



AIR CANADA COMPONENT

Canadian Union of Public Employees, Air Canada Component of CUPE

GRIEVANCE FORM

GRIEVANCE NUMBER: CHQ-17-95 (POLICY)

SUBJECT: Call-In Reserve Conversion

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 violated article B8.29 by failing to ensure that no more than 25% of call-in reserves are converted to ready reserve calculated on a monthly basis at Toronto, Montreal and Vancouver bases. Air Canada has also failed to ensure that no more than 25% of call-in reserves in Calgary are converted to ready reserve calculated on a quarterly basis.

We submit this grievance under Article 3, 13, B8.29, Arbitrator Kaplan's award dated December 10th, 2010, and any other relevant legislation, act, or statute.

SETTLEMENT REQUESTED:

1. Air Canada abide by the Collective Agreement;
2. Ensure that no more than 25% of call-in reserves would be converted to ready reserve calculated on a monthly basis at Toronto, Montreal and Vancouver bases;
3. Ensure that no more than 25% of call-in reserves would be converted to ready reserve calculated on a quarterly basis in Calgary;
4. Cease and desist violations of B.8.29;
5. Pay one vacation day to each affected employee per each violation/illegal conversion;
6. Make all affected employees whole;
7. Pay damages to the Union and/or employees deemed appropriate by the Arbitrator;
8. Any other remedy 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 matter.

Signature of Employee(s) or Union Officer

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

Date: December 12, 2017