



AIR CANADA COMPONENT

Canadian Union of Public Employees,
Air Canada Component

GRIEVANCE FORM

GRIEVANCE NUMBER: CHQ-rouge-18-05 (POLICY)

SUBJECT: Maternity Alternate Accommodation

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 failing to accommodate pregnant cabin personnel's requests for alternate ground duty. As such, cabin personnel are given the options to take an unpaid leave of absence, go on short term disability or to continue flying.

I/we submit the grievance under article L55.16.04.03 and any related articles, acts or statutes and all other pertinent sections of the Air Canada Collective Agreement. I/we also submit the grievance under Part III of the Canada Labour Code and the Canadian Human Rights Act.

SETTLEMENT REQUESTED:

1. Air Canada abide by the Collective Agreement, the Canada Labour Code and the Canadian Human Rights Act;
2. Air Canada accommodate cabin personnel with alternate ground duty when requested;
3. If no alternate ground duty is available, Air Canada pay cabin personnel the minimum monthly guarantee at their applicable rate of pay until ground duty becomes available;
4. Air Canada reinstate any sick credits used by cabin personnel who were not accommodated with ground work;
5. The Union be awarded any damages deemed appropriate by the Arbitrator;
6. Air Canada make all affected members whole;
7. 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: January 17, 2018