

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

**Grievance Form**



**GRIEVANCE NUMBER: CHQ-22-48 (POLICY)**

**SUBJECT: Cost of Living Adjustment (COLA)**

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

**NATURE OF THE GRIEVANCE:**

The Union claims that Air Canada violated the Collective Agreement by failing to negotiate wage increases pursuant to LOU 35 and the Union's related notice dated March 28, 2022, and by failing to pay employees wage increases following cost of living increases.

We submit this grievance under articles/clauses LOU 35, the MOA dated October 20, 2015, article 5, and all other pertinent sections of the Collective Agreement, and any other relevant legislation, act, or statute.

**SETTLEMENT REQUESTED:**

1. Air Canada abide by the Collective Agreement;
2. Air Canada cease and desist the violation;
3. Air Canada negotiated wage increases and pay employees the appropriate wage increases retroactively;
4. Make all affected employees whole;
5. Pay damages to the Union;
6. 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

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

Date: June 13, 2022