



AIR CANADA COMPONENT

Canadian Union of Public Employees, Air Canada Component of CUPE

GRIEVANCE FORM

GRIEVANCE NUMBER: CHQ-18-27 (POLICY) - REVISED

SUBJECT: Unpaid Work – Move Me News Publication

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

NATURE OF THE GRIEVANCE:

The Union claims that Air Canada violated the Collective Agreement, including but not limited to Articles 2, 3, 5, 21.01, the *Canada Labour Standards Regulations*, C.R.C. c. 986, any related articles, acts or statutes and all other pertinent sections of the Collective Agreement by requiring mandatory reading of Air Canada's bi-monthly Move Me News publication by Cabin Personnel without pay. This requirement is a change to the working conditions of Cabin Personnel and has been imposed without consultation and negotiation with the Union. Cabin Personnel are expected to volunteer and work on their own time, outside of regular (paid) hours, and are being denied pay, contrary to the Collective Agreement and the *Canada Labour Standards Regulations*, C.R.C. c. 986.

SETTLEMENT REQUESTED:

1. Air Canada abides by the Collective Agreement;
2. Ceases and desists from implementing the mandatory reading of the bi-monthly Move Me News publication by Cabin Personnel for which there is no pay;
3. Negotiates with the Union the appropriate time allotment and compensation for any mandatory reading including the Move Me News publication or any other publication;
4. Retroactively pay all Cabin Personnel a minimum of three (3) hours pay at their regular rate of pay for each bi-monthly publication since the mandatory requirement to read Move Me News was implemented;
5. In the alternative:
 - i. Pay each affected member one (1) hour of flight time credits per month at their full and regular rate of pay for time spent reading the additional "required" publication;
 - ii. Credit each affected employee a minimum of one (1) hour per month compensation towards their maximum flight time limitations for this additional required reading of the Move Me News bi-monthly publication;
 - iii. For each month in which the total number of pages exceed 20: Pay each affected member an additional one (1) hour flight time credit per additional set of 20 pages or part thereof. These additional hours shall also be counted towards monthly limitations.
6. Make all affected employees whole;
7. Provide for 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: April 11, 2018