



**June Executive Board Meeting
CATCA National Office, Ottawa, ON
June 27- 29, 2017**

Present:	Peter Duffey	President
	Doug Best	Executive Vice President
	Gary Roach	Vice President Atlantic
	Benoit Vachon	Vice President St-Laurent
	David Doerksen	Vice President Central
	Jerry Brodt	Vice President Prairie
	Scott Shields	Vice President Pacific

Invited Guests: Gordon Howe
Tania Calverley
Benjamin Hotte-Bernard

The President called the board meeting to order at 10:00 am.

Classification

Mr. Howe updated the Board on the Classification Committee work done to date. During the review, a list of nine towers was discussed which included the following: XX, HM, YJ, XU, QB, TZ, MM, LW, AV. The list of nine has been propped up either on grade or premium and in a couple of cases both artificially in some cases for several years. These units have been earmarked to receive comprehensive reviews by the end of this calendar year. Further to this will be reviews of all but YZ, VR, YC, UL and KZ (which is anticipated to close within the year) with nine being done per year on average. The thought is that the Committee can work on a rotating four-year basis for the towers. This concept is under review and will be finalized at a later date. The next meeting of the group is in September.

FAM Flights

Mr. Best has received complaints from all regions about access to FAM Flights. The US has closed its doors again as they attempt to work through issues. There have also been discussions with NAV Canada advising CATCA on some long-haul destinations doing the same. This unfortunately is making it more difficult to utilize a right in the collective agreement. As the Board did in the past, Mr. Duffey will approach NAV Canada for two things.

The first is to open the doors to all of Canada for our members removing the restrictions to visit other ATC units. The second is the idea of allowing for other non-published destinations. Peter will report back to the Board when the information becomes available.

OSFI

For some time now NAV Canada and OSFI have been corresponding regarding the pension issue. Peter advised the Board that although it continues, the original request made by NAV Canada is still outstanding. As more information becomes available he will advise the Board.

Over Utilization of Leave Credits

Mr. Shields advises the Board that he has had two recent cases of over utilization of leave credits. The issue is not so much with the fact there was repayment required by the members, but more on the process and the lack of communication between NAV Canada and our members. One example noted was a member utilizing a large portion of their leave bank early in the year, followed by an unexpected illness causing the member go on MOS. There was no notification by the employer to the member at any point of an over utilization, and a claw back occurred at the end of the leave year. Peter will ask the Company to change their practice to one that advises our member as soon as practicable.

MDA Appointments

Mr. Vachon brought up a complaint by a UL ACC member regarding an MDA appointment. Ben discussed the merits of the complaint, however it was determined that management has the right to choose their candidate. Ben will advise the complainant.

Benefits Template

For some time now complaints have been made by members regarding the usage and contractual benefits such as maternity and paternity. In conjunction with NAV Canada, a template will be made available in the future which will be easier to use for members and management.

End of Career TOIL/Collective Bargaining Q&A

The Board reviewed the Q&A paying particular attention to end of career TOIL. Peter will make the appropriate changes from the suggested edits for the entire document. Distribution to the membership will take place not later than the end of July.

Proposed Budget

Doug presented the 2017/18 budget to the Board. All questions were answered.

Resolution No. 1 Be it resolved the 2017/18 Budget be accepted as presented.

Moved by: David Doerksen

Seconded by: Jerry Brodt

Carried Unanimously

CATCA Technical Advisory Committee (CTAC)

Mr. Doerksen provided the final report to the Board regarding the makeup of the CTAC. The Committee makeup will be as follows: Central RVP (co-chair), two members from OSR (one member appointed as co-chair), and two members from each region. Everyone will be strictly advisors with the Central RVP reporting to the Board. The terms of the Committee members will coincide with the terms of other CATCA Committees. Selection of the regional members will be made by the responsible RVP. All meetings will be by phone, with email used as another form of communication. No shift coverage will be paid for. The Committee should be in place by the end of September, and Dave will provide a copy of the terms of reference for Board approval.

CLC Hours

Peter was approached by NAV Canada to change the averaging period from the current 56 days to one year. NAV Canada continues to run into staffing issues in the summer months with both high traffic and annual leave demand. The request was accompanied by a legal opinion from their counsel which states this is legal. Many comments were made during the debate such as voluntary overtime among others. The Board discusses the merits, however we must do our due diligence as well and will obtain a legal opinion.

CATCA Sponsorships

The Board has received a complaint about the latest International ATC Hockey Tournament held in Moncton. The complaint centered on a distasteful event held by the organizers. Over the past years there have been complaints about this particular event. The Board discussed the facts of the complaint and made the following decision.

Resolution No. 2 Be it resolved CATCA will no longer sponsor the International ATC Hockey Tournament

Moved by: Jerry Brodt

Seconded by: Gary Roach

Carried Unanimously

Care and Nurturing

Ben has been asked several questions about Article 26.09 (2), Care and Nurturing. The questions surround priority during the summer months. After reviewing the collective agreement, the Board determined that CATCA sent out a highlight page outlining the intent of the April 23, 2013 Picher award. The granting of requests shall be by seniority. Peter will review the language with NAV Canada and discuss the addition of seniority to clarify the issue.

Financial Review

Doug reviewed the financials to the end of May with the Board. All questions were answered.

