

IAM JOURNAL

2026 EDITION

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A MESSAGE FROM THE GENERAL VICE-PRESIDENT DAVID CHARTRAND

As we turn the page on 2025 and look toward the opportunities and challenges of 2026, I want to take a moment to reflect on the incredible strength and resilience of our IAM family. This past year has tested us in ways that demanded both courage and unity. From the economic uncertainty to the harmful tariffs that threaten the livelihoods of our members, we have stood shoulder-to-shoulder, proving once again that solidarity is not limited by borders.

Ours is an International Union, with members across Canada and the United States; and we know that the struggles of working people are the same no matter which side of the border you call home.

Governments may differ, policies may shift, but we must never forget: people are not their governments. The bonds of solidarity we share are built on common values, common struggles, and a shared vision for dignity, fairness, and justice at work.

In 2025, I had the privilege of traveling across provinces in Canada, visiting locals, meeting with members on the shop floor, in airports, in offices, and in communities.

Listening to your stories, your challenges, your ideas, your aspirations is essential to the work we do.

These conversations remind me every day why our fight matters. They guide our strategies and

ensure that the IAM remains a union driven by the voices of its members.

Tariffs, corporate greed, and attacks on labour rights will not disappear overnight. But neither will our determination.



As your General Vice-President, I promise that we will continue to push back against any measure that threatens your job security, your rights, or your future. We will challenge unfair trade practices, demand accountability from employers, and work tirelessly to secure strong collective agreements that reflect your worth.

We know that our power comes from standing together, across industries, across communities, across borders. And as we move into 2026, let us carry forward the lessons of 2025: that solidarity is our greatest strength, and that when we fight together, we win together.

In solidarity always,

A handwritten signature in blue ink, appearing to read 'David Chartrand', written over a faint background of a Canadian maple leaf.

DAVID CHARTRAND
General Vice-President
IAM Union Canada

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IAM UPDATES

We're Evolving to Better Serve You!

After listening to thousands of member voices across North America, we are rebranding to reflect our growing, inclusive community.

Delegates to the 41st International Convention passed a resolution to rebrand the union in a way that honours the 137-year past while becoming more relatable for current and future members from a growing array of backgrounds.

With a modernized logo, updated terminology, and a simpler name, "IAM Union", we honour our history while embracing what's to come.

The IAM Canadian Office has undergone a full rebrand, introducing a brand-new logo for the national office as well as for all districts and locals.

New branding guidelines have been introduced to make sure there is consistency in our messaging and designs.

New swag reflecting this updated look will be released in 2026.

For more information, please contact IAM Communications Representatives:

Vanessa Breidy at vbreidy@iamaw.org

Lucie Morillon at lmorillon@iamaw.org



IAM An Everyday Hero

IAM is proud to unveil its official video, titled "I AM An Everyday Hero", a tribute to the incredible members who serve as the backbone of every sector.

These individuals are the lifeblood of essential sectors; whether it's air transportation, manufacturing, aerospace, hospitality, healthcare, automotive or beyond.

IAM members contribute their skills and expertise to industries that keep the world moving.



Scan the QR code to watch the video:



IAM Proud to Service the Community

Patronized by the IAM Union and funded 100% by Service Québec, IAM Cares provides free, personalized support to Montreal residents aged 16 and up, including permanent residents and refugees. Clients receive coaching, resume building, career planning, and access to training labs; all designed to break isolation and restore independence.

This year, IAM Cares celebrates 35 years of transforming lives and creating meaningful employment opportunities.

Scan the QR code to learn more:



IAM 2025 Scholarship Winners

The IAM proudly recognizes the exceptional achievements of Matthew Brito Morgani and Béatrice Richer, children of longtime IAM members Francesco Morgani and Frédéric Richer.

Matthew, son of a 25-year member at Local 2323 and Air Canada Cargo employee, earned an IAM Union Scholarship and will study Engineering at McMaster University.

Béatrice, daughter of a Local 712 member at Bombardier, also received an IAM scholarship and plans to major in physics and mathematics at McGill University.

The IAM celebrates their dedication as shining examples of union family success across generations.

Congratulations to Matthew, Béatrice, and their families for shaping a bright future through education and leadership.



From left to right: Michel Richer (IAM Québec Coordinator), Catherine Richer (Béatrice's sister), Béatrice Richer, Frédéric Richer (Father) and Christian Bertrand (President of Local 712).



Matthew Brito Morgani (on the right) with Francesco Morgani, IAM member of Local 2323 (on the left).

IAM International Officers Sworn in for New Term

In an overwhelming show of support, IAM Union members have nominated and elected the incumbent Executive Council members and international officers to a new four-year term, beginning July 1, 2025. For the first time in nearly two decades, there is no need for runoffs for international officers elections.

