

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

**Grievance Form**



**GRIEVANCE NUMBER: CHQ-22-17 (POLICY)**

**SUBJECT: COVID-19 Vaccine Terminations**

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

**NATURE OF THE GRIEVANCE:**

The Company has violated the Collective Agreement, including but not limited to Articles 1, 3, 10, 13, 14, 15, 16, 24, L14, the *Canadian Human Rights Act*, the *Canada Labour Code* (including Division IX), and the *Personal Information Protection and Electronic Documents Act* (PIPEDA), by announcing that on May 2, 2022, it will be terminating the employment of Members who are not COVID-19 vaccinated and have not received an exemption.

I/We submit this grievance under articles/clauses 1, 3, 10, 13, 14, 15, 16, 24, L14, and any related articles, acts or statutes and all other pertinent sections of the Collective Agreement.

**SETTLEMENT REQUESTED:**

- 1) Cease and desist the violations;
- 2) Rescind the terminations and make affected members whole, including damages;
- 3) Pay damages to the Union;
- 4) Any other appropriate remedy.

**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: March 9, 2022