



AIR CANADA COMPONENT

# Canadian Union of Public Employees, Air Canada Component

## **GRIEVANCE FORM**

**GRIEVANCE NUMBER: CHQ-18-73 (POLICY)**

**SUBJECT: Minimum Wage (Those Employed in Alberta)**

**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 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 employed in Alberta.

We submit this grievance under articles/clauses 3, 5, 6, 8, L10, L30, 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 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: October 2, 2018