



AIR CANADA COMPONENT

Canadian Union of Public Employees,
Air Canada Component of CUPE

GRIEVANCE FORM

GRIEVANCE NUMBER: CHQ-18-78 (POLICY)

SUBJECT: IMMS Change in Practice

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

NATURE OF THE GRIEVANCE:

The Union claims that Air Canada violated articles 2, 3, 13, 16, 20, 24, L14, all relevant provisions of the Collective Agreement, and any other relevant legislation, act, or statute. Specifically, Air Canada has made changes to long standing practices relating to the IMMS program, including but not limited to failing to grant 3-year IMMS leaves of absence and failing to provide to copy the Union on IMMS-related to correspondence.

SETTLEMENT REQUESTED:

1. Air Canada abide by the Collective Agreement;
2. Air Canada return to its longstanding practices relating to the IMMS program
3. Cease and desist forthwith;
4. Make all affected employees whole;
5. Damages be paid to the Union;
6. 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: November 7, 2018