

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

**Grievance Form**



**GRIEVANCE NUMBER: CHQ-rouge-21-02 (POLICY) - REVISED**

**SUBJECT: Unreasonable Code of Conduct (“Conflict of Interest”) Policy**

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

**NATURE OF THE GRIEVANCE:**

Air Canada has breached the Collective Agreement by enforcing an unreasonable policy prohibiting all laid off employees from working for another airline allegedly on the basis of the company's “Conflict of Interest” policy.

Air Canada's conduct is unreasonable, is inconsistent with the Collective Agreement, is an abuse of management rights, and unduly infringes employees' ability to earn wages while waiting to be recalled from layoff.

The Union submits this grievance under articles 17 and L55.03 of the Collective Agreement, and any other relevant Collective Agreement article, act, regulation, or statute.

**SETTLEMENT REQUESTED:**

1. A declaration that Air Canada breached the Collective Agreement by enforcing an unreasonable policy prohibiting all laid off employees from working for another airline;
2. An order that Air Canada cease and desist from breaching the Collective Agreement and an order that Air Canada rescind the policy in relation to all laid off employees who wish to work at another airline;
3. An order that Air Canada make all affected employees whole; and
4. Any other relief 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: April 12, 2021