

Canadian Union of Public Employees, Air Canada Component

Grievance Form



GRIEVANCE NUMBER: CHQ-Rouge-20-03 (POLICY)

SUBJECT: Abuse of Management Rights – Failure to Adhere to Safety and Security Protocol

DEPARTMENT: Giuseppe Morello, Director, Air Canada Labour Relations – IFS

NATURE OF THE GRIEVANCE:

Under the guise of creating a “Magical Moment” for its passengers, Air Canada has requested that some employees stop by the “R” Room prior to their flight assignment to pick up packages prepared by the In-Flight Services management team or its designates. Flight Attendants are then instructed to transport those packages, presented and packaged in concealed bags, through Transport Canada Security check points and/or United States Custom Check points.

The Union's position is that these requests are unreasonable and may jeopardize the health and safety of flight attendants and passengers. Furthermore, these requests are made outside of the scope work and established duties of Air Canada Rouge flight attendants and are expected to be completed without appropriate compensation or adjustments to duty periods. In making these requests, Air Canada has breached the Collective Agreement, including articles 3, 14, LOU55.03, L55.15, L55.20, as well as its own safety and security policies as outlined in the FAM, along with possibly violating Transport Canada Regulations, CBSA and US Customs and Immigration Laws and all other relevant provisions. It has also breached the *Canada Labour Code*, the *Canada Occupational Health and Safety Regulations* and all other relevant statutes and regulations.

SETTLEMENT REQUESTED:

1. A declaration that Air Canada breached the Collective Agreement and the *Canada Labour Code* by requesting its employees to perform duties that put their safety and the safety of passengers at risk;
2. That Air Canada cease and desist the identified violations;
3. That Air Canada pay damages to all affected employees;
4. That Air Canada make all affected employee whole; and
5. Any other relief deemed appropriate.

The Union requests 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: January 10, 2020