



## Local 5454 – Section Locale 5454

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

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**Fall Board Meeting  
Sheraton Vancouver Airport Hotel  
Richmond, BC  
October 20-21, 2010**

<b>Present:</b>	<b>Greg Myles</b>	<b>President</b>
	<b>Doug Best</b>	<b>Executive Vice President</b>
	<b>Rob Allan</b>	<b>Vice President Atlantic</b>
	<b>Yves Langlois</b>	<b>Vice President St-Laurent</b>
	<b>Peter Duffey</b>	<b>Vice President Central</b>
	<b>Bryan Healy</b>	<b>Vice President Prairie</b>
	<b>Scott Shields</b>	<b>Vice President Pacific</b>
<b>Invited guest:</b>	<b>Abe Rosner</b>	<b>CAW National Representative</b>

An initial meeting between the CATCA Board of Directors, CATCA Board of Trustees, and the Young Controllers Council (YCC) took place. The YCC presented their fall board report to the group. The report was received as information and all questions were answered by the YCC. A further discussion took place regarding several new topics and new ideas were introduced by the YCC. The new structure of the YCC was well received by the Board. The YCC has structured itself with a chair, vice-chair, and secretary. The meeting was adjourned at 9:30 PDT.

The President called the board meeting to order at 9:45 PDT.

### **Year to Date financial review**

The Executive Vice President presented the year to date financials. Mr. Best answered all of the Boards questions.

### **Auditor Conference Call**

Madeleine Lemire from Lemire + Morin + Tremblay presented the draft financials for the 2009-10 fiscal year. All questions were answered.

Mr. Best, over the past two years, has been educating members at training seminars as well as the CATCA 2010 Convention on the topic of "how and why CATCA is in a position to temporarily reduce dues". The temporary reduction is currently set to end on December 31st, 2011. He reminded the Board of the initiative that took place last fall that reduced CATCA's income and he estimated we would be in a deficit position for the next two fiscal years. The dues structure which is constantly under review will be subjected to another trend analysis later this fiscal year. The results of that analysis along with the next income forecast will allow Mr. Best to make recommendations to the Board of Trustees for discussion at the fall board meeting in 2011.

### **Grievance Review**

Abe Rosner presented the current grievances at the National level, and answered all questions.

### **CATCA 2013**

The Executive Vice President reported on the upcoming convention, including site selection and convention committee selection. An initial meeting between the EVP, Executive Assistant and the Convention Committee took place in late September in Saskatoon. The host hotel and conference venue should be selected by early next year.

### **Proficiency Issue**

The President discussed ATCD 2010-04 (1. B. ABSENCE FROM OPERATIONAL DUTIES – 27 & 1).

Mr. Myles explained that the document contained a reference that stated "This change results from CATCA and NAV CANADA discussions concerning operational proficiency." This implies that there is some sort of agreement with CATCA which is not correct. In the Memorandum of Settlement from 2009 a commitment to resolve issues surrounding currency was undertaken. We have been involved with a working group that has been addressing currency in broad terms since June 2009 in an effort to satisfy our collective bargaining issue. The working group has made numerous recommendations during the course of their work. None of this work has resulted in any agreement between NAV CANADA and CATCA. The change described in ATCD104 does not meet our needs as contemplated by our Memorandum of Settlement. Furthermore the ATCD does not reflect the working group's consensus conclusions in our opinion.

### **Deferral Letters**

The current deferral letters were discussed and considered misleading in outlining what members should be expecting. The content of the letters will be addressed with NAV CANADA

### **Weekend Worker Trial**

The President advised that the trial will continue and will be further discussed during the upcoming round of collective bargaining.

### **New Members Package**

The Regional Vice President Pacific Region presented a prototype of a New Members Package that has been developed. The contents were discussed and some suggestions were made for improvement. The President indicated his desire to complete this project by year end.

### **Relocation Briefing**

The Executive Vice President briefed the Board on relocation guideline changes that were made during the cyclical review of the document. Mr. Best explained all the changes. The biggest and most significant change to the document is part 6: Travel to the New Location. After many months of discussions an agreement was reached that now allows an employee several choices when relocating to a new location that was vague at best and very contradictory in the previous version.

### **Committee Selection**

The Board was given copies of all of the committee applications prior to the board meeting for their review.

