



AIR CANADA COMPONENT

Canadian Union of Public Employees,
Air Canada Component

GRIEVANCE FORM

GRIEVANCE NUMBER: CHQ-rouge-18-11 (POLICY)

SUBJECT: Vacation Entitlement Reduction

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

NATURE OF THE GRIEVANCE:

I/we the undersigned claim that Air Canada has violated the Collective Agreement. Specifically, Cabin Personnel who have taken a leave of absence at some point in their career have had their vacation entitlement reduced. Air Canada's Leave Of Absence postings offered since 2014, include "the continuation of company service and seniority accrual" in the terms. As per L55.10.02, vacation entitlement is based on Company service.

I/we submit the grievance under article L55.10.02, any related articles, acts or statutes and all other pertinent sections of the Air Canada Collective Agreement.

SETTLEMENT REQUESTED:

- 1) Air Canada cease the practice of reducing Cabin Personnel's vacation entitlement contrary to the Leave Of Absence policy;
- 2) Air Canada reopen vacation bidding only to those affected, to allow them to bid for the additional days owed;
- 3) Air Canada provide a declaration of breach of the Collective Agreement;
- 4) The Union be awarded damages;
- 5) Air Canada make all affected members whole;
- 6) 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: February 16, 2018