



AIR CANADA COMPONENT

Canadian Union of Public Employees,
Air Canada Component

GRIEVANCE FORM

GRIEVANCE NUMBER: CHQ-rouge-17-11
SUBJECT: Failure to Abide by *Canada Labour Code* – Vacation Pay and Annual Vacation
DEPARTMENT: Mr. Michael McCrory, Director, Air Canada Labour Relations - IFS

NATURE OF THE GRIEVANCE:

The *Canada Labour Code* requires that employees be paid vacation pay of four per cent or, after six consecutive years of employment, six per cent of the wages of an employee, per year (s. 183 of the *Code*). Air Canada rouge has violated the *Code's* minimum vacation pay requirements by not paying Flight Attendants the minimum of four or six percent vacation pay, respectively.

The *Canada Labour Code* requires that Air Canada provide employees with at least two weeks with vacation pay and, after six consecutive years of, at least three weeks with vacation pay, per year (s. 184 of the *Code*). Air Canada rouge has violated the *Code's* minimum annual vacation with pay requirements by not providing the required minimum weeks of annual vacation with pay.

SETTLEMENT REQUESTED:

- 1) A declaration of violation of s. 183, 184 of the *Code*;
- 2) An order that Air Canada rouge cease and desist violating the *Code*;
- 3) That all affected members be made whole, including interest, and compensated for their loss of timely vacation; and
- 4) Any other appropriate remedy.

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: February 17, 2017