"On behalf of myself and the entire IAM Executive Council, we would like to thank all IAM members for again upholding our longstanding tradition of union democracy," said IAM International President Brian Bryant. "We continue to be proud of the IAM's 'one member, one vote' electoral system that gives all members a voice in our union's future."

Nominations were held on January 18, 2025 at every IAM Local throughout the United States and Canada. No candidates other than those elected below received enough nominations to hold a full election.

Visit iam4.me/2025election for a summary of nominations and the full nominations by locals.



LIST OF INTERNATIONAL OFFICERS SWORN IN FOR A NEW TERM

International President

Brian Bryant (Local S6)

General Secretary-Treasurer

Dora Cervantes (Local 2198)

Canadian General Vice-President

David Chartrand (Local 712)*

U.S. General Vice-Presidents

David Sullivan (Local S6)

Richie Johnsen (Local 1781)

Craig Martin (Local 470)

Jody Bennett (Local 2771)

Sam Cicinelli (Local 701)

Robert "Bobby" Martinez (Local 933)

Law Committee

Eric Johnston (Local 235)

Ryan Haehnlein (Local 701)

Teresa Peart (Local 774)

Olu Ajetomobi (Local 1781)

Sal Vasquez (Local 311)

Delegates to the AFL-CIO

E. Michael Vartabedian (Local 264)

Sharon Sugiyama (Local 2339G)

Richard Jackson (Local 751A)

Delegate to the Canadian Labour Congress

Christy Slauenwhite (Local 764)*

**Elected solely by IAM members in Canada.*

Moncton Hosts 2025 IAM Atlantic Council

The IAM Atlantic Council (previously known as the Maritime Council of Machinists) held its 2025 conference on September 12–13 at the Delta Beauséjour in Moncton, New Brunswick. IAM delegates from locals across Atlantic Canada came together to learn, share ideas, and help shape the union's future in the region.

The event brought together key labour leaders from across Canada and the United States, creating a strong platform for dialogue and collaboration. With a focus on organizing, the conference featured engaging presentations, interactive workshops, and brainstorming sessions to identify strategies for growing the IAM throughout Atlantic Canada.

A key highlight of the conference was the approval of a bylaw amendment to officially include Newfoundland in the Council's Atlantic network. The newly elected executive board is already looking ahead, beginning preparations for the next conference, scheduled for 2027.

The 2025 IAM Atlantic Council conference provided an important opportunity to strengthen the union's presence in Atlantic Canada, foster collaboration, and empower members to drive meaningful change in their communities.



Labour Day Parade 2025

Across Canada, our members came together to celebrate Labour Day. From British Columbia to Newfoundland and Labrador, your hard work and perseverance are what make our union thrive.



Scan the QR code
to view all pictures:



IAM Gears Up for Air Canada 2026 Negotiations

As preparations begin for the 2026 Air Canada negotiations, IAM members gathered for a week-long series of training sessions at the William W. Winpisinger Center (W3) in September 2025.

IAM Union Canada leaders, General Chairpersons, President and Directing General Chairperson, International Representatives, and other key officials joined members from Air Transportation to engage in in-depth discussions on the issues that matter most to our members.

It was used as a time to gather all the subcommittees in one place and hear from them directly on issues impacting them. During the sessions, members reviewed surveys, shared their experiences, and identified the key challenges affecting their day-to-day work. Each subcommittee worked intensively to draft proposals on priorities, debating and refining their ideas to ensure they accurately reflected members' concerns.



While wages, pensions, benefits, and the impact of AI on the jobs, remain key priorities, members were reassured that these issues will be addressed through a separate process. The IAM will be working with its team of professionals, including actuaries for pension matters and legal experts for members' job security, to prepare strong and informed proposals on behalf of the members.

The sessions further benefited from the guidance of IAM leaders and experts, including Peter Greenberg, Director of International Affairs, and Tom Regan, Special Assistant to the International President. Regan, who previously served as Airline Coordinator in the United States, shared valuable insights from past negotiations, bringing additional perspective from both sides of the border.

IAM A Healthcare Hero

The IAM Union proudly honours our healthcare members, the real heroes on the front lines who serve their communities with strength, compassion, and courage.



We introduced a tribute video to celebrate their tireless commitment and resilience.
Scan the QR code to watch it.

Gary Hynes Retires After 49 Years

IAM International Representative Gary Hynes has retired after 49 years with the IAM, starting in 1976 with Local 1922 and later serving as Directing Business Representative and International Representative.

Known for his integrity and dedication, Gary has been a lifelong advocate for workers and an active supporter of Guide Dogs of America – Tender Loving Canines (GDA | TLC). The IAM thanks him for his decades of service and leadership.



Frank Saptel, IAM Canada Communications Specialist, Retires

After 25 years with IAM Canada, Frank Saptel retires. As Communications Specialist, Frank was a storyteller, advocate, and mentor, bringing workers' voices to life and shaping how we fight for one another.

