



**December Board Meeting
CATCA National Office,
Ottawa ON
December 4-5, 2013**

Present:	Greg Myles Doug Best Gary Roach Eric Vézina Peter Duffey James Krause Scott Shields	President Executive Vice President Vice President Atlantic Vice President St-Laurent Vice President Central Vice President Prairie Vice President Pacific
Invited guest:	Ron Smith	Unifor National Representative

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

Death Benefit/Survivor Benefit/Compensation Information

Mr. Roach described a recent issue that came to light when a Moncton member passed away. It was based on compensation due to his survivor. Gary explained that obtaining information locally was near impossible and that although it was eventually sorted out with head office it was a strain for the survivors and local members to deal with. Mr. Myles advised the Board that CATCA does not normally get involved when it comes to death benefits. Mr. Smith advised the Board that this is the responsibility of NAV Canada. After further discussion it was decided that after this latest experience CATCA would develop an unofficial checklist. The checklist will assist members and survivors alike. Due to his recent experience Gary was tasked with drafting the checklist. He will report to the Board by the next Board meeting in February.

Retiree Dental

Mr. Shields brought forward the issue of retiree dental benefits. He has been approached on several occasions by members with this request. Many have asked about an optional dental. Mr. Myles advised the Board he will investigate and report back.

Shawn Rivers

For some time now the idea of CATCA promotional items has been a topic for discussion. The goal the Board had in the past was to have visibility in the workplace. The Board invited CATCA's promotional supplier Mr. Shawn Rivers in to discuss CATCA's need on a go-forward basis.

NAV Canada Business Code of Conduct

Mr. Myles, after a discussion with NAV Canada, advised the Board the new Business Code of Contact is out and members can expect NAV Canada managers to be discussing this with them. Greg reiterated the fact that CATCA is not a signatory to the document. He went on to add that we are not required to sign the document but just because a member may not sign it does not mean they do not have to follow it. He also said no member would be disciplined for not signing it. The Board has asked Mr. Myles to speak with NAV Canada advising them of our position.

Job Description

The Board had a brief discussion surrounding remote management and the issues related to it in smaller towers. Mr. Krause had received a complaint from one unit and it was addressed. Mr. Myles advises the problem has been ongoing for several years and has asked RVPs to monitor the situation.

Work of our Bargaining Group

It has been reported that there may be an issue with certain NAV Canada managers doing the work of our bargaining group. Mr. Myles has asked all RVPs to monitor and advise him immediately of any such issue.

List of Permanent Positions

Mr. Myles advised the Board that this list is in the works and CATCA will be in receipt of it in short order

Financials

Mr. Best presented the financials and investments. All questions were answered.

Board of Trustees Report

The Board of Trustees met in late October and consulted with both Mr. Myles and Mr. Best. Further to the summer 2013 report, the Trustees were tasked with having the discussion about the ongoing sick leave liability CATCA currently has with current and past Board members. After the meeting the Trustees further discussed the item and then in a report (attached) supplied to the Board recommended that a onetime offer to these individuals be made to purchase the liability as per the Collective Agreement. The Board had healthy debate about this item and in the end made a decision to follow the recommendation made by the Board of Trustees to attempt to eliminate this liability. The following resolution followed.

Resolution No. 1 **Be it resolved that on the advice of the Board of Trustees CATCA make a onetime offer to liquidate sick leave banks held by CATCA for the benefit of full-time office holders.**

Moved by: Doug Best
Seconded by: Eric Vézina

Carried Unanimously

Contract Committee Review

The Board received the report (attached) from the committee and discussed. The Board had been part of the process from the beginning and there were no changes recommended.

Resolution No. 2 **Be it resolved that The CATCA Board of Directors accept and implement the recommendation from the Contract Review Committee.**

Moved by: James Krause
Seconded by: Gary Roach

Carried Unanimously

Goose Bay

Mr. Roach updated the Board regarding Goose Bay and our members working for SERCO. CATCA has been advised that changes to the operation will be taking affect in the New Year and that CATCA will be advised at that time about the future of airport operations. There is a possibility of layoffs beginning in March 2014. Mr. Roach along with Mr. Myles will be in Goose Bay in January to discuss matters.

NAV Canada Drug Policy

The Board was supplied with and reviewed a draft of NAV Canada's upcoming drug policy. Mr. Myles reminded the Board that CATCA is not a signatory to this policy, however we have been consulted and have raised our concerns about the policy.

Operational UPS/IPS

Several issues have been raised across the country by members regarding operational UPS positions. Mr. Myles made it very clear to the Board that CATCA since the last round of bargaining all regions should be following the Collective Agreement. A further discussion surrounded operational IPS positions. Mr. Myles advised the Board that NAV Canada is interested in broadening the current program. After debate it was clear the Board was not in favour at this time. Mr. Myles will advise NAV Canada.

Committee Appointments

The Board was supplied with all names and resumes prior to the meeting of all candidates. The following members have been appointed to committees as follows:

Resolution No. 3 **Be it resolved that Terry Ross, Tony Zaychuk, James Legein and Brad Carter be appointed to the Board of Trustees for the 2014-2017 term.**

Moved by: **James Krause**
Seconded by: **Doug Best**

Carried Unanimously

Resolution No. 4 **Be it resolved that Chad Watt, Jonathan Daoust and Sue MacDonald be appointed to the Elections Committee for the 2014-2017 term.**

Moved by: **Scott Shields**
Seconded by: **Eric Vézina**

Carried Unanimously

Resolution No. 5 **Be it resolved that Donald Power, Patrick Annetts, Jeff Northcott, Siobhan Brown, Matt Handford, Brent Salter, Louis Bellefeuille and Cody Wasik be appointed to the Young Controllers Council for the 2014-2017 term.**

Moved by: **Eric Vézina**
Seconded by: **James Krause**

Carried Unanimously

CATCA Technical Committee

Mr. Myles was advised by NAV Canada that they are withdrawing from the Joint Technical Committee. Greg suggested we terminate the CTC. After further discussion it was agreed CATCA enter into a new written agreement with NAV Canada whereby NAV Canada will advise CATCA directly on technology updates enabling CATCA to implement the terms and conditions of the Collective agreement.

Resolution No. 6 **Be it resolved that the Union enter into an agreement with NAV Canada to ensure continuous updates and front line involvement in any automation or technical change project involving CATCA members.**

Moved by: **Gary Roach**
Seconded by: **Scott Shields**

Carried Unanimously

Dave Johnson

Mr. Johnson who is the lead organizer for the 2014 International ATC Hockey Tournament being held in Cornwall has approached Mr. Myles asking for a donation to the tournament in excess of \$3000. After debate it was recognized that in the past CATCA has sponsored several hockey tournaments mainly through the purchase of pucks. It was determined that pressures from members running such events has increased mainly due to NAV Canada's involvement and the amounts of monies and apparel being made available to organizers. The Board recognizes the involvement in such events as productive for membership but also must be fiscally responsible. The Board, after reviewing its finances decided to offer to purchase up to 500 pucks for this year's tournament that shall have the CATCA logo on one side and the Int'l logo on the other as in past purchases. Mr. Myles will advise Mr. Johnson of the Board's decision.

Self-Funded Leave

Mr. Shields advises of issues that continue in his region. Mr. Myles gives the background on the 18 month issue. The Board along with Mr. Smith debated the issue further. Greg spoke about operational requirements and danger of the cancellation of the program. CATCA will continue to press NAV Canada for resolution to the current issues and attempt to finalize an agreement.

Meeting Adjourned December 5, 2013 at 2 pm ET

Greg Myles
President

Doug Best
Executive Vice President