



AIR CANADA COMPONENT

Canadian Union of Public Employees,
Air Canada Component of CUPE

GRIEVANCE FORM

GRIEVANCE NUMBER: CHQ-rouge-19-20 (POLICY)

SUBJECT: Abuse of Management Rights – Inadequate Investigation

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

NATURE OF THE GRIEVANCE:

The Union claims that Air Canada violated article 3, L55.03, L55.12, L55.20, L55.29 all relevant provisions of the Collective Agreement, and any other relevant legislation, act, or statute.

Specifically, Air Canada repeatedly fails to conduct thorough investigations following an employee's investigatory meeting. Failing to do so results in a decision to discipline that is premature and unjust.

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;
2. Air Canada provide evidence to the Union that a full and thorough investigation was conducted prior to rendering a decision to discipline;
3. Cease and desist all identified violations;
4. Make all affected employees whole;
5. Damages be paid to the Union;
6. Provide for any other redress deemed appropriate.

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: Wesley Lesosky, President, Air Canada Component of CUPE

Date: May 3, 2019