

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

Grievance Form



GRIEVANCE NUMBER: CHQ-22-60 (POLICY)

SUBJECT: Unfair and Improper Investigations, and Abuse of Management Rights

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 2.01, 3, 5, 14, 19.04, the Collective Agreement as a whole and any other related article, act, or statute by i. conducting an unfair and improper investigation into an alleged safety matter; ii. issuing a group letter of expectation (instead of individual letters); iii. failing to conduct a meeting with the affected crew members explaining what safety rule was allegedly not followed, iv. failing to allow the affected crew members an opportunity to explain their side of the story, and v. denying them the right to Union representation.

SETTLEMENT REQUESTED:

1. The Company immediately comply with the terms of the Collective Agreement;
2. Cease and desist from conducting unfair and improper investigations into any matter;
3. Cease and desist from issuing Letters of Expectation to groups of employees;
4. The Company to properly investigate alleged incidents of this nature, in a safety-first approach, to ensure members can benefit from a letter of expectation;
5. Reissue individual letters of expectation, in a personal manner, with confirmation that the original letter will be removed from their personal file;
6. Provide written confirmation of the violations;
7. Make all members adversely affected by the violation whole in every respect;
8. Pay damages to the Union; and
9. 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 5, 2022