

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



GRIEVANCE NUMBER: CHQ-19-54 (POLICY)

SUBJECT: Abuse of Management Rights (PBS and Language Assignment)

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 failing to respect the intent of PBS with respect to seniority rights in relation to those with languages.

We submit this grievance under articles/clauses 3, 13, 16, L39, B1.01.01, B4.02.02.01, Appendix IV, Arbitrator Teplitsky's March 19th, 2013 award, all other pertinent sections of the Collective Agreement, and any other relevant legislation, act, or statute.

SETTLEMENT REQUESTED:

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 21, 2019