



AIR CANADA COMPONENT

Canadian Union of Public Employees,  
Air Canada Component of CUPE  
**GRIEVANCE FORM**

**GRIEVANCE NUMBER: CHQ-19-17 (POLICY)**

**SUBJECT: Unreasonable and Discriminatory Gender-Specific Personal Appearance Policy**

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

**NATURE OF THE GRIEVANCE:**

Air Canada maintains a gender-specific personal appearance policy. The Union's position is that the gender-specific appearance policy (and its gender-specific prohibitions) unreasonably infringe on employees' rights, freedoms, and interests to express themselves through their appearance. In adopting these prohibitions, Air Canada has breached the Collective Agreement, including articles 3, 14, 24, L14, and all other relevant provisions. It has also breached the *Canadian Human Rights Act* and all other relevant statutes and regulations.

**SETTLEMENT REQUESTED:**

1. A declaration that Air Canada breached the Collective Agreement and *Canadian Human Rights Code* by maintaining a gender-specific personal appearance policy with gender-specific prohibitions;
2. That Air Canada rescind the gender-specific prohibitions in its personal appearance policy while on duty;
3. That Air Canada pay damages to all affected employees for injury to dignity, feelings, and self-respect;
4. That Air Canada make all affected employee whole; and
5. Any other relief deemed appropriate.

**The Union requests 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: Wesley Lesosky, President, Air Canada Component of CUPE

Date: May 3, 2019