



AIR CANADA COMPONENT

# Canadian Union of Public Employees, Air Canada Component of CUPE

## **GRIEVANCE FORM**

**GRIEVANCE NUMBER: CHQ-18-02 (POLICY)**

**SUBJECT: Discrimination and Human Rights – Training Practices**

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

### **NATURE OF THE GRIEVANCE:**

I/We, the undersigned claim that Air Canada violated the Collective Agreement, including articles 3, 13, 24, L14, all relevant provisions of the Collective Agreement, *the Canadian Human Rights Act*, and any other relevant legislation, act, or statute.

During training conducted by management, Union members have been subjected to excessive and unwarranted scrutiny, humiliation and discrimination contrary to the *Canadian Human Rights Act* and the Collective Agreement, including but not limited to an unjustifiable emphasis on sexuality.

### **SETTLEMENT REQUESTED:**

1. Air Canada abide by the *Canadian Human Rights Act* and the Collective Agreement;
2. A declaration that Air Canada has violated the *Canadian Human Rights Act* and the Collective Agreement by subjecting Union members to excessive and unwarranted scrutiny, humiliation, and discrimination;
3. Cease and desist all egregious practices in respect of the implementation and application of the Company's grooming policy, and immediately advise all training centres of the cease and desist;
4. The Union is copied on all correspondence from the Company to the training centres regarding the cease and desist;
5. Make all affected employees whole;
6. Damages be paid to the affected members and the Union;
7. Chief Arbitrator Kaplan be seized with this matter;
8. 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: January 8, 2018