**Resolution No. 1**

Be it resolved the Board of Directors increase the size of the Elections Committee to consist of no more than four members.

**Moved by: Rob Allan  
Carried**

**Seconded by: Peter Duffey**

The board discussed all applications and the following applicants were appointed:

**CATCA Technical Committee**

Steve Malloy (YWG ACC) – Chair  
Chris Kempffer (TSC)  
Emile Fuchs (YVR ACC)  
Daryl Stilson (YYZ ACC)  
Dan Hamzic (YYZ ACC)  
Frank Kennedy (YHZ Tower)

**Occupational Safety and Health Representative**

Mark Bernard (YVR ACC)

**Young Controllers Council**

Carrie Amell (VFR Central)  
Les Boutilier (YYZ ACC)  
Maureen Pottinger (YVR ACC)  
Cameron Stoyles (VFR Atlantic)  
Geneviève St-Pierre (VFR Bilingual)  
Tyler Wilkinson (YWG ACC)  
Chris Wonnacott (YQM ACC)

**Elections Committee**

Melissa Coulter (YEG ACC)  
Noel Dwyer (Bytown)  
Chad Watt (YHM Tower)  
Sean Williams (YQM ACC)

**Board of Trustees**

James Legein (YVR ACC)  
Terry Ross (YQM ACC)  
Tony Zaychuk (YEG ACC)

The Board wishes to thank all those that sat on committees this past term as well as those that put their names forward for consideration.

**Classification**

The President discussed four recommendations that resulted from a working group that was convened earlier this year to discuss and make recommendations if any on several issues before them. He explained the reasons for delay of the implementation of the recommendations and will compose a letter to explain in more detail the impact and delay of these recommendations to the membership.

**Collective Bargaining Proposals**

The board submitted several proposals for review by the Contract committee.

**Meeting Adjourned October 21, 2010 6:00pm**

Greg Myles  
President

Doug Best  
Executive Vice President

## **FALL BOARD REPORT 2010**

### **Doug Best Executive Vice President**

I would be remiss if I did not start by thanking you the membership for giving me another three year mandate. I appreciate your continued commitment and support and thank the many volunteers and supporters of my re-election bid this past spring. Without you I would not be writing this report.

Over the last six months there have been a few changes around the National Office. The most significant is the retirement of Ms. Anita Sawyer. It is with a heavy heart that we said goodbye to our longest serving employee who retired on June 30<sup>th</sup> of this year. Anita departs CATCA with 36 years of service. She will be missed by all who have worked with her. Take care Anita, enjoy your retirement, you earned it!

Over the past two years I have been educating members through training seminars about CATCA's financial status. I have gone to great lengths to explain where we were a number of years ago, how we got where we are today and where we are going in the future. For many members who have not attended the seminars it may be difficult to understand why we have a deficit of \$390,000 this year. Let me explain to those that are not aware of the initiative we have undertaken. Over the last fiscal year a dues holiday took effect in December 2009 and a temporary dues reduction (1.75% down to 1.5%) began in January 2010. The result of both initiatives meant a reduction in dues income of about \$550,000 dollars. Another trend analysis and forecast will be completed in time for the 2011 fall board meeting which will allow the Board to make a decision of whether to continue with the temporary reduction or not.

At NCJC we were able to negotiate an agreement on the Relocation Guideline cyclical review. The changes made were few but significant. The greatest change to the document is part 6: Travel to the New Location. The changes in this part now allow our members choices we did not have in the past. For example, driving or flying is now outlined in a much less confusing manner than the previous document which had conflicting guidelines regarding this topic. This is a great gain for all members.

In September you, the membership, elected the members of our contract committee. We met in late September for two days. The meeting gave the group a chance to meet and discuss the process of collective bargaining, including the responsibilities of the group. The committee was instructed to return to their regions to help branches create well crafted proposals. Our next meeting is slated for the first week of November. During the next meeting we will be discussing, debating, and deciding on our proposals and course of action that we will employ for this upcoming round. Stay tuned for more information as we progress through this round of bargaining which officially begins on December 1<sup>st</sup>, 2010.

In late September a CATCA 2013 visit and meeting was held in Saskatoon. The purpose of the visit was to select a venue for our convention and to meet with the organizing committee. This proved to be a success but it was determined that there are not any hotels that have adequate meeting space so our business will be done at TCU Place (It is a convention centre that is state of the art and has all amenities required). We have narrowed the selection of hotels to three and after further negotiations will make a choice early in the New Year.