His dedication, knowledge, and passion have left a lasting mark on the IAM and its members. We thank him for his years of service and wish him joy and adventure in this next chapter.



Roya Rismankar Appointed IAM Canadian Research Analyst

IAM International President Brian Bryant has appointed Roya Rismankar as Research Analyst in the Canadian Territory, effective March 10, 2025.

With her experience in public policy and research, Rismankar will provide members with accurate, timely information to support their success and advance the IAM's goals.



Lucie Morillon Appointed IAM Canadian Communications Representative

IAM International President Brian Bryant has appointed Lucie Morillon as Communications Representative at the Canadian Office, effective September 15, 2025.

Morillon will play a key role in supporting the Canadian Office's communications efforts, helping to enhance IAM's digital presence, strengthen member engagement, and ensure effective communication across districts and locals.





GOLFING FOR A CAUSE

27th Dave Ritchie Golf Tournament

The IAM Union community came together for a meaningful cause, golfing for Guide Dogs of America | Tender Loving Canines Canada fundraiser, bringing together over 200 participants, from union members and staff to our incredible sponsors, for a day of fun, connection, and generosity.

The event was a huge success, all in support of an organization that provides life-changing service dogs to those in need—including individuals who are blind or visually impaired, veterans, and children with autism.



"This event is about more than golf—it's about changing lives," said David Chartrand, General Vice-President of IAM Canada. *"Every dollar raised goes toward helping someone gain independence, confidence, and dignity through the support of a guide or service dog."*

A huge thank you goes out to the organizers, volunteers, and sponsors whose support made it all possible.

ABOUT GUIDE DOGS OF AMERICA | TENDER LOVING CANINES CANADA

Guide Dogs of America | Tender Loving Canines Canada transforms lives through partnerships with service dogs.

We breed, raise, and train guide dogs for those who are blind/visually impaired and service dogs for veterans and children with autism. Our highly skilled canines become trusted companions that increase confidence, mobility, and independence.

To support GDA|TLC Canada, you can make a donation via e-transfer to gdacanada@iamaw.ca

Scan the QR code to visit the website:



IAM Delegates Join Forces with Canadian Unions for Lobby Day 2025



On November 24–25, 2025, union members from across Canada came together in Ottawa for an impactful two-day Lobby Day event organized by the Canadian Labour Congress (CLC), demonstrating the power of solidarity and collective action in advocating for workers' rights.

This year, 75 delegates from the IAM Union joined a total of 328 participants representing a wide range of unions on Parliament Hill.

The first day was dedicated to preparation. Union members gathered for strategy sessions and briefings to ensure they were ready to effectively engage with politicians.

On November 25, participants met with politicians from across all parties to advocate for key issues that impact workers' lives. Discussions focused on services that make life more affordable, infrastructure investments that strengthen Canada, trade policies that put workers first and the threat of airport privatization on workers and the Canadian public.



The day was filled with constructive dialogue, as delegates brought the real-world experiences of their workplaces to the political table, emphasizing the importance of fair policies that support workers, families, and communities.

As union members return to their communities, the momentum from Lobby Day will continue to drive advocacy for stronger protections, better infrastructure, affordable services, and trade policies that put workers first. Together, they are proving that when workers stand united, real change is possible.



IAM TAKES QUEBEC CITY

The IAM Union rolled into the historic streets of Quebec City for its 2025 Staff Conference. For several days, labour leaders, staff, and representatives from across Canada and the United States gathered in unity, sharing insights, strategies, and a collective vision for the future of the labour movement.

A Message of Strength and Togetherness

Setting the tone early, David Chartrand, Canadian Territory General Vice-President, welcomed attendees with a clear call to action:

"Gatherings like these remind us of our strength, especially in times when working people are under pressure. The only way forward is together, in solidarity."

One of the most impactful moments came when the IAM Executive Council from the U.S. joined in person, a symbolic and practical gesture of unity.

Brian Bryant, IAM International President, echoed this spirit:

"IAM is and always will be an international union. Our borders may define countries, but they do not define our commitment to workers."



General Secretary-Treasurer Dora Cervantes presenting her remarks

Powerful Voices and Key Learnings

The presentations were both informative and inspiring.

Dora Cervantes, IAM General Secretary-Treasurer, shared a glimpse into future initiatives focused on organizational growth and evolution. On the education front, Mary McHugh, former Director of the William W. Winpisinger Education and Technology Center (W3), highlighted the value of continuous learning:

"Education empowers us—it gives our members the tools they need to lead, build, and fight for change."



Mary McHugh giving an educational overview

Vanessa Breidy, IAM Communications Representative, emphasized the power of messaging:

"Clear, authentic communication is the bridge between our union and our members, and the wider world. Through storytelling and strong branding, we're showing what IAM stands for to the world."

