



AIR CANADA COMPONENT

Canadian Union of Public Employees, Air Canada Component of CUPE

GRIEVANCE FORM

GRIEVANCE NUMBER: CHQ-18-81 (POLICY)

SUBJECT: Employee Share Ownership Program (ESOP) – Contribution Maximum for IFS

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 its own internal policy. We submit this grievance under articles/clauses 3, 21, all other pertinent sections of the Collective Agreement, and any other relevant legislation, act, or statute.

Air Canada has prohibited Cabin Personnel from contributing to the equivalent maximum contribution levels as other employee group(s), in this particular example as equal to the 10% that ACPA (Pilots) are allowed to contribute.

Additionally, the allowance of a 10% contribution to the Pilots is well above the maximum 6% articulated throughout the Company's own internal policy on ESOP, written for all employees. Cabin Personnel are only allowed to contribute a maximum of 6%.

Such an uncorrected discrimination between benefits afforded to different employee groups violates the expected reasonableness found in article 3 of the Collective Agreement and the expressed tenet of labour relations espoused in article 21.

The Union's position is that the Company has acted unreasonably and discriminatorily and is estopped from restricting Flight Attendants equal ESOP contribution percentages to any other employee group in this manner.

SETTLEMENT REQUESTED:

1. Air Canada cease and desist the violation forthwith;
2. Air Canada afford Cabin Personnel equal maximum ESOP contribution percentages as any other employee groups;
3. Air Canada make the internal adjustments necessary to allow for the new contribution levels by the next ESOP quarterly sign up/contribution adjustment period upon a decision being rendered or agreement reached;
4. A declaration of a breach of Air Canada's own internal policy;
5. Any other relief 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 19, 2018