



**November Board Meeting
CATCA National Office, Ottawa, ON
November 19-20, 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
	Jerry Brodt	Vice President Prairie
	Scott Shields	Vice President Pacific

Invited Guests: Lewis Gottheil
Tania Calverley
Joel Fournier

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

Policy Manual

Ms. Calverley and Mr. Best updated the Board on the progress of the Policy Manual. The Review Committee's recommendations were discussed in a broad sense. The Board has decided to review in whole however it will be done piece by piece with a deadline of December 14. The Board will then formulate amendments to present to the Convention next year.

Corporate By-Law issue

Mr. Gottheil has advised the Board that upon further review of our outside legal counsel's recommendation he has determined that CATCA cannot continue to operate under the new Not-For-Profit Corporations Act as is because of the new rules that dictate all Directors must be elected nationally. To avoid this, he has recommended CATCA establish a Corporation (called CATCA). This corporation would be responsible for any holdings such as a lease or building which would be governed by bylaws. The Union would then un-incorporate and retain its not-for-profit status (CATCA does not have to be incorporated to be not-for-profit). It would still be governed by its bylaws which it currently has. Lewis will draft all the documentation for review and eventually for presentation to Convention. Any updates will be provided to the Board as required.

IPS Participating in VFR Generic Courses

Mr. Vezina outlined the recent change of practice in UL ACC regarding IPS positions and the work they do. After a debate, the Board has asked Mr. Duffey to investigate with NAV Canada and report back. The Board is strongly opposed to this practice.

YCC

Since the last meeting, Mr. Best provided the Board with the demographic details as well as the financial data requested. The Board then discussed the newly hired Director of Communications job duties and the duplications that will occur with the YCC. It was determined that the return on investment simply will not be there. This is not an easy decision for the Board as the Committee has in the past come forward with several good ideas. In the end, the Board recommends to dissolve the Committee.

Whereas the Board feels there is a duplication of duties since hiring the Director of Communications and

Whereas the return on investment of the group is not apparent.

Resolution No. 1 **Be it resolved the YCC be disbanded.**

Moved by Eric Vezina

Seconded by David Doerksen

Carried Unanimously

The Board did discuss an Advisory Committee that would meet by teleconference quarterly. All Board members were asked to consider this discussion and a decision would be made at the next Board meeting.

Financials

Mr. Best presented the financials and all questions were answered.

NAV Canada Revenue Growth/Airline Fee Elimination

The Board reviewed some NAV Canada financial information. A discussion ensued based on this information and some added information about Aireon. Mr. Duffey spoke about the NAV Canada Advisory meetings as well as some presentations NAV Canada has been making around the world. All this and the rebate/fee reduction NAV Canada is entertaining is troubling for CATCA. As more information comes to light, the Board will discuss.

New Members Kit and Meetings

The issue arose from some inconsistencies noticed by our Ms. Calverley. The Board discussed the current practice within their regions. Some mentioned they would like it standardized. With this in mind, Tania has asked for a review and update from each region before any decision can be made on a go forward basis.

Convention Minute Taker

The Board discussed some of the outstanding items for the upcoming Convention. The minute taker was one that has been discussed in the past. Mr. Best will report costs of such a professional service to the Board.

Classification Committee

Mr. Duffey updated the Board on the latest information provided to him by the Committee. The next report will be in January with several of the members engaged in a data gathering exercise from some units across the country prior to their next meeting.

January Meeting with NAV Canada GM's

The Board has accepted an invitation from NAV Canada to discuss training plans and get updates from GM's for all regions. In the meeting will also be local and national labour relations representatives.

IFATCA Conference 2016

Mr. Best advised the Board that due to family commitments he will not be attending. Mr. Brodt will go in his place. Doug also advised the Board that he has been discussing the IFATCA 2017 conference with the Executive Board of IFATCA. The host of that conference is Tunisia and due to political volatility, they may not be confirmed at the upcoming 2016 meeting. IFATCA has asked CATCA to be a backup if in fact the confirmation fails. Doug will investigate and report back to the Board on feasibility of hosting the 2017 conference.

