



AIR CANADA COMPONENT

Canadian Union of Public Employees,  
*Air Canada Component*

**GRIEVANCE FORM**

**GRIEVANCE NUMBER:** CHQ-rouge-17-34  
**SUBJECT:** Abuse of Management Rights (ROE, Outstanding Payments and Discipline)  
**DEPARTMENT:** Mr. Michael McCrory, Director, Air Canada Labour Relations - IFS

**NATURE OF THE GRIEVANCE:**

I/we the undersigned claim that Air Canada has violated the Collective Agreement. Specifically, Air Canada is not abiding by the timelines stipulated by Services Canada regarding the issuance of the record of employment when disciplined. In addition, Air Canada is unreasonably holding on to all outstanding payments owed to those who are deemed to have been suspended pending discharge and terminated, until the grievance process has been exhausted. Both these issues are creating undue financial hardship on members.

I/we submit the grievance under article 3, L55, all relevant sections of the Canada Labour Code, and any related articles, acts or statutes and all other pertinent sections of the Air Canada Collective Agreement.

**SETTLEMENT REQUESTED:**

1. A declaration of breach of the Collective Agreement;
2. Air Canada immediately issue records of employment within the required timelines;
3. Air Canada immediately pay all outstanding payments owed to those who have been suspended pending discharge and terminated;
4. Air Canada make all affected members whole;
5. Air Canada provide any other relief deemed appropriate by the Arbitrator.

**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: September 18, 2017