

Fall Board Meeting
Le Centre Sheraton
Montreal, QC
October 5 – 6, 2011

Present:	Greg Myles Doug Best Rob Allan Yves Langlois Peter Duffey Bryan Healy Scott Shields	President Executive Vice President Vice President Atlantic Vice President St-Laurent Vice President Central Vice President Prairie Vice President Pacific
Invited:	Abe Rosner Mary Catharine Breadner Bob Orr	CAW Staff Representative Executive Assistant CAW Assistant to the President

A meeting between the CATCA Board of Directors, CATCA Board of Trustees, and the Young Controllers Council (YCC) took place prior the Board meeting. During the joint session the YCC and BoT presented their fall board reports to the group. The reports were received as information and all questions were answered by the groups.

The President called the board meeting to order at 8:30 am EST.

Abe Rosner was invited to address the board as a guest, Abe retired October 1, 2011. The board thanked him for his hard work and dedicated service to CATCA. A discussion followed where many of the group reminisced about highlights and achievements of Abe's career.

CATCA 2013

Mary Catharine Breadner updated the board on arrangements being made for CATCA 2013 convention. She discussed the preliminary event schedule, and answered all questions.

Communications Update

Mary Catharine also updated the board on the upcoming website launch, social media initiatives, and updated on all other outstanding communication projects.

CATCA 50th Anniversary – December 18, 2012

Mary Catharine requested information regarding the Board's expectations for recognizing this milestone. She shared possible ideas, and challenges associated with having all members involved in the celebration.

Year to Date financial review

The Executive Vice President, Doug Best, presented the year to date financials. Mr. Best answered all of the Board's questions. A discussion ensued regarding the remittance of dues to the union, and the procedure that is currently in place.

The President, Greg Myles, presented his desire to amend the requirements for presentation of the finances. He suggested that the finances be presented at regular intervals each year to all Board members. Doug Best agreed and further discussed the importance to the Board of knowing what CATCA's current yearly financial position was at specific intervals.

RESOLUTION No.1 Be it resolved that the unaudited statements will be distributed to each Board member at 6 months, 9 months, and at year end for the current financial year.

Moved by: Greg Myles, President
Seconded by: Doug Best, Executive Vice President

CARRIED UNANIMOUSLY

The audited statements were reviewed..

The Regional Vice President St-Laurent Region, Yves Langlois inquired to the selection process for the auditor, and what criteria CATCA uses.

Doug Best presented the investments, a discussion followed. All questions were answered.

Spring 2012 Board meeting

It was decided that the ATC hockey tournament is happening too early in the year to combine with the Spring Board meeting, so the Spring Board meeting will be held April 24-26, location to be determined subject to cost.

Auditor Conference Call

The draft audited financial statements were officially presented by the auditor. The Auditor answered all questions.

Women's Advocate

A discussion took place about the current status of the group. Yves Langlois pointed out some of the issues related to the set-up of the group. He reported that the usage to date has been very low.

Scholarships

A discussion regarding the ATC versus Academic scholarships, and the need to readdress the policy.

Seniority Bid Deferral

The Regional Vice President Prairie Region, Bryan Healy discussed an issues currently taking place in Fort McMurray. Greg Myles discussed the impact that maternity leave has on Seniority Bid Deferrals. He explained that maternity leave does not affect deferrals and requested that if the problem arose to contact him immediately.

YCC proposals

Doug Best presented 3 recommendations made by the YCC, the board discussed the proposals and will pass them to National office for more information.

CAW Staff Rep

Bob Orr was invited to discuss some recent changes at the CAW, and what the changes are projected for the future. He explained the structure, and requirements for a Staff Rep, and said that the CAW will work with CATCA to ensure that a replacement will be found. Ron Smith will continue in that role until a suitable replacement can be found.

Non-payment of Midnight Premium on 12 Hour shifts

A problem has been identified with the ESS software that NAV Canada is using. Greg Myles will follow up with NAV Canada to achieve a solution.

Movement Counting and Classification

Many issues have been identified for follow-up with NAV Canada.

Winter Steward Training Seminar

Training objectives were discussed, as well as possible subjects. The meetings will take place from January 23rd – February 3rd. A schedule will be drawn up and circulated to all by November 15th.

Regional Aviation Medical Officer versus Maintenance of Salary

Yves Langlois discussed an issue that is happening in his region. All RVP's discussed their region and solutions to problems they have dealt with in the past.

Grievance

Greg Myles updated the group on the current files, and discussed the upcoming summit meeting on October 21, 2011.

Dues

Discussion over the current dues structure took place. Doug Best discussed the current financial position of CATCA. He as well as the Boards of Trustees recommends continuing with 1.5% for the 2012 calendar year. Doug will continue to gather information and analyze CATCA's position and report back to the Board at the fall 2012 Board meeting.

RESOLUTION No.2 Be it resolved that dues remain at 1.5 % for the calendar year 2012.

Moved by: Peter Duffey, Regional Vice President Central
Seconded by: Scott Shields, Regional Vice President Pacific

CARRIED UNANIMOUSLY

Time off in lieu (TOIL)

The Regional Vice President Atlantic, Rob Allan inquired to the use of TOIL during the summer months, and policy regarding blackouts.

Bargaining Representation Structure

Restructuring of the bargaining regions was discussed for the upcoming round of negotiations. It was determined this will need to be addressed at Convention 2013. Rob Allan and Bryan Healy suggested an interim member for Winnipeg ACC and Moncton ACC be added. Doug Best was asked about the associated costs. He determined that the cost is approximately \$75,000 per elected bargainer. A further discussion about revisiting the representation across the country ensued.

