



Canadian Union of Public Employees, Air Canada Component of CUPE

GRIEVANCE FORM

GRIEVANCE NUMBER: CHQ-rouge-19-66 (POLICY)

SUBJECT: Unpaid Work – The Weekly

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 21.01, L55.02, L55.03, L55.05, the *Canada Labour Standards Regulations*, C.R.C. c. 986, any related articles, acts or statutes and all other pertinent sections of the Collective Agreement by requiring mandatory reading of Air Canada Rouge's *The Weekly* bulletin by Cabin Personnel without pay. This requirement is a change to the working conditions of Cabin Personnel and has been imposed without consultation and negotiation with the Union. Cabin Personnel are expected to volunteer and work on their own time, outside of regular (paid) hours, and are being denied pay, contrary to the Collective Agreement and the *Canada Labour Standards Regulations*, C.R.C. c. 986.

SETTLEMENT REQUESTED:

1. Air Canada abides by the Collective Agreement;
2. Ceases and desists from implementing the mandatory reading of *The Weekly* bulletin by Cabin Personnel for which there is no pay;
3. Negotiates with the Union the appropriate time allotment and compensation for any mandatory reading including *The Weekly* bulletin or any other publication;
4. Retroactively pay all Cabin Personnel a minimum of three (3) hours pay at their regular rate of pay for each weekly bulletin since the mandatory requirement to read *The Weekly* was implemented;
5. In the alternative:
 - i. Pay each affected member one (1) hour of flight time credits per week at their full and regular rate of pay for time spent reading the additional "mandatory" bulletin;
 - ii. Credit each affected employee a minimum of one (1) hour per week compensation towards their maximum flight time limitations for this additional required reading of *The Weekly* bulletin;
6. Make all affected employees whole;
7. Provide for any other remedy deemed appropriate by the Arbitrator.

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 11, 2019