Canadian Union of Public Employees, Air Canada Component

Grievance Form

GRIEVANCE NUMBER: **CHQ-26-37 (POLICY)**

SUBJECT: **Minimum Wage (CA 2025-2029)**

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

NATURE OF THE GRIEVANCE:

The Union claims that Air Canada violated the Collective Agreement and the *Canada Labour Code*. Specifically, Air Canada has failed to ensure that Cabin Personnel are being paid the greater of the federal or provincial/territorial required minimum wage.

We submit this grievance under articles/clauses 3, 5, 5.14.03, 6, 21.01, Section 178 of *the Canada Labour Code*, 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 and the *Canada Labour Code*;
2. Air Canada cease and desist these violations;
3. Air Canada immediately ensure that all Cabin Personnel are being paid minimum wage, in accordance with the applicable legislation, act or statute;
4. Pay damages to the Union;
5. Pay damages to any affected member;
6. Make all affected employees whole, including retroactive payment with interest;
7. Hire sufficient staff to properly and accurately address pay issues and required payments;
8. 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: March 27, 2026

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