



AIR CANADA COMPONENT

Canadian Union of Public Employees, Air Canada Component

GRIEVANCE FORM

GRIEVANCE NUMBER: CHQ-17-39 (POLICY)

SUBJECT: Interference with Union Representation Rights (OBSM's, Performance Meetings)

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

NATURE OF THE GRIEVANCE:

The Union claims that Air Canada violated the Collective Agreement by interfering with the administration of the Union and the representation of employees. Specifically, Air Canada is failing to allow members to access their contractual union representation rights, and preventing union representatives from fully representing members and from taking notes in disciplinary meetings posited as coaching sessions and performance reviews

We submit this grievance under articles/clauses 2, 3, 14, 24, all other pertinent sections of the Collective Agreement, s.94 (1) of the Canada Labour Code, Part I, 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 void all discipline imposed following interviews in which an employee was not provided his or her Union representation rights, and destroying all records from related interviews;
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