Cancelling Local Agreements

Mr. Roach asked the Board for clarification on local agreement termination when not stated in the collective agreement. The QM ACC Branch has had a TOIL agreement in place now for several years, however the agreement has no agreed to termination clause. The Board concluded a written letter to local management advising of the termination in this case would suffice. Gary will advise the Branch of our opinion.

CATCA Life Insurance Trust

In March, CATCA received a letter from Mr. John Redmond advising he was resigning as a trustee from the CATCA Life Insurance Trust where he has been a trustee for nine years. The Board wishes to thank John for the work done and wishes him well.

Previously Doug had contacted Coughlin and Mr. Lewis Gottheil (CATCA Counsel) to make amendments to provide the Board for review and discussion. The current trust agreement only allows for current or past national executive members to be a trustee. The Board debated the merits of the scope and decided to broaden the scope to include current or past Board members which would allow a much larger pool of candidates.

Resolution No. 3 Be it resolved the CATCA EB accept the changes made to the CATCA Life Insurance Trust in the document supplied by Coughlin as presented.

Moved by: Doug Best

Seconded by: Peter Duffey

Carried Unanimously

Further to this discussion the Board discussed a replacement for John. Scott Shields advised the Board of his interest. He advised the Board he had obtained trust courses to be a trustee over the past number of years.

Resolution No. 4 Be it resolved that Scott Shields be appointed to the CATCA Life Insurance as Trustee.

Moved by: Jerry Brodt

Seconded by: Doug Best

Carried

Abstention: Scott Shields

CATCA Promotional Items

Ms. Calverley supplied the Board with the latest ideas for a promotional campaign which would begin this fall. The Board discussed the items and came to agreement on the campaign items. Tania will follow up with the Board with orders and information on delivery times when they become available.

Security in Units

Scott advised the Board of a security breach in Vancouver Harbour Tower. He went on to mention the lax security in many units across his region. The Board was asked for their feedback and it is apparent security is slack across the country. Peter will be discussing with the Company and suggests a safety audit be done with a report being supplied to the Board.

Sun Life and OSI Issue

Gary raises a concern that one of his members had been told by both OSI and Sun Life he can return to work from long term disability. More details are to follow, however the member stated his physician had not cleared him to go back to work. The Board has a serious concern with this tactic. In addition to this was the fact that OSI is not closing files when a member returns to work. It is the Board's opinion, and from our understanding a past practice, this is to be done. Peter will discuss with NAV Canada and report back.

SERCO Bargaining

Bargaining will begin with SERCO in the fall. Gary informed the Board that monetary issues were not being discussed as they previously signed a ten-year agreement, however all other articles are negotiable. Peter will assist Gary in the negotiations.

Electronic Voting (E Voting)

Doug presented the Board with a report and recommendation from the Elections Committee to proceed with electronic voting. Details were discussed with the Board, with all questions answered. E-voting will replace paper ballots in all National, Regional, contract and referendum votes. The next step in the process will be data gathering which will commence in September and be complete by the end of October. Information will be sent to all units outlining the details as well as data collection requirements. The Board will discuss next steps after the data collection is complete.

2016/17 Audited Financials

Auditor, Mr. Benjamin Hotte-Bernard of the firm Raymond Chabot Grant Thornton, presented the 2016/17 audited financial statements to the Board for acceptance. All questions were answered.

Resolution No. 5 Be it resolved the CATCA EB accept the 2016/17 audited financial statements.

Moved by: David Doerksen

Seconded by: Gary Roach

Carried Unanimously

Work of the Bargaining Group

David updated the Board on discussions he has had with NAV Canada regarding the work of our bargaining group in TAAM and OSR. The issue of other groups doing our work is frequent and continues, regardless of the number of times we point it out to NAV Canada and ask them to correct it. Peter will discuss the TAAM issue with NAV Canada once again and Dave will speak with Lewis about the OSR issue, as there is a legal opinion required. Both will report back to the Board.

Appendix G Classification of a Unit

Many RVPs have been fielding requests for Appendix G schedules since the conclusion of bargaining. One request that has surfaced is from a group that was previously described in the collective agreement as non-operational. It was pointed out that Appendix G schedules was only bargained for operational units. There is a request to amend this, and it was recognized this was not discussed in the language project at the conclusion of bargaining. David will discuss with Mr. Rosner as the project is ongoing and advise the Board if a solution can be reached.

Retiree Dental

Several months ago, Peter advised the Board that the subject of retiree dental has come up discussions at benefits bargaining and that there may be an appetite on behalf of the Company to include retiree dental. Unfortunately, details are not available as negotiations are ongoing. The next meeting is scheduled for July 11. Peter will update the Board at the next meeting.

OSR Classification Appeal

Peter updated the Board that an appeal will be heard regarding a classification appeal made by our OSR group. A tripartite panel will be set up to hear the appeal. Peter is meeting NAV Canada to discuss on July 4 and will report back to the Board with details after the meeting takes place.

Seniority Bid Freeze Penalty Clarification Scott has had a couple questions about the seniority bid freeze and if penalties remain the same for deferrals as outlined in article 32.12 (c). After further review and an email chain that took place with the Company last week, Peter advised the Board that, yes, the same rules apply regardless of the freeze.

Meeting adjourned at 12:00pm.

In solidarity,

Peter Duffey
President

Doug Best
Executive Vice President