

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

Grievance Form



GRIEVANCE NUMBER: CHQ-21-11 (POLICY)

SUBJECT: Vacation Pay Credits while on Off-Duty Status

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, 8, 13, 15, LOU 6 and all relevant provisions of the Collective Agreement, the *Canadian Human Rights Act*, and any other relevant legislation, act, or statute, by recuperating pay credits or not providing pay credits for vacation time accrued while cabin crew members were on Off-Duty Status as a result of the COVID-19 pandemic. Specifically, Air Canada placed a large percentage of CUPE members on Off-Duty Status between April 2, 2020, and June 7, 2020, subsequently some members received reduced wage payments through the Canadian Emergency Wage Subsidy (CEWS) or applied for the Canadian Emergency Recovery Benefit (CERB).

SETTLEMENT REQUESTED:

1. Air Canada abide by the Collective Agreement;
2. A declaration that Air Canada has violated the Collective Agreement by failing to provide vacation pay for the time period referenced above;
3. Cease and desist all identified violations;
4. Make all affected members whole;
5. Pay damages to all affected members;
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: July 20, 2021