



AIR CANADA COMPONENT

Canadian Union of Public Employees,
Air Canada Component
GRIEVANCE FORM

GRIEVANCE NUMBER: CHQ-17-38 (POLICY)

SUBJECT: Violation of Article 14 (OBSM's, Discipline, Demotions)

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

NATURE OF THE GRIEVANCE:

The Union claims that Air Canada violated the Collective Agreement. Specifically, Air Canada has 1) unreasonably applied the "held out of service" provision, 2) failed to offer positive corrective training to Service Directors as per past practice and Air Canada's own policy, and 3) punitively demoted Service Directors without just cause.

We submit this grievance under articles/clauses 3, 5.05, 14, 24, L3, L14, L30, L38, all other pertinent sections of the Collective Agreement, and any other relevant legislation, act, or statute.

SETTLEMENT REQUESTED:

We request that,

1. Air Canada abide by the Collective Agreement;
2. Air Canada cease and desist the violation;
3. Air Canada reinstate all demoted Service Directors to their classification forthwith with no loss of pay, benefits, pension;
4. Make all affected employees whole;
5. Pay damages to the Union;
6. Provide for any other redress deemed appropriate.

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

Signature of Employee(s) or Union Officer

Name of Union Officer Originating Grievance: Marie-Hélène Major, President, Air Canada Component of CUPE

Date: June 8, 2017