

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



GRIEVANCE NUMBER: CHQ-19-53 (POLICY)
SUBJECT: Interference with Union Representation Rights
DEPARTMENT: Mr. Giuseppe Morello, Director, Air Canada Labour Relations - IFS

NATURE OF THE GRIEVANCE:

The Union claims that Air Canada violated the Collective Agreement by interfering with the administration of the Union and the representation of employees. Specifically, Air Canada is failing to allow members to access their contractual union representation rights, and select employees are being compensated at levels greater than those bargained for in the collective agreement, and compensated differently than those within the same job classification.

We submit this grievance under articles/clauses 2, 3, 14, 24, all other pertinent sections of the Collective Agreement, s.94 (1) of the Canada Labour Code, Part I, and any other relevant legislation, act, or statute.

SETTLEMENT REQUESTED:

We request that,

1. Air Canada abide by the Collective Agreement;
2. Air Canada cease and desist the violation;
3. Make all affected employees whole;
4. Pay damages to the Union;
5. 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: October 17, 2019