



January Board Meeting
CATCA National Office, Ottawa, ON
January 7th & 8th, 2015

Present:	Peter Duffey	President
	Doug Best	Executive Vice President
	Gary Roach	Vice President Atlantic
	Eric Vezina	Vice President St-Laurent
	Dave Doerksen	Vice President Central
	James Krause	Vice President Prairie
	Scott Shields	Vice President Pacific
Invited Guests	Abe Rosner	
	Michael Mazzuka	

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

Not For Profit Continuance

Under the requirements of the new Not-for-profit Corporations Act, a federally incorporated not-for-profit corporation was required to obtain a Certificate of Continuance no later than October 17, 2014. A failure to do so can give rise to the legal dissolution of the corporation. Mr. Best advised the Board that legal council had filed the completed paper work on a timely basis and was waiting to hear back from Mr. Stout (legal counsel) for further instructions.

Non-Competition and Confidentiality Agreements

For the past several months while at branch meetings as well as a cross country training seminar it has become quite apparent that the membership has issue with the hiring of Mr. Myles by NAV Canada. In an attempt to solve this issue on a go forward basis Mr. Best was tasked with obtaining a legal opinion on a non-compete clause. Mr. Best and Mr. Duffey discussed non-competition and the letter obtained by legal counsel. Further discussion surrounded a confidentiality agreement. Mr. Rosner talks about the matter and advises the Board that when the issue first came to light in 2006 the opinion he obtained then has not changed to what has been received in the latest opinion which centered on non-competition. From the information gathered a confidentiality agreement is relatively straight forward whereas a non-compete agreement is costly. The Board agreed more discussion will be required.

Classification Presentation

The Board was briefed on the latest accomplishments of the Classification Committee by committee members Mr. Randy Hepner and Mr. Gord Howe. The group will meet next in Ottawa the week of April 13. The group is hoping to complete their work and provide a final report to both NAV Canada and the Board shortly thereafter.

Board Position on Changing Deferral Dates

The Board discussed a couple of situations where NAV Canada moved up the deferral dates of our members. This practice has been going on for several years now. It is the Board's decision to continue supporting this position of trying to get any deferrals as soon as we can.

Pension Update

Mr. Michael Mazzuka and Mr. Duffey update the Board on the latest information regarding the Pension Plan. Both answered all questions. They also point out this will take several more months to sort through.

Financials

Mr. Best presented the financials year to date. All questions were answered.

Best 6 to 5

Mr. Duffey has spoken to NAV Canada and the issue is still at large. We still maintain that even if you are a CATCA member for 1 day, then it is best 5. Mr. Rosner was in attendance in the meeting many years ago and agrees with our position taken. Abe and Peter will work on this and advise the Board.

Moncton Tower Reclassification

Mr. Roach advised that there are still outstanding pay issues regarding the recent upgrade of Moncton Tower. Mr. Duffey will follow up on it and will get responded.

Term Employees

For the last year it has been recognized by CATCA that NAV Canada has begun to hire term employees. NAV Canada for several years had backed away from this but it seems to be creeping back in. Mr. Krause advises of issues in both ACC's he represents. CATCA will continue pressing NAV Canada to staff positions as per the Collective Agreement. The RVP's will be keeping a close eye and Mr. Duffey will be asking NAV Canada to advise them if a term is being considered for any vacancy.

NCJC Website

Several complaints have come from members about the NCJC web page being out of date. Both Mr. Duffey and Mr. Best will speak with the NCJC and report back to the Board.

Retiree Dental

Further discussion continued on the viability of a retiree dental plan. There are still several outstanding issues such as source deductions, taxability and Union liability. Meetings with the appropriate services will be set up to answer these questions.

Technical Issues

Over the past year the Board has been discussing technical issues and the lack of information NAV Canada has been providing to the Board. Past discussions with NAV Canada pointing out the lack of information has not resulted in an improvement. Several issues were discussed about an RVP taking on the technical portfolio. Mr. Duffey will talk with Elizabeth Cameron, Feb. 2. and will report to the Board.

Policy Manual Rewrite

Mr. Best has spoken with and received information from Mr. Bryan Healy who is the chair of the committee. An update by Doug was given and all questions were answered. The group is expected to finish its work by June 30th.

Meeting adjourned at 4pm.

In Solidarity,

Peter Duffey
President

Doug Best
Executive Vice President