Voices for Inclusion and Justice

Jennifer O'Bamaswin, Director & Leader in First Nations and Inuit Relations and RDI Political Columnist, brought a strong and refreshing perspective on Indigenous realities in today's labour landscape, reminding attendees that inclusive action is essential to real progress.

Another highlight was the presentation by Fae Johnstone, Executive Director of the Society of Queer Momentum, on gender, identity, and belonging. Her talk was particularly enlightening on the issues faced by the LGBTQ+ community, where she emphasized the importance of accepting and respecting others.

"Being trans is a choice that deserves respect. We're not asking for special treatment. We're asking to be seen, to be heard, to be respected and to be safe."

"THIS CONFERENCE REMINDED US WHY WE DO WHAT WE DO."

- David Chartrand, IAM Canadian General Vice-President

Behind the Scenes and Beyond Borders

Jonathan Battaglia, IAM Communications Director, explored the importance of consistent messaging across countries and platforms, reinforcing the union's global voice.

Roya Rismankar, IAM Research Analyst, broke down the impacts of tariffs and the economic realities workers are facing, while Derek Ferguson, International Representative - Political Action, analyzed the results of recent Canadian elections and what they mean for labour policy.



Jennifer O'Bamaswin talking about Indigenous realities



Fae Johnstone talking about building solidarity with Trans and Queer communities

"Political action isn't optional," Ferguson said. "It's our responsibility. Every vote, every voice counts."

Finally, Guide Dogs of America | Tender Loving Canines took the spotlight during IAM Chief of Staff, Ralph Martin's presentation on IAM's favorite charity, showcasing how this partnership is changing lives and promoting independence.

A Week to Remember

The 2025 Staff Conference was a reaffirmation of IAM's commitment to its members and mission.

Across borders, identities, and experiences, one message was clear: we are stronger together.



IAM Executive Council at the Staff Conference in Quebec

Standing with Air Canada CUPE Flight Attendants **#UnpaidWorkWontFly**

IAM members across Canada proudly showed their support for the Canadian Union of Public Employees (CUPE) and Air Canada's more than 10,000 flight attendants in their ongoing fight for a fair and just collective agreement in August 2025.

From coast to coast to coast, our members stood in solidarity, recognizing the vital role these workers play in keeping passengers safe and ensuring a high-quality airline experience.



IAM Members in Ontario



IAM Members in British Columbia

"The IAM stands shoulder to shoulder with CUPE and Air Canada flight attendants," said David Chartrand, General Vice-President of the IAM Union in Canada. "These workers deserve dignity, fairness, and respect for the critical work they do every day."

By uniting in support, IAM members across the country demonstrate the power of collective action and the importance of solidarity in advancing workers' rights. This fight is not just for flight attendants—it's a stand for all workers in the airline industry and beyond.



IAM Members in Winnipeg



IAM Members in Alberta



IAM Members in Quebec



IAM PDGC Dave Flowers with CUPE National President, Mark Hancock

OPCM 2025 Convention Empowers Workers Across Ontario

From May 30th to June 1st, the Ontario Provincial Council of Machinists (OPCM) gathered in Toronto for a powerful three-day convention that brought members from across the province together with labour leaders and inspiring new voices.

The convention opened with remarks from newly elected OPCM President Dean O'Reilly, followed by an address from IAM Canada General Vice-President David Chartrand, who spoke on solidarity, workers' rights, and global trade challenges including tariffs threatening Canadian industries. IAM International President Brian Bryant reaffirmed the union's international support, highlighting that our U.S. Brothers, Sisters, and Siblings stand with Canadian workers. Canada's Chief of Staff Ralph Martin was honoured with an emotional tribute for his leadership and lasting impact.

Day two was packed with engaging presentations: Laura Walton, President of the Ontario Federation of Labour (OFL) called for worker empowerment; Richard Prest, Mental Health Education Leader at the Canadian Mental Health Association (CMHA) tackled mental health in the workplace, Dani Bartlett Executive Director of Advocacy at The Gender Equality Coalition Of Ontario, championed equity in the trades, and Derek Ferguson, International Representative - Political Action at the IAM Union reinforced the need for political advocacy.



Interactive learning came to life with a union-themed Jeopardy game hosted by Rootisha Rampat Sukhu, and a communications-focused presentation from Vanessa Breidy on modernizing union messaging through branding and social media.

The final day celebrated excellence: Heather Johnston presented Humanitarian Awards; delegates donated to "Feed Ontario", and International Representative Kim Valliere was recognized for her tireless dedication.

Reports from area VPs Paul Hicks, Heather Johnston, and Rick Sansom provided valuable updates, and Valliere shared exciting news about the 2028 IAM International Convention. The event closed with the announcement that the 2026 OPCM Convention will be hosted in North Bay.

The 2025 OPCM Convention proved that with shared purpose, strong leadership, and unity across generations, the future of Ontario's labour movement is brighter than ever.

Until 2026. Solidarity forever.