In solidarity

Doug Best

## FALL BOARD REPORT 2010

**Peter Duffey**  
**Regional Vice President - Central Region**

Since the last report in spring of 2010, it has been a very challenging period for me. A significant change in the composition of Central Region has seen me assume the responsibility of representing 4 branches. The members of Seaway, Outaouais, Tom Roberts and Bytown have all joined this region. I have spent time at each of those branches learning their roles and responsibilities as well as meeting the members I now represent. It has been, and continues to be a learning experience.

I have spent a lot of time and effort on job sharing over the past few months to get the final pieces in place and get the program rolled out to the membership. It was an extremely complicated road to navigate and any members considering applying for program are urged to personally speak with their branch chairs before they do so. There are serious implications to your benefits and any member considering the program should be extremely clear about any and all associated risks.

This past May saw the counting of the ballots in the Central RVP election. I am extremely grateful for receiving another mandate from the members of this region and once again, I thank you for your support.

I also recently attended a two day presentation on pensions given by NAV Canada in Cornwall. The seminar was attended by members of various bargaining agents from NAV Canada. I found information informative and quite useful. Part of the seminar was a demonstration of the course members receive if they go to retirement planning. I found the information extremely useful and would encourage all members who are eligible to attend that course.

I have continued my role as liaison to the BOD for the YCC and continue to enjoy working with our younger generation of controllers. The YCC has undergone some structural change and after the upcoming BOD meeting in Vancouver, they will emerge with the restructuring complete and new goals set. I should note that it is the members of the YCC themselves who have guided these changes and themselves making recommendation to make the group more visible and productive.

My monthly teleconferences with the regions Branch Chairs continue and feedback is very positive. I have also circulated 2 more newsletters which have received positive feedback.

As I write this report, I am currently on the road visiting branches and attending their bargaining proposals meeting. I will be visiting all the branches in Central prior to bargaining commencing in December to ensure I have an accurate reflection of the member's desires. The new bargaining team is in place and the process has started towards attaining and ultimately ratifying a new collective agreement that all members can be happy about. For CATCA, this is perhaps the most important thing we do as an association – representing your interests and desires at the bargaining table. I look forward to working with the bargaining team to deliver a sound collective agreement that will ultimately ratify with a high percentage.

### **Branch Updates:**

**YQG** – Windsor hosted another successful Red Bull Air Race in June. This year also saw Westjet begin scheduled service from Windsor.

**YXU** – As with many units in Central Region, classification and the lack of transparency surrounding it continue to annoy the controllers in London.

**YKF** - Waterloo has successfully installed EXCDS “lite” and despite initial teething pains, it appears to be functioning satisfactorily to controllers. June 19th and 20th saw the 2010 Aviation Expo and Air Show at Waterloo with the Snowbirds being the highlight. As with London, the lack of transparency in classification, especially “mixed vs. variable” continues to annoy the staff here. The airport itself has

undergone some renovation and expansion and there are rumours of a new cargo operation being constructed in the near future.

**YHM** – After previously being reported as well overstaffed, Hamilton has now dropped to normal levels after a retirement, a deployment and a temporary assignment. Hamilton controllers continue to work an excess amount of midnight shifts. It is not uncommon to receive 3 midnights per cycle.

**YKZ** – The rumours continue to swirl about Buttonville's demise. However, this time, the rumours appear to have substance to them. Signs are cropping up that have the staff at the airport believing their tower will close in the next 2 – 3 years. Nothing has been confirmed at this point by the airport owners but the greatest worry is that Buttonville's biggest client, Seneca College, appears to be actively seeking a new airport to relocate to.

**YTZ** – Classification is the major issue at City Centre. A request for review has been launched but as of writing this report, no answer has been received. Despite assurances the process would take approximately a month, that time has elapsed without any answers.

**YOO** - The Oshawa Airport secured funding under the federal infrastructure grant program and is using the funds to install an AWOS at YOO. Oshawa is currently installing EXCDS "light".

**YAM** - Sault Ste. Marie may now have the distinction of being the smallest tower in the country with only 6 controllers on staff. For the most part, SSM is reporting no major issues or concerns. Replacement of aging mylar blind systems seems to be taking an extremely long time.

