



AIR CANADA COMPONENT

Canadian Union of Public Employees,
Air Canada Component
GRIEVANCE FORM

GRIEVANCE NUMBER: CHQ-19-25 (POLICY)

SUBJECT: Denial of Post-Retirement Benefits

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

NATURE OF THE GRIEVANCE:

The Union claims that Air Canada is violating the Collective Agreement, Articles 3, 22, 24, the *Canada Human Rights Act* and any other related act, article or statute, and past practice, by no longer providing post retirement benefits for employees hired after April 30th, 2014. This violates Article 22 and this change to past practice is unreasonable, arbitrary and discriminatory.

SETTLEMENT REQUESTED:

1. The Arbitrator issues a declaration that Air Canada violated the Collective Agreement and the *Canada Human Rights Act*;
2. Air Canada management cease and desist denying post-retirement benefits forthwith;
3. Air Canada continue to provide post retirement benefits for employees; and
4. Any other remedy as may be suitable under the circumstances.

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: Wesley Lesosky, President, Air Canada Component of CUPE

Date: June 11, 2019