

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

Grievance Form



GRIEVANCE NUMBER: CHQ-21-09 (POLICY)

SUBJECT: Sunset Clause – Personal File (Articles 19.04)

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

NATURE OF THE GRIEVANCE:

I/We, the undersigned claims that Air Canada violated the Collective Agreement, including articles 3, 13, 15, 19.04, 21.01, all relevant provisions of the Collective Agreement, the *Canadian Human Rights Act*, and any other relevant legislation, act, or statute, by pausing discipline for any absences including layoff in the two (2) year sunset period.

SETTLEMENT REQUESTED:

1. Air Canada abide by the Collective Agreement;
2. A declaration that Air Canada has violated the Collective Agreement by pausing discipline for any absence including layoff in the two (2) year sunset period;
3. Cease and desist all identified violations;
4. Make all affected employees whole;
5. Pay damages to any affected member;
6. Pay damages to the Union;
7. 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

A handwritten signature in black ink, appearing to read "Wesley Lesosky".

Name of Union Officer Originating Grievance: Wesley Lesosky, President, Air Canada Component of CUPE

Date: June 30, 2021