INTRODUCING THE “UNION STORIES” SERIES

Stories told by the people who change the world everyday.



Every union member has a story, and now, there's a place to share it.

The IAM Union has launched a new series called: “Union Stories”, celebrating the true backbone of our organization: our members.

Whether on the shop floor, in healthcare, long-term care, the skies, automotive, machinery, or behind the scenes, IAM members are making a difference every day – and this series puts their voices front and center.

Union Stories is more than just a series, it is a movement of storytelling that showcases the people powering our workplaces and communities. It's a space for members to share their union journey, inspire others, and remind us all of the strength we hold when we come together.

WANT TO BE PART OF “UNION STORIES”?

From retired to seasoned members to those just beginning their union path, every story matters.

Reach out to IAM Canadian Office Communications Representative Vanessa Breidy at vbreidy@iamaw.org to get started.

Together, let's celebrate our members and strengthen our union – one story at a time.

Scan the QR code to
“Union Stories”:



The NDP at a Crossroads

BY DEREK FERGUSON

IAM International Representative - Political Action

Co-founded by organized labour and the Co-operative Commonwealth Federation (CCF), the New Democratic Party (NDP) was once considered a major force in Canadian politics.

As a coalition built to champion workers' rights, social democracy, and a vision of equity, the NDP has drifted from its roots over the years, with the exception of the Jack Layton era, when Layton's charisma and progressive platform connected with working-class voters and left-leaning Canadians who saw him as an alternative to the political establishment, electing the party to 103 seats and the role of official opposition in 2011.

The NDP has struggled in recent years to connect with the working class and has increasingly shifted towards the political center in an attempt to be more "electable". However, this move to the center has disillusioned many traditionally left-wing members of the party who do not see the NDP as a serious alternative to the Liberals or Conservatives in forming government.

Even though the gains made for working families through the NDP-Liberal Supply and Confidence Agreement were substantial – notably, the new dental and pharmacare plans, a new sustainable jobs law, pension protection for retirees and pensioners, new \$10-a-day child care agreements, and anti-scab legislation (achieved after a push from organized labour) – those gains were mostly forgotten by single-issue voters who did not focus on the overall picture in the 2025 Federal election.

The NDP was built by working-class Canadians, including many Federal sector union members. Although in recent years it has been the private sector unions who have mainly supported the NDP, today many of those same union members feel neglected by the party, as evidenced in the number of union members turning to the Conservatives and their message of lower taxes and economic growth.

The NDP'S Road Forward

The NDP needs to put labour rights at the forefront, reconnect with unions, and be the strong voice for workers – fighting for legislation that empowers unions at the bargaining table, not just accepting watered-down legislation such as the Anti-Scab legislation in the federally regulated sector.

Since June 2024, the federal government has resorted to Section 107 of the Canada Labour Code eight (8) times to force the end of strikes and direct disputes to binding arbitration, effectively undermining workers' rights to strike and the process of collective bargaining.

Anti-scab legislation looks good on paper but is of little value when companies refuse to bargain in good faith and sit back, relying on the federal government to intervene and force striking workers off the picket line and back to work.

A new leader will be elected at the Winnipeg Convention in March 2026. This is an opportunity for the NDP to make fundamental changes to reconnect with its working-class roots – and once again be the best choice for Canadian workers and their families.



Honouring Mary McHugh's Legacy at the William W. Winpisinger Center

After a storied career advancing education for thousands of IAM members, Winpisinger Center Director Mary McHugh has announced her retirement, effective Jan. 1, 2026.

McHugh, the center's fifth director and the first woman to hold the position, dedicated nearly three decades of her career to the IAM. She began as an associate general counsel in 1995, later serving 18 years as the Center's assistant director before taking on the role of director in 2022.

"Mary has been a dedicated leader and a driving force behind the success of the Winpisinger Center," said IAM International President Brian Bryant. "Her commitment to ensuring IAM members are equipped with the necessary skills has been invaluable. I want to thank her personally for her dedication to our union."

Throughout her tenure, McHugh was instrumental in adapting the Center's programs to meet the evolving needs of workers. Her leadership ensured that IAM members not only gained knowledge and skills but also built solidarity through shared learning.

"The Winpisinger Center is a special place because of the IAM members who learn with and from each other here," McHugh reflected. "It's been my privilege to have spent so many years working with remarkable people all striving for justice and dignity on the job and in our communities."

As McHugh concludes her remarkable journey, the IAM has announced that Julie Frietchen will step into the role of Director at the start of the new year.

Mary McHugh leaves behind a lasting legacy of education, empowerment, and advocacy, one that will continue to inspire IAM members for years to come.



Mary McHugh at the IAM 2025 Transportation Conference

About The William W. Winpisinger Center

At the IAM, we believe in the power of knowledge. That's why we proudly offer the only full-time educational facility in North America dedicated to empowering our members.