Contract Committee

Mr. Duffey and Mr. Best discussed the past round of collective bargaining with the Board. Many members don't recognize the time away that the entire Committee spends from families. They give up their days off in many cases as well and this is just a small token of the Association gratitude for helping to make CATCA a better organization. It has been a tradition to thank the Committee members with a gift for their dedication and volunteerism. It was decided to give a \$200 gift card to all as a thank you.

Resolution No. 2 Be it resolved CATCA, as a token of its appreciation, give \$200 gift cards to the members of the Contract Committee for the latest round of collective bargaining.

Moved by Eric Vezina

Seconded by Jerry Brodt

Carried Unanimously

Website Update

An update and walk through of the last iteration of the new website was given by Ms. Calverley. All past comments and issues have mainly been resolved. Tania has provided a link to all Board members and asked that one last attempt should be made by all to identify any issues or errors. A further discussion with several questions being raised about PIPEDA issues occurred. It was made clear the act would be followed. In addition, questions came about the member login section and why so much of the information was “behind the curtain”. It was explained that much of what we do is not for public consumption. It was further discussed that because we have items such as minutes, it is not in the Association’s best interest to have them out for the public or even for NAV Canada to disseminate. Tania mentioned that there are several initiatives underway that have not been introduced to the site yet. As time goes on and all the bugs are worked out they will be made available.

Facebook/Website

The Board discussed the use of FB and the link to our website when putting out B&F’s. Ms. Calverley has suggested we put reminders on FB with a link to the web page where they will have to log in since all our news will be for members only. Further discussion will occur regarding the frequency i.e. weekly.

B&F Distribution Process

This ties in somewhat with the previous discussion about FB. Ms. Calverley discussed the possibility of a nationally direct distribution for all B&F’s. Our goal is to reach as many members as possible and for those members to read and stay engaged with the Union activities. The Board decided to keep with its current practice of sending to the RVP’s for distribution through branches. In addition to this discussion, the Board would like the Association to group non-urgent B&F’s together if possible. This will be a work in progress and will be determined by the amount of information that will be required to be distributed.

NATCA Professional Standards

Mr. Duffey briefs the Board on the NATCA Professional Standards program (prostandards.natca.net). The questions that came from this revolve around our interest level as well as buyin from NAV Canada. Peter will approach NAV Canada and discuss the possibilities and costs associated with the program. The Board discussed a possible presentation at convention however that will be determined by the interest shown by NAV Canada.

Competitive Process and the Right to Defer

Mr. Vezina advises of the latest deferral issue in UL ACC. The Board discussed in length and got advice from Mr. Gottheil with regards to the collective agreement language. After reviewing the Board is opposed to the interpretation of NAV Canada and will file a grievance of the issue cannot be resolved.

Supervisor Evaluations

Mr. Vezina briefed the Board on the supervisor evaluation pilot project occurring in UL ACC. The Board was surprised to hear about the project since it was not advised of such a project. Mr. Duffey will approach NAV Canada for details and report back to the Board.

Pension & OSFI

An update by Mr. Duffey was followed by a very lengthy debate about the state of the pension plan. It seems the process has slowed and almost stopped since NAV Canada was advised by OSFI it would probably not approve an amendment if filed for solvency relief. Mr. Gottheil advised the Board that our duty has been fulfilled with the Picher award. He went on to say that if and when NAV Canada formally files with OSFI we are still bound by the award however that is where it stops. NAV Canada has indicated it may file a lawsuit if that happens to which Lewis responded that we are not bound to participate. The Board has decided that this matter is done. Indications on valuations and the current financial position of NAV Canada are that the “storm” that was brewing has slowed and has improved greatly from previously thought. It is the position of the Board that if NAV Canada requires anything further from this Association it will have to spell out what its share of savings will be.

Meeting adjourned at 4:00pm.

In Solidarity,

Peter Duffey
President

Doug Best
Executive Vice President