



AIR CANADA COMPONENT

Canadian Union of Public Employees,  
Air Canada Component  
**GRIEVANCE FORM**

**GRIEVANCE NUMBER: CHQ-18-14 (POLICY)**

**SUBJECT: Violation of Article 14 .01 (In-Flight Service Style Standards Book and Removal from Flight Without Pay)**

**DEPARTMENT:** Mr. Giuseppe Morello, Director, Air Canada Labour Relations - IFS

**NATURE OF THE GRIEVANCE:**

The Union claims that Air Canada violated the Collective Agreement. Specifically, Air Canada's new Uniform Policy states, "*Repeat incidents of non-conformity or unwillingness to respect our uniforms will result in being removed from the flight without pay*", which is a direct violation of article 14.01, past practice, Union representation rights, and is an unreasonable application of management rights.

We submit this grievance under articles/clauses 2, 3, 14, 21.01, *the Canada Labour Code*, the *Canadian Human Rights Act*, all other pertinent sections of the Collective Agreement, and any other relevant legislation, act, or statute.

**SETTLEMENT REQUESTED:**

- 1) Air Canada abide by the Collective Agreement;
- 2) Air Canada cease and desist these violations;
- 3) Air Canada immediately revise and amend their In-flight Service Style Standards book;
- 4) Pay damages to the Union;
- 5) Pay damages to any affected member;
- 6) Make all affected employees whole;
- 7) 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: February 16, 2018