

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



GRIEVANCE NUMBER: CHQ-19-59 (POLICY)

SUBJECT: Return from Maternity Leave

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

NATURE OF THE GRIEVANCE:

I/we the undersigned claim that Air Canada has violated the Collective Agreement. Specifically, Air Canada is failing to provide Cabin Personnel with the required training upon their return to work from Maternity leave. As such, Cabin Personnel are involuntarily placed on an unpaid leave of absence until training becomes available.

I/we submit the grievance under articles 3, 5, 6, 24, L14, any related articles, acts or statutes and all other pertinent sections of the Air Canada Collective Agreement. I/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, the Canada Labour Code and the Canadian Human Rights Act;
2. Air Canada provide training to Cabin Personnel immediately upon return to work from Maternity leave;
3. If no training is available, Air Canada pay cabin personnel the minimum monthly guarantee at their applicable rate of pay until training becomes available;
4. The Union be awarded any damages deemed appropriate by the Arbitrator;
5. Air Canada make all affected members whole;
6. Air Canada provide any other relief 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: November 13, 2019