**YYZ ACC** – The big news in YYZ ACC recently was the appointment of ex CATCA President Rob Thurgur as MACCO. Rob has made it clear he intends to continue improving labour relations and empowering both management and supervisory personnel to do business better. Everyone seems to ask, so I will say that in general, the appointment was well received by the control staff in YYZ.

**YYZ TOWER** – It appears the major problems from past courses in the new simulator at YYZ are getting resolved. The "proof will be in the pudding" so to speak. YYZ Tower has also the appointment of a new permanent manager. Sam Ghobrial, previously YYZ Shift Manager and YYZ TCU Supervisor, is now the manager of YYZ Tower.

**Bytown** – Perhaps Bytown's biggest concern is the continued downsizing of their branch. As members retire, NAV Canada is not replacing the jobs. Otherwise, the members of Bytown are reporting no major issues.

**Tom Roberts** – This branch has recently undergone an expansion of sorts with new members arriving. The members of OST formerly based in Cornwall have been relocated to Ottawa and now work from the Tom Roberts branch.

**Outaouais** - Workload continues to be an issue for the members of the Outaouais Branch. Years and years of cuts and attrition, combined with major increases in technological change in NAV Canada, have left the OSR members fighting to keep up with the workload.

**Seaway** – After OST left for Ottawa, Seaway is left with 6 members. For someone like myself who went through TCTI in 1989 when it was perhaps at its peak, it is sad to see the decimation of the training department that was once so large.

As I always do in closing, allow me to thank all the hard working individuals that represent the members of my region. The Branch Executives and the Branch Stewards of this region are what make CATCA work. Your unpaid work and volunteerism are the very backbone of our organization. Without your hard work and, we simply would not be able to function as an organization. I believe you all know how much I appreciate the work you do, and I am grateful for the opportunity to work with you all. Thank you.

In Solidarity,

Peter Duffey  
Vice President – Central Region





## YOUNG CONTROLLERS COUNCIL

# REPORT TO THE BOARD OF DIRECTORS

*Fall 2010 Vancouver*

### *Where are we now?*

The YCC is currently undergoing some important changes. The representatives no longer work with “Coordinators”, but have taken the lead of the YCC. From now on, instead of relying on Coordinators to relay what is expected of us, we will benefit from direct communication from the Board of Directors .

With the implementation of this new group “Structure”, we now have a Chair, Vice-Chair and Secretary. This was done to hopefully get some movement going forward. So far we have seen the results already, with more work getting done and better communication between representatives. We are confident that after these roles are properly defined in Vancouver, the YCC will be in better shape than ever!

### *What next?*

Ever since its creation, the YCC has been attempting to create dynamic projects to really make an impact on other young controllers and the union membership as a whole. One of our projects is potentially multiple projects: social media. We are exploring the possibility of implementing an open moderated web forum, and/or Facebook pages for the general membership. The hope with these projects is to create a method for open quick communication with the membership, and attract a new generation of members. Communication matters need attending to, especially during the impending bargaining period. At the present time, we are attempting to handle the hurdles that our previous attempts had before we present them officially to the board.

While we continue to issue the newsletters we are famous for, we have developed a list of topics that would be less connected to the collective agreement, while still being relevant to the membership. The use of electronic devices in the workplace, the Role of media in declaring Operational Irregularities, as well as Restricted Medication for Controllers are examples of topics that the YCC would like tackle in the future.

In addition to this, YCC representatives are working on several other small projects which will be presented to the board when they are at the right stage.

### *Who's there?*

Obviously, with the terms of all members ending this winter, the YCC will undergo a lot of changes. While we believe our new structure will help us move forward, the significant number of departing members who

provided a lot insight and did a lot of work is going to be a challenge. We are pleased to welcome two new replacements, both of whom come highly recommended from other YCC members. We hope the ideas of these new members will help move us forward and bring renewed interests to the group. While we try to recruit new representatives, we also rely on RVPs to keep an eye open for interesting candidates for the vacant seats to fill in their region.

### **So?**

The YCC has found a breath of fresh air with the newly implemented structure, and while we still have challenges to work through. We are more confident than ever that we can get work done and become a more dynamic and active group. The YCC is looking forward to work with its incoming members and, at the same time, thanks its departing members for their hard work.