.771/h
 - Asia-Pacific: \$7.164/h
 - South and Central America (includes Caribbean): \$6.085/h
 - TAFB under 4 hours attracts no expenses
- Onboard meals to match meals of highest-class cabin
- Shoe allowance increased to \$175/year
- Dry cleaning allowance increased to \$75/month
- Passport/Nexus allowance increased to \$45/year
- Uniform credit of \$500/year instead of an allotment, with carryover up to 3 years
- If layover transportation is not at the pick-up location within 30 minutes, crew scheduling shall authorize a taxi.

Pilot Position Assignment

- Course rights changed to a freeze system that allows Pilots to change positions more times over an average career
- Freezes apply:
 - For 36 months after bidding a lower rated position
 - For 30 months after bidding a higher rated position in the same group
 - Freeze countdown starts when awarded a new position but doesn't prevent a Pilot from bidding another position if training hasn't started
- Not frozen if:
 - Forced reduced
 - Base transfers in your QPOS

- Bidding to a higher rated group
- Activation date maintained when bidding to a higher rated position
- 240-day training deadline when bidding to a lower rated position
- Guaranteed of at least 4 equipment bids per year
- Eliminated the Seasonal RP position

Rouge

- All provisions of the Air Canada – ALPA Collective Agreement will apply to Rouge
- Restriction prohibiting common types between Mainline and Rouge
- Limit of 20 WJA and
- A baseline of 40 NJA plus half the number of Mainline NJA, but Rouge NJA cannot exceed Mainline NJA

Cargo

- Removal of 10% discount for current and future cargo aircraft
- F767 moved to WB group

Furlough

- YOS Grievance is resolved with 100% of lost service towards pay progression and vacation entitlement for affected pilots, moving forward only
- Base is assigned at the start of training on a recall

Scheduling

- Secured earlier block release date:
 - No later than 12th of the month, 4 times per calendar year can be the 14th
 - The Company may release individual Block solutions when completed
 - Bidding will be open for a minimum of 72 hours
 - Pairings frozen when published
- 200% override at pilot option to deadhead in other than Business class when requested by crew scheduling
- PBSC can adjust the scheduling window up to +/- 7h from DBM and top of window can be adjusted from 88h - 90h and a min of 65h
- Flying will not be scheduled on the same day as recurrent sim, ART or ITC
- Will not be planned to DH to and from recurrent sim or ART on the same day, unless at pilot option
- Established Normal Awards to start at 1000 (2 days prior) and to be completed by 2000 the same day
- Short Call: 2-hour cash-cleared for any Pilot able to arrive at the aircraft with less than 3h15 notice
- Creation of Pairing Review Board
 - will be able to request optimizer test runs and review the parameter settings
 - make recommendations regarding pairing construction
- At pilot option, misawards shall be drop – no credit
- A release from first or last leg deadheads must be granted at least 36 hours prior

- ALPA Access to scheduling software - access to reports from scheduling software to provide transparency
- Notification required when sim or ART is moved up
- Secured order of priority when modifying PBS blocking parameters
- Introduction of new Open Time Swap system to allow trades, drops, pick-ups before the beginning of the Block Period (Q2 2026)
- DBM differential (base balancing) removed on monthly basis and increased to 24h annually
- Pilots can select 4 guaranteed days off per Block Period during IOE
- SDOs increased to 8 days

Reserve

- All days off are GDOs (removed T days)
- Pilot now released at MBG instead of DBM
- Additional day off when DBM is at or below 78h
- PoRs to be released upon assignment or 24 hours prior to check-in, whichever is later with no requirement to be contactable at start of RAP that day
- Pilots able to submit RAP start time window preferences:
 - Early (0300 to 0730), day (0730 to 1700) or night (1700 to 0300)
 - Crew scheduling to assign final RAP based on seniority and coverage
- Pilots can check the crew mobility app instead of calling prior to leaving the airport
- Removed requirement to contact crew scheduling after sim or ART
- Partial Reserve Block days off rounded up to next whole integer (example 5.1 rounded to 6 days)
- Improved PoR to Blockholder overlap protections
- Best Fit: clarified open time assignment order for PoRs:
 1. With RAP start time being the closest to pairings' start time
 2. With remaining reserve days closely matching pairing length
 3. Company can still assign on a best fit basis with other criteria when coverage is an issue

Draft and Cold Call

- Improved protection to reduce probability of Draft on the Go
- Move up for earlier flying is at pilot option
- Draft premium increased to 100%
- New Draft on the Go Override at 50%
- Deleted Draft – Home Base provision
- A Pilot who has been drafted on the go is eligible for a hotel when arriving at home base between 1800 and 0600

Pay Protection and Pairing Integrity

- Pay Protection on a pairing-by-pairing basis
- Removal of Pay Protection bucket
- Pre-selection of Open Time increased to DBM +2
- Legs accepted outside the Pay Protection window will receive premium
- Ability to accept or decline Pay Protection with crew mobility application, ACARS or via phone
- VO and Draft are eligible for pay protection

Displacement and Removal

- Tentative displacement – released at 12 hours prior
- Change of Status from CA/FO to Aug or vice versa receives 50% override

Commuting

- Pilots who are unable to report for duty or a RAP as scheduled, and who followed the provisions of this article, will not be subject to discipline.
- Pilot must have a minimum of 2 flights (AC or OAL), connecting flights count as one flight
- A single flight with a confirmed ticket (including banked deadheads) scheduled with an arrival at least 90 minutes before report time, that has been booked at least 12 hours in advance fulfills the requirements of this article

Sick Leave

- Ability to book off/on electronically
- Protections for pilots subject to GDIP to ensure sick bank is not depleted when returning to work

Dispute Resolution

- Meetings will not be scheduled on a duty day
- New Expedited Grievance Mediation/Arbitration process

Leave of Absence

- Introduced a Pregnancy Top-Up to 100% pay while on GDIP, from the beginning of the 31st week of pregnancy until the child's birth
- Guaranteed VBR up to 78 weeks after a minimum of 12 weeks on maternity or parental leave
- Removed proration of vacation and sick leave credits while on VBR

Insurance, Medical and Dental

- Unlimited healthcare coverage (unless specifically noted)
- Increased life insurance to \$500 000 for CA and \$300 000 for FO and RP
- Increased massage therapy to \$120/visit, \$1000/person, or \$2000/family
- Increased mental health coverage to \$1500/employee or \$3000/family
- Increases for vision care and hearing aids
- New coverage for acupuncture and social work specialists
- Health Care Spending Account or Wellness Spending Account of \$500
- Increased dental to \$3,500 per/person
- Increased Orthodontic coverage to \$3000/child

GDIP

- Maximum monthly insurable earnings increased to \$27,300
- Monthly earnings based on 80 Block Credits
- Pilots eligible for an unreduced pension will be covered by GDIP until age 65
- Increased benefit for Pilots with 26 YOS or more who are on Disabled Benefit Schedule

Supervisory Flying

- Prioritized internal hiring over contract instructors
- Improved schedule release, 5 days after PBS awards
- New minimum of 15 days off for CPs including 8 GDOs
- 100% premium for work on days off
- Removal of AO start credit

Probation

- New probation completion date of 12 months from Date of Hire

Optional Bank Plan

- Increased positive bank limit to 40 hours
- Negative bank limit increased to 25 hours without Company approval
- New guaranteed day added per vacation period when requested