

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

Grievance Form



GRIEVANCE NUMBER: CHQ-21-18 (POLICY)

SUBJECT: Violation of Articles 2 and Block Rules (Voluntary Extension Process)

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

NATURE OF THE GRIEVANCE:

Air Canada has violated the Collective Agreement including and not limited to articles 2, 3, 17, Block Rules, the Collective Agreement as a whole and any other related article, act, or statute by violating Article 2 (Union Recognition), bargaining directly with the membership, and, violating the "Block Rules" articles including and not limited to encouraging the membership to i. volunteer to exceed the 100-hour block month cap, ii. forfeiting the max cap of 100-hours/block month, iii. forfeiting their minimum days off to a minimum of five (5) days off, and, iv. forfeiting their inviolate days off (GDO's), if on reserve, while over 4000 bargaining unit members remain on layoff status.

SETTLEMENT REQUESTED:

1. The Company immediately comply with the terms of the Collective Agreement;
2. Air Canada cease and desist bargaining directly with the membership and violating the Block Rules of the collective agreement forthwith;
3. A declaration that Air Canada has violated the Collective Agreement by bargaining directly with the membership and violating the Block Rules;
4. Immediately recall members from layoff;
5. Make all members adversely affected by the violation whole in every respect;
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: August 20, 2021