



Local 5454 – Section Locale 5454

Representing Canada's Air Traffic Controllers - La voix des contrôleurs aériens du Canada

Board of Directors Meeting Ottawa, ON June 17, 2009 09:00 EDT

Present:	Greg Myles Doug Best Rob Allan Pierre Gaumond Peter Duffey Dennis Dick Scott Shields	President Executive Vice President Vice President Atlantic Vice President St-Laurent Vice President Central Vice President Prairie Vice President Pacific
Observers	Bryan Healy Yves Langlois	Vice President Prairie Elect Vice President St-Laurent Elect

The President called the meeting to order at 9:00 EDT.

This board meeting was convened to receive the report of the Board of Trustees (BoT) and determine strategic courses of action to be undertaken as a result of their report as well as the introduction of two new regional vice presidents.

1. Pay Out of Sick Leave Vice-Presidents

Resolution #1:

Be it resolved that: *A reserve be set up to fund the on-going liability of sick leave for the CATCA Board of Directors in the amount of \$60,000 initially and then \$60,000 annually.*

Discussion: The Board of Trustees made the following recommendations:

In respect of this issue, the Board of Trustees recommends the following to the Board of Directors:

Payout of Sick Leave Going Forward

In order to mirror the collective agreement, unused sick leave accumulated by full time elected officers of CATCA should be paid out when the officer leaves office

at 50% (or the current rate in effect as per the collective agreement) of the officer's hourly rate of pay at that time to be calculated on base pay from the collective agreement exclusive of ATC Premium and CATCA premium.

Retroactive Payout of Sick Leave

The Board of Directors needs to determine what the Union's obligations are with respect to those past officers who have left office but are still CATCA members. As well, the Board needs an accurate accounting of the current officers' sick leave banks. To this end, the following needs to be determined:

- A list of all officers, past and present, who were on strength and under the force of the new collective agreement between Nav Canada and CATCA as of April 1, 2009.
- An accounting of all CATCA sick leave banks for each of these officers while they are/were officer of the union. Sick leave is earned at 10.59 hours per month of service. A determination of how much sick leave has been used is required to be deducted from the total earned.
- A calculation of the hourly rate of pay that the officer earned at the time they left office.

The Board of Directors must then determine the union's obligation/liability to the past officers on this list. Present officers should have sick leave paid out when they leave office. Any past officer who receives a payout should be put on notice that the union's prior agreement to cover LWOP later in a career is revoked as being replaced by the payout.

Moved by: Peter Duffy

Seconded by: Pierre Gaumond

Carried Unanimously

2. Realignment of Branches

The board of trustees also recommended that a number of branches in the NCR and Goose Bay be assigned to different regions. The Board of Trustees report outlines their reasoning for this and is attached to these minutes.

Further discussion by the Board of Directors resulted in the Central RVP and the Atlantic RVP being tasked with visiting each of the branches and consulting with the members on this proposed change and to report back to the board on their findings.

Meeting was adjourned at 16:00.

Greg Myles
President

Doug Best
Executive Vice-President

[Attached: Board of Trustees Report](#)