IAM UNION IAM LE SYNDICAT

TRANSPORTATION DISTRICT 140
DISTRICT DES TRANSPORTS 140
WWW.IAM140.CA

TO: IAM UNION MEMBERS AT BRITISH AIRWAYS YYZ & YUL

NEGOTIATIONS UPDATE - NOVEMBER 13, 2026.

Dear Brothers and Sisters,

Your Bargaining Committee comprising of Tasha Hosein, Arun Sharma, Cheranda Fraser, Michael Corrado, Andrew Cook, Jean-Francois Routhier and Peter Tsoukalas again met with representatives from British Airways during the period of November 3 - 5 to continue the bargaining process.

The parties were trying to sort through the monetary items that had been on the table. The most important of which was a respectable wage scale with significant wage increases. Unfortunately, it was clear that the parties were far apart on this most important issue.

Your IAM Union and its Bargaining Committee have since met and determined that an impasse has been reached. Thus, we filed for a Notice of Dispute and Request for Conciliation Assistance with the Federal Mediation and Conciliation Services branch of the Federal Labour Program.

The Government will assign a Conciliator to this round of bargaining within 15 days. As soon as the Conciliator is assigned, he or she will reach out to the parties to confirm their availability for continued bargaining.

Once assigned, the parties will continue bargaining during the 60-day conciliation period. If an agreement is reached during this time, we will advise you and be conducting a ratification vote. If an agreement is not reached during the 60-day conciliation period, then the parties will enter a 21-day cooling off period known as Mediation. Again, if an agreement is reached during this time, we will advise you and be conducting a ratification vote.

If an agreement is not reached during the Mediation phase, then the Union would have the ability to commence job actions, but only after conducting an approved strike vote from amongst its members in Montreal and Toronto.

We will keep you informed throughout the conciliation process.

In Solidarity from your Bargaining Team,

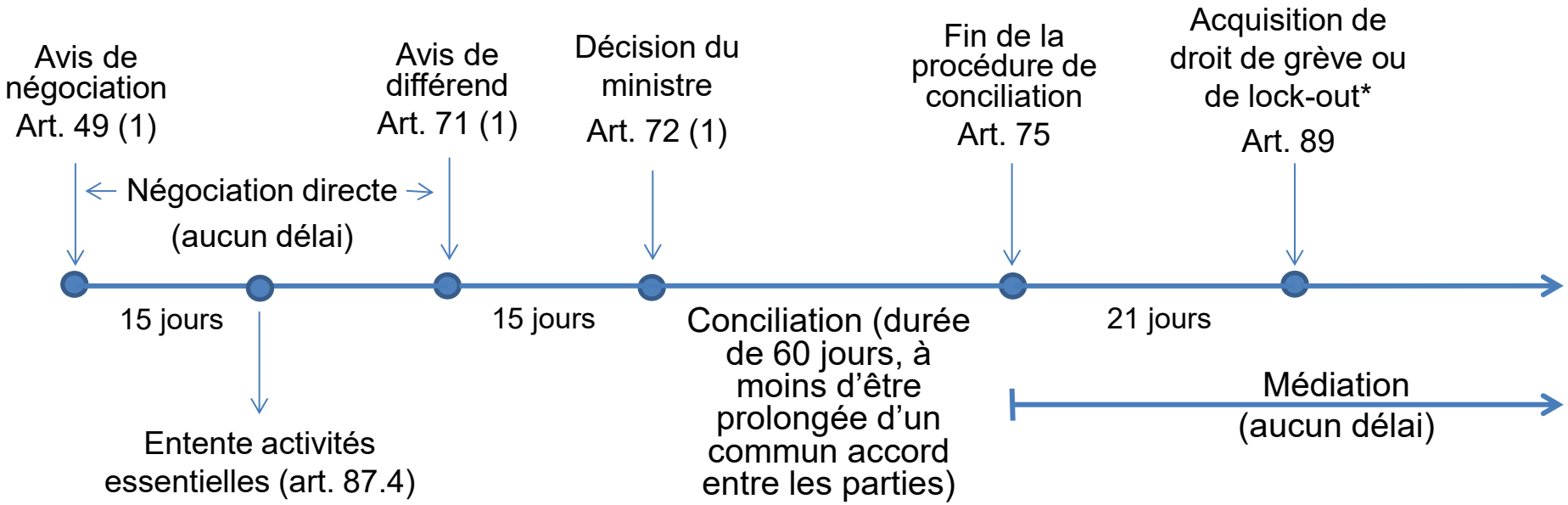
Arun Sharma – Negotiations committee member YYZ, Tasha Hosein – Negotiations committee member and Chief Steward YYZ, Cheranda Fraser – Negotiations committee member and Chief Steward YUL.

