

# Canadian Union of Public Employees, Air Canada Component

## Grievance Form



**GRIEVANCE NUMBER: CHQ-24-107 (POLICY)**

**SUBJECT: Vacation Me Too, Article 8.10, and LOU 25 (RBP Program)**

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

### **NATURE OF THE GRIEVANCE:**

I/We, the undersigned claim that Air Canada violated the Collective Agreement, including articles 3, 8, 24, LOU 14, LOU 25, all relevant provisions of the Collective Agreement, *the Canadian Human Rights Act*, and any other relevant legislation, act, or statute.

In 2024, the ALPA and Air Canada Collective Agreement provisions relating to vacation were enhanced: vacation and general holiday entitlements are no longer prorated when a Pilot is on a reduced block program.

Cabin Personnel on a Reduced Block Program currently have their vacation and holiday entitlements prorated (MOU: Reduced Block Program — Under LOU 25).

The CUPE ACC and Air Canada Collective Agreement contains a “me-too” provision relating to vacation: *“8.10 GENERAL - In the event the vacation entitlement of any major group within the Company is increased, this entitlement will be extended to Cabin Personnel on the same basis.”*

Following ratification of the ALPA and Air Canada Collective Agreement, the Union asked that the same entitlement be extended to Cabin Personnel, and that vacation and holiday proration for Cabin Personnel on a Reduced Block Program cease.

Air Canada, however, refuses to do so. Its conduct violates the Collective Agreement (including and not limited to article 8.10) and is discriminatory, contrary to the *Canadian Human Rights Act*.

### **SETTLEMENT REQUESTED:**

1. Air Canada cease and desist the violation of the Collective Agreement;
2. Air Canada immediately and retroactively eliminate vacation and holiday proration for Cabin Personnel on a Reduced Block Program;
3. Air Canada be directed to comply with 8.10;
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

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: December 16th, 2024