The Winpisinger Center, established in 1981, has been a cornerstone of our commitment to education and training for over 40 years. With nearly 90,000 participants having attended its transformative programs, we continue to honor the vision of the former President Winpisinger, equipping our members with the skills and knowledge to thrive in today's ever-evolving world.

Scan the QR code to visit the website:



The Fight: A Battle to Protect Pensions at Air Canada

BY KEITH AIKEN

IAM Airline Coordinator

For thousands of IAM members, the Air Canada Pension Plan (ACPP) has been more than a benefit, it's a cornerstone of retirement security. But this stability was hard-won. From its start in the 1960s to today's strong, surplus-backed plan, the ACPP reflects decades of advocacy and sacrifice by IAM members.

Early Years

After Air Canada emerged from Trans-Canada Air Lines in the early 1960s, unions, including the IAM, negotiated defined benefit (DB) pension plans, offering retirement income based on service and earnings. These plans helped attract and retain skilled workers in a competitive industry.

Challenges and Reforms

Financial pressures in the 1990s and early 2000s, falling interest rates, rising life expectancy, market volatility, and the 2003 bankruptcy put the plan at risk. Special funding arrangements with the federal government and the Office of the Superintendent of Financial Institutions (OSFI) helped stabilize pensions while Air Canada restructured.

In 2009, during the financial crisis, all unions agreed to the Share Trust Agreement, allowing predictable payments and protecting members' benefits. Negotiations in 2010–2011 led to the IAM Multi-Employer Pension Plan (MEPP) for new hires, adjusted eligibility rules, and preserved key benefits, including the "factor eighty" formula for unreduced pensions at 55. The IAM was the only union at Air Canada to maintain this formula.

Turnaround and Stability

By 2013, strong investment returns and cost control eliminated the pension deficit. By 2016, the ACPP held a \$1.9 billion surplus, enabling risk transfer to insurers while securing retiree benefits. Despite the 2020 pandemic, the pension plans remained stable, demonstrating the impact of the reforms of the previous decade.

More Than A Plan

The ACPP stands today not just as a pension plan, but as a lasting legacy of IAM members' dedication and advocacy. Through financial crises, restructuring, and uncertainty, members fought to protect what they had earned, turning potential losses into a stable, surplus-backed plan.

Their efforts ensure that generations of IAM members can retire with security, dignity, and confidence, knowing their futures are safeguarded.



IAM AGAINST TARRIFS



IAM Union & CLC Leaders at the "Labour Leaders Respond to U.S. Tariffs" press conference in April 2025

For many IAM members and their families, the impact of tariffs isn't just a distant political debate, it's something felt at the kitchen table, in paychecks, and in the uncertainty about the future.

Rising costs for materials, delayed shipments, and threats to good jobs in factories and plants across North America have created real challenges for workers trying to provide for themselves and their communities.

These tariffs put pressure on employers, disrupt supply chains, and make it harder for Canadian and American industries to compete fairly in the global market. For families who rely on stable work and fair wages, this uncertainty can feel overwhelming. That's why the IAM Union has stepped up, making sure workers' voices are heard loud and clear in the fight against tariffs that hurt everyday people the most.

In 2025, Canadian General Vice-President David Chartrand represented the IAM at high-level discussions with Canadian business leaders and government officials, calling for a strong domestic industrial strategy to reduce reliance on foreign supply chains and safeguard Canadian manufacturing jobs. Chartrand emphasized that investing in our workforce and rebuilding supply chains is essential for economic sovereignty and long-term growth. At the IAM Legislative Conference in Washington, Chartrand pushed for the urgent need to defend workers' rights on both sides of the border, insisting that trade policies must prioritize working families—not corporate interests. He reinforced the union's commitment to fighting tariffs that threaten American and Canadian jobs alike.

The IAM's presence at the Canada-U.S. Economic Summit and the AFL-CIO tariff

roundtable further demonstrates our active engagement in shaping fair trade practices. These gatherings stress the power of labour solidarity to influence policy and protect key sectors such as aerospace, automotive, and manufacturing.

Together, IAM leadership and members continue to push for trade policies that support domestic industries, ensure fair wages, and preserve good jobs.



IAM Legislative Conference



IAM Union at the Business Council of Canada



IAM Union at the US AFL-CIO & CLC roundtable on tariffs in Washington

IAM Union Canada's Membership Continues to Grow in 2025!

BY SCOTT JACKSON

International Representative - Territorial Organizing Leader

Membership across Canada is on the rise, with growth in key sectors such as aerospace, healthcare, automotive, and emerging technologies. Workers nationwide are increasingly choosing the IAM Union, signaling that employees are no longer willing to accept delayed wage increases or being treated as just another number.

The successful rebranding of the IAM Union has strengthened our organizing efforts, as employees want to see themselves reflected in their union. However, the primary driver of growth has been our ability to secure strong collective agreements for existing members, with real wage and benefit improvements. These successes have generated more membership leads and drawn the attention of non-members, who are recognizing the tangible benefits of IAM representation.

