



AIR CANADA COMPONENT

Canadian Union of Public Employees, Air Canada Component

GRIEVANCE FORM

GRIEVANCE NUMBER: CHQ-18-28 (POLICY)

SUBJECT: Minimum Wage

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

NATURE OF THE GRIEVANCE:

The Union claims that Air Canada violated the Collective Agreement and the *Canada Labour Code*. Specifically, Air Canada has failed to ensure that Cabin Personnel of both Air Canada Mainline and Air Canada Rouge are being paid minimum wage, contrary to the law. By virtue of Section 178 of the *Canada Labour Code*, this minimum wage applies to all Cabin Personnel of Air Canada Mainline and Air Canada Rouge employed in Ontario.

We submit this grievance under articles/clauses 3, 5, 6, 8, L10, L30, L55.03, L55.05, L55.06, L55.07, L55.10, L55.12, L56, Section 178 of *the Canada Labour Code*, 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 and the *Canada Labour Code*;
2. Air Canada cease and desist these violations;
3. Air Canada immediately ensure that all Cabin Personnel at both Air Canada Mainline and Air Canada Rouge are being paid minimum wage, in accordance with the law;
4. Retroactively pay those affected including but not limited to lost wages, credits, guarantees, premiums, vacation, and pension;
5. Pay damages to the Union;
6. Pay damages to any affected member;
7. Make all affected employees whole;
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: April 5, 2018