RESOLUTION No.3 Be it resolved that on an interim basis that the IFR Prairie Representative position and the IFR Atlantic Representative be changed to include a representative for each ACC: Edmonton ACC Representative, Winnipeg ACC Representative, Moncton ACC

Representative, Gander ACC Representative for the next round of bargaining.

Moved by: Rob Allan, Regional Vice President Atlantic
Seconded by: Bryan Healy, Regional Vice President Prairie

NOT CARRIED

Meeting Adjourned October 6, 2011 4:00pm EST

Greg Myles
President

Doug Best
Executive Vice President

Board of Trustees Fall Board of Directors Report 2011

Date: October 4th, 2011

Location: Fall Board Meeting
Salon Hemon, Le Centre Sheraton, Montreal, QC

Meeting Attendees: Doug Best, Terry Ross, Tony Zaychuk, James Legein

At 9:00am Mr. Doug Best opened the meeting by welcoming the Board of Trustees and thanking everyone for attending. The first portion of the morning was spent reviewing the financial details of the organization to date and ensuring everything was in good standing. During this period Mr. Best presented the financial position and numbers of CATCA to date in detail. All finances were in good order and acceptable to the BoT.

At 11:00am we were joined via conference call by our Auditor. We reviewed the Auditor's financial statement and report in detail. In accordance with the new Canadian and International accounting standards our Auditor previously had suggested changes to the control measures and practices of our office. Some suggestions had been preemptively acted on by our office and the others were rectified immediately. Everything discussed was to the satisfaction of the BoT.

We rejoined after lunch at 1:00pm. At this time Mr. Best presented in detail the position of CATCA's investments. All accounts were in great shape and everything was to the satisfaction of the BoT.

Following that we reviewed the Proposed Budget for CATCA. Mr. Best gave the BoT a detailed review of the Proposed Association Budget. We had a brief question and answer period, and all matters were answered to the approval of the BoT.

At this time Mr. Best opened the floor to any questions the Board had regarding the day's business. And discussed setting a future meeting date.

At 5:00pm the BoT was joined by the Board of Directors and the Young Controllers Council. We held a general meeting with the Board and YYC each giving a brief presentation on what business they had conducted that day, entertaining any questions from the floor along the way.

To conclude all CATCA accounts were found to be in good order and properly managed. The BoT unanimously approves the financial position of CATCA/CAW Local 5454.

Prairie Region Fall Board of Directors Report 2011

I want to say thank you to the National Executive, the Regional Vice Presidents and the administrative staff at the National Office for their help and support assisting me as I carry out the duties of Prairie Regional Vice President. I rely heavily on these people to answer all sorts of questions and they always come through for me.

Our CAW Staff rep, Abe Rosner, retired as of October 1. Abe's dedication to CATCA and his knowledge of labour relations were two of the many positive attributes that he brought to our membership throughout the years. He also was generous with his time and a great mentor to the Vice Presidents of the BOD. Thank you for everything Abe, enjoy your retirement. You will be missed.

Thank you to the many people who volunteer as shop stewards on their respective Branch Councils or on the Branch Executives.

Region Report

Discipline

Since my last Board of Directors report, instances of serious discipline in the Prairie Region have been relatively low. I will continue to address these cases as required.

Union/Management Relations

Generally speaking, the membership in all Towers and both ACC's are reporting positive and constructive relationships with local unit management. There are always exceptions but for the most part we are able to solve most of our problems successfully at the local level.

Prairie Tower Report

All the Tower Branch Executive members have been very cooperative with me and respond promptly to emails, telephone messages, texts, etc. Thank you.

As individual member issues arise from time to time, the Tower Executive members do an excellent job of keeping me informed and just as important, do so on a timely basis.

The summer period is always slower on the labour relations front compared to the rest of the year; however, here are some concerns that I would like to highlight for you:

- CYMM members felt that the new CA did not do enough to address the local housing issues. There is also an ongoing OSH issue that is slated to be resolved by the first week in November.
- CYWG Tower has managed to make it through another summer with only 80-85 percent of the staff that they require. The Company needs to focus on training here to get the staffing levels up to reasonable levels.
- CYZF Tower: Always seeking improvements to the terms and conditions of the Isolated Post Allowance (IPA). New members heading up to CYZF need to be adequately briefed on the terms and conditions of the IPA prior to being posted to CYZF.
- CYXD Tower: Still waiting for any news on the expected closure of the airport.
- Most members reported that they worked enough overtime hours throughout the summer.

Prairie ACC Report

I am pleased with the treatment I continue to receive from the Branch Executives in both the YWG and YEG ACC's. Communication back and forth as issues arise in these units has been excellent. Thank you to the members of both these Executives.

Here are some ACC issues that I would like to highlight for you:

- Great disparities in the staffing of specialities within both ACC's. Some are well below staffing requirements while a few others are at or above what is required.
- Members in both ACC's are reporting TOIL requests that are denied without "a genuine search for alternatives" being conducted by NAV Canada in many instances.
- Members in both ACC's continue to report concerns about CAATS hardware/software functionality, stability etc. The system seems a lot more stable than it used to be but there are some ongoing issues that need to be addressed.

Conclusion

Being a member of the Contract Committee for the first time was quite a learning experience for me. I enjoyed working with the entire team as the whole process went through to ratification. In particular I want to thank our Prairie Region bargaining reps, David Hartwick (VFR West) and James Krause (IFR Prairie) for all the work that they did on behalf of the Prairie Region during negotiations.

And once again, thank you to the membership of the Prairie Region for giving me this opportunity to serve you.

Respectfully submitted,

Bryan Healy