



AIR CANADA COMPONENT

Canadian Union of Public Employees, Air Canada Component

GRIEVANCE FORM

GRIEVANCE NUMBER: CHQ-17-05

GRIEVOR'S NAME: Michael Cooper (#039849)

SUBJECT: Termination, Failure to Provide Union Representation, and Failure to Return to Cabin Personnel Assignment

DEPARTMENT: Mr. Michael McCrory, Director, Air Canada Labour Relations - IFS

NATURE OF THE GRIEVANCE:

I/We, the undersigned, claim that Air Canada has violated the Collective Agreement. Specifically, Air Canada terminated the grievor's employment without just cause. Air Canada also prohibited the grievor from being represented by his Union during the investigation and discipline procedures. In the circumstances, the termination must be voided. If the Company deemed that his special assignment was not successful, the grievor had to be returned to his Cabin Personnel assignment as required by L5.03.

I/We submit this grievance under articles/clauses 13, 14, 15, 16, LOU5 and any related articles, acts or statutes and all other pertinent sections of the Collective Agreement.

SETTLEMENT REQUESTED:

- 1) Reinstatement of the grievor to the position held prior to the termination, without loss of wages, benefits, service and seniority;
- 2) All monies owed be reimbursed together with interest;
- 3) Air Canada remove all related discipline from the grievor's file;
- 4) The grievor be made whole;
- 5) Any other relief deemed appropriate by the arbitrator.

We request a hearing within the contractual time limits and that the Company provide all documentation relied upon in this disciplinary matter.

Signature of Employee(s) or Union Officer

Name of Union Officer Originating Grievance: Michel Cournoyer, President, Air Canada Component of CUPE

Date: January 30, 2017

Cc: Local President