As traditional manufacturing sectors evolve, the IAM Union has also expanded into industries such as healthcare, labour staff, and green technologies, improving conditions for workers nationwide.

Another key factor in our growth is our focus on representing employees in industries undergoing rapid technological and structural change. Aerospace and transportation, core areas of IAM strength, are facing automation, globalization, and outsourcing. In response, the IAM Union has positioned itself not only as a bargaining agent but as a strong advocate for job security, fair wages, and safe working conditions. This alignment with worker concerns has led to successful organizing campaigns across multiple provinces.

Our renewed focus on member engagement and education has strengthened internal solidarity, resulting in more organizing leads and active local participation. Initiatives such as leadership training, virtual meetings, and political advocacy have made membership more valuable and visible. At the same time, our commitment to inclusive representation has broadened our demographic reach and appeal. Digital outreach and partnerships with labour allies have further increased the IAM Union's profile.

IAM Union membership in Canada is growing because workers see the difference it makes in their day-to-day lives. With stronger agreements, better workplace conditions, and a united voice, members are shaping their workplaces and building a future where everyone is respected and supported.



LEADERSHIP IN ACTION

Our IAM Union leadership team continues to prioritize connecting with members across Canada, listening to their concerns, and gaining valuable insights into the challenges they face.

General Vice-President David Chartrand, Chief of Staff Ralph Martin, and Confidential Secretary Magaly Fadel have been actively visiting locals, engaging directly with members, and exploring ways to strengthen support and services.

In Quebec, the team met with Locals 712, 2468, 922, 1751, 1660, 2309, 1758, 2301 and 869. These productive discussions addressed key concerns, fostered collaboration, and explored practical solutions to the issues members face in their workplaces.

The tour continued in Thunder Bay, where the leadership met with Local 1120's executive board to review challenges, discuss solutions, and focus on improving communication, education, and member support. Additionally, the team connected with members at Wasaya Airlines, Dodge - Dominion Motors GMC, Pinewood Ford Limited, and Lakehead Motors, gaining firsthand insight into ongoing bargaining and workplace realities.



In Newfoundland & Labrador, the team visited Corner Brook and Clarenville, touring the Kruger mill, engaging with Local 544 members at auto dealerships, and meeting with executives to discuss their priorities. At St. John's International Airport, they spoke with dedicated Air Canada employees, including Aircraft Maintenance Engineers, GSE Mechanics, Ramp Agents, and Customer Service Agents, reinforcing the union's commitment to a strong collective voice.

In Saskatchewan, the team visited Local 32 members at Canadian Aviation Electronics in Moose Jaw.

Meeting members across Canada continues to be a rewarding and informative experience. These visits allow our leadership to understand the unique needs of each community and work collaboratively to drive positive change. And this is only the beginning — more visits are planned, ensuring that IAM Union remains closely connected to members nationwide.



Not Every Interaction Deserves Our Attention

BY VANESSA BREIDY

IAM Communications Representative

The average person consumes thousands of words of online content each day, often without realizing it. This does not include messages encountered on the road, at work, or in daily life, only the constant stream of digital posts, alerts, and updates. Emails, social media notifications, news headlines, and AI-generated content all compete for our attention which makes it easy to feel compelled to respond to everything; yet not every message deserves our focus.

Nowadays, being intentional about what we engage with and how we respond has never been more important.

As a union, connection is our strength. Member engagement drives everything we do. But engagement is more than reacting. It is about acting with intention. Not every post, article, or notification reflects our values or supports our goals. Reacting without thought can dilute our message and even spread misinformation.

AI tools are reshaping communication. They make it easy to access information and create content instantly. These tools can be valuable allies but only when used mindfully. Automated suggestions are helpful, yet we must pause, verify, and make sure everything we share is accurate, relevant, and aligned with our union's voice.

So how do we separate fact from fiction?

While no method is perfect, these steps usually help:

1. **Check the source:** Reliable sources have a history of accuracy. Unknown or sensational sources deserve caution.
2. **Look for confirmation:** Multiple trustworthy outlets reporting the same information increase its credibility, but mistakes can still happen.
3. **Examine the evidence:** Accurate information comes with facts, references, or official statements. Be skeptical of claims with no proof.
4. **Pause before sharing:** Ask yourself whether this makes sense and adds value. Immediate reactions often spread misinformation.
5. **Watch for bias or exaggeration:** Some headlines and posts are designed to provoke emotion rather than inform.

These steps reduce risk without guaranteeing accuracy. Think of it as filtering the noise. You may not catch everything, but you protect your voice and the voice of the union.

Quality always beats quantity. Thoughtful engagement builds trust, fosters meaningful conversations, and ensures our message stands out rather than getting lost in the noise.

