



AIR CANADA COMPONENT

Canadian Union of Public Employees,  
Air Canada Component of CUPE

**GRIEVANCE FORM**

**GRIEVANCE NUMBER:** CHQ-Rouge-19-07 (POLICY)

**SUBJECT:** Unreasonable and Discriminatory Tattoo and Piercing Policy

**DEPARTMENT:** Giuseppe Morello, Director, Air Canada Labour Relations – IFS

**NATURE OF THE GRIEVANCE:**

Air Canada's personal appearance policy for Air Canada Rouge prohibits cabin personnel from having visible tattoos and piercings on duty, other than "traditional" ear piercings.

The Union's position is that these prohibitions unreasonably infringe on employees' rights, freedoms, and interests to express themselves through their appearance. In adopting these prohibitions, Air Canada has breached the Collective Agreement, including articles 3, 14, 24, LOU 14, LOU55.03, L55.20, L55.26, and all other relevant provisions. It has also breached the *Canadian Human Rights Act* and all other relevant statutes and regulations.

**SETTLEMENT REQUESTED:**

1. A declaration that Air Canada breached the Collective Agreement and *Canadian Human Rights Code* by prohibiting cabin personnel from having visible tattoos and piercings while on duty;
2. That Air Canada rescind the prohibitions referred to above and permit cabin personnel to have visible tattoos and piercings while on duty;
3. That Air Canada pay damages to all affected employees for injury to dignity, feelings, and self-respect;
4. That Air Canada make all affected employee whole; and
5. Any other relief deemed appropriate.

**The Union requests 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: March 1, 2019