

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

Grievance Form



GRIEVANCE NUMBER: CHQ-24-104 (POLICY)

SUBJECT: Meal Allowances – Article 7.02

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

NATURE OF THE GRIEVANCE:

In 2024, the ALPA and Air Canada Collective Agreement provisions relating to meal expenses (Article 18) were modified. Meal expenses paid to Pilots have increased approximately 30%.

The CUPE ACC and Air Canada Collective Agreement contains a “me-too” provision. This me-too provision ensures that Cabin Personnel are not paid lower meal allowances than Pilots (Article 7.02.04). Air Canada, however, refuses to do so. Its conduct violates the Collective Agreement and is discriminatory, contrary to the *Canadian Human Rights Act*.

We submit this grievance under articles 2, 3, 7, 24 of the Collective Agreement, any related articles, acts, or statutes, and all other pertinent sections of the Collective Agreement.

SETTLEMENT REQUESTED:

1. Air Canada cease and desist the violation of the Collective Agreement;
2. Air Canada immediately and retroactively provide the appropriate meal expenses to Cabin Personnel;
3. Air Canada be directed to comply with Article 7.02.02 and in particular, if it makes further increases to meal expenses paid to Pilots, it must make further increases to meal expenses paid to Cabin Personnel;
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

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

Date: November 22, 2024