



AIR CANADA COMPONENT

Canadian Union of Public Employees,  
Air Canada Component  
**GRIEVANCE FORM**

**GRIEVANCE NUMBER: CHQ-19-28 (POLICY)**

**SUBJECT: Language Administration Process**

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

**NATURE OF THE GRIEVANCE:**

The Union claims that Air Canada violated the Collective Agreement, including but not limited to Articles 3, 19.09, L2, all other relevant provisions of the Collective Agreement, and all relevant statutes or legislation due to its corrupt and flawed language administration process, including and not limited to the altered documentation found in employee files regarding their language competency commitment.

**SETTLEMENT REQUESTED:**

1. That the parties forthwith perform a joint and full investigation;
2. The immediate purging of altered or corrupt documentation from employee files;
3. Cease and desist from corrupt and flawed language administration processes;
4. Allow affected cabin personnel to unilaterally remove the improper Language Competency Commitment;
5. Make all affected employees whole;
6. Provide damages to any members affected;
7. Provide damages to the Union;
8. Provide for any other remedy 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: July 17, 2019