In a world overflowing with information, the real power lies in choosing carefully.



Wheels Up!

BY MICHEL RICHER

IAM Quebec Coordinator

Over the past year, more than 1,000 workers have entrusted the IAM with representing them in securing fair and equitable employment contracts. The combined efforts of Districts 140 and 11 in Quebec have included workers from all sectors.

Despite facing several challenges, such as economic instability and government actions aimed at discrediting unions through legislation (Bill 89) and negative stereotypes, our new union members have remained undeterred.

We are seeing increased participation from young people and minorities. These young members support the enhanced use of technology for mobilization, training, and communication. They advocate for a more flexible, hybrid organizational model that focuses on local issues, and our organizers are aware of these desires.

Now, more than ever, workers are concerned about major issues such as the cost of living, inflation, flexible working hours, mental health, and, above all, the automation of work and the impact of artificial intelligence.

This year, the IAM in Quebec was actively involved in every significant challenge. We provided timely and enriching training and represented IAM members while defending our rights on various committees. We will continue to do so.

The upcoming year will present new challenges, and the IAM in Quebec is prepared to rise to the occasion once again.



A Bright Future: The Strength and Promise of the IAM MEPP

BY ROYA RISMANKAR

IAM Research Analyst

Since its registration in 2013, the IAM Multi-Employer Pension Plan (MEPP) has proven itself as one of the strongest retirement plans available to our members. Jointly managed by labour and management trustees, the MEPP gives participating IAM locals a stable, low-cost alternative to single-employer defined benefit plans or Registered Retirement Savings Plans (RRSPs).

Growth and Stability



The MEPP is constantly expanding with new groups of workers joining the plan and helping to strengthen it for everyone. Over the years, the plan has welcomed members from L3 MAS Mirabel and Canadian Nuclear Laboratories, followed by Toronto Baggage Handling Services in 2018. More recently, AAS Core Services also joined in 2021, and the AAS Canada PRM Division came onboard in 2022. Each new group adds stability and scale, making the plan even stronger for all IAM members.

Historic Pension Increases

Recent improvements have made the plan even more attractive:

- **Future Service Boost:** As of January 1, 2024, any new contributions made on your behalf now earn you 25% more pension (so, the pension accrual rate increased from 0.92% to 1.15%). An additional 25% increase on January 1, 2025 brought the total increase for future service to 50% (so, the pension accrual rate increased from 1.15% to 1.44%).

- **Past Service Boost:** As of March 1, 2024, your pension for service before 2024 was increased by 25%. Another 25% increase on March 1, 2025 raised that total increase for prior service to 50%. For example, if your accrued pension up to March 1, 2024 was \$500, then your new total accrued pension as of March 1, 2025 would equal \$781.25 ($\$500 \times 25\% = \625 , $\$625 \times 25\% = \781.25).



That means both your past and future service have been boosted by 50% in just two years – a remarkable achievement for any pension plan. And even with this substantial increase, the plan's financial position remains strong and is expected to stay strong well into the future. This is a testament to its prudent and well-planned management for long-term sustainability.

Looking Ahead: A Plan Worth Sticking Around For

Because the MEPP is performing so well, trustees are in a strong position to keep exploring further improvements. While no decisions have been made, possibilities could include earlier retirement options or additional pension contribution increases. These examples reflect what may be possible in the future, but the key takeaway is clear as day: the MEPP is healthy, growing, and well-positioned to keep delivering for members.

When you look at the growth, the negotiated protections, and the unprecedented pension increases, it's clear that the IAM MEPP is delivering for its members. With strong governance and continued expansion, the MEPP is not only secure today, but it is positioned to keep improving for years to come. In fact, the IAM MEPP is widely recognized as one of the top-performing and best-managed pension plans in the country – ranked 9th out of 52 comparable Canadian pension plans for both performance and administration just last year. The IAM MEPP continues to provide members at all levels with some form of retirement security – from monthly pension benefits to peace of mind – a standard that all IAM members deserve.



IAM BENEFITS

Thanks to our partnership with a variety of trusted service providers, IAM members enjoy exclusive access to a wide range of perks and discounts.



Union Savings offers exclusive discounts and services to union members, retirees, and their families, leveraging collective buying power to negotiate savings across various sectors.



Register for your GoodLife Fitness membership today to get significant savings off regular membership rates and access to over 200 GoodLife Fitness clubs across Canada and 30 Énergie Cardio clubs in Quebec. Scan to learn more.



IAM Union members get access to customized home & auto coverage by "The Personal" with the help of licensed advisors who will tailor your coverage to your specific needs.



IAM College Benefit gives you access to more than 50 certificates, associate, bachelor & master's degree programs. Go to school at your convenience, part-time or full-time & 100% online.



Members can access exclusive savings on airport parking through Park'N Fly's association discount program.

*The ParkN'Fly app is not supported in Halifax.

