

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

Grievance Form



GRIEVANCE NUMBER: CHQ-rouge-25-11 (POLICY)

SUBJECT: Sick Leave Substantiation Requests – Less than Five (5) Days

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

NATURE OF THE GRIEVANCE:

The Union claims that the Company has violated the Collective Agreement and the *Canada Labour Code* and is filing a Policy Grievance.

Specifically, Air Canada's request for medical substantiation from cabin personnel for book offs of less than five (5) days is contrary to L55.11.03 as well as section 239(2) of the *Canada Labour Code* that states, "If a medical leave of absence (paid or unpaid) is **5 days or longer**, your employer **may** require that you provide a certificate issued by a health care practitioner."

We submit this grievance under articles/clauses L55.11, Rouge LOU#1, the *Canada Labour Code*, the *Canadian Human Rights Act* and any related articles, acts or statutes and all other pertinent sections of the Collective Agreement.

SETTLEMENT REQUESTED:

1. The Company abide by section 239(2) of the *Canada Labour Code*;
2. Cease and desist making requests for substantiation of sick leave for absences less than 5 days;
3. Make all affected employees whole including damages to individual members;
4. Provide damages to the Union; and
5. Any other relief deemed appropriate by the Arbitrator.

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 31st, 2025