Jean-Francois Routhier
IAM Union General Chairperson
Transportation District 140
Eastern Region

Michael Corrado
IAM Union General Chairperson
Transportation District 140
Central Region

Processus de négociation collective

Code canadien du travail, Partie I

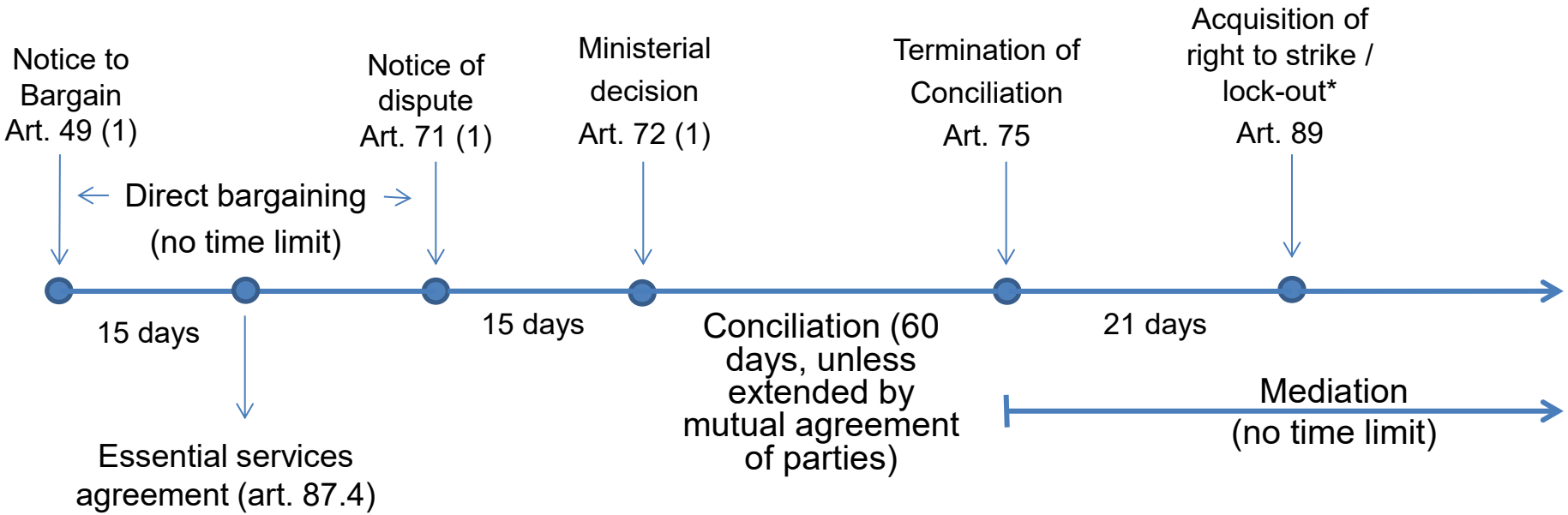


*Le droit de grève ou de lock-out ne peut être exercé avant:

1) qu'un vote de grève soit tenu
2) *Qu'une décision du CCRI sur le maintien des activités essentielles soit rendue (art. 87.4 du C.c.t.)*
3) qu'un avis de 72 heures n'ait été donné

Collective Bargaining Process

Canada Labour Code, Part I



*Right to strike / lockout cannot be exercised until:

1) Strike vote is taken

2) Maintenance of Activities issues are resolved (art.87.4 C.l.c.)

3) 72-hour notice is given