



**September Executive Board Meeting  
CATCA National Office, Ottawa, ON  
September 14-15, 2016**

<b>Present:</b>	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:** Abe Rosner  
Lewis Gottheil  
Tania Calverley

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

**CATCA Corporation**

The CATCA 2016 Convention passed resolutions to create a new Corporation to keep the Union in line with the new Canada Not-for-profit Corporations Act. After further review, Mr. Gottheil recommended that Directors be appointed for the new corporation. Lewis went on to explain the process, and the Executive Board (EB) meeting was therefore adjourned at 9:25 am.

**Refusal to Participate in Project Work**

Mr. Roach brought this issue to the meeting in order to get advice and to make sure the Board is fully aware of the current conditions in QX ACC. For some time now Gary has pointed out staffing issues in QX and the reluctance of management to scale back projects due to the lack of staff. Gary described this past summer and the fact that it worked only because of our members.

It was further mentioned that in meetings Gary has had with management there has been no consideration for increased summer leave which, coupled with increased traffic and project work at an all-time high, has taken a large toll on the members. The discussion then dealt with the outright refusal to do the work. As has been discussed in the past, the staffing issue will be tabled until the Bargaining Team meets for further discussion. Mr. Rosner did discuss with the Board management's rights to assign the work as well as the collective agreement which outlines overtime being kept to a minimum.

### **Seniority List**

Several issues have been raised as of late with the seniority rules as well as the list published semi-annually. Most of the issues concerned have been addressed and corrected. Mr. Duffey will look into issues surrounding MDA's and report back to the Board.

### **YC Ramp Advisory**

Mr. Brodt discussed the issues surrounding the new terminal opening in YC, as well as procedures that have been hampering the members of YC Tower. Discussion around the level of service as well as the reluctance of local management to support the recommendations of our members has become a major concern for Jerry. Mr. Best, in conjunction with Jerry, will set up a meeting with the branch to discuss further actions.

### **2016 Convention Transcripts**

A request from a member was brought to the Board asking to change the practice of producing actual transcripts of Conventions to the members. This would include the names of members, and their comments would be available to all. In keeping with tradition, the Board has declined the request. Several reasons were discussed with the most significant being one of past practice.

### **CATCA Technical Advisory Committee (CTAC)**

CATCA's Technical Advisor, Mr. Doerksen, has suggested to the Board the following structure for the CTAC. Central RVP will be the Executive Board Liaison, two members from OSR and two members from each region. It will consist of a monthly teleconference along with email as required. Doug has suggested a tab on the webpage where monthly updates can be given. Dave will produce terms of reference for the Board's approval.

### **Full-Time Classification Member**

Peter updated the Board on the progress with NAV Canada to date. In the discussions with the Company, it has been suggested the position must be classified and put out for competition. It is to be a full-time position with a 3-year term coinciding with the other CATCA committees that will be paid for by NAV Canada and the member occupying the position will be selected by the CATCA EB. The Board added that the first candidate should be limited to the current Classification Committee. Peter will discuss further with the Company and will work with Abe on terms of reference.

### **OST/OSR Training Update**

Since the near dissolution of the OST group two years ago, we have patiently watched management change not only who provides training to our DSC's but how the work is getting done. In a recent meeting with the Director of Operational Training (Maggie Martin), David was advised of an organizational change on which CATCA was not consulted. Among the questions raised, there have been complaints about the assignment of our work to others. Maggie also advised Dave that among the changes, there were four new positions being created as well as one more position for OST. David will continue to monitor the situation and report any changes to the Board.

### **Technical Update**

David briefed the Board on a program called the Workload Modeller. He went on to mention it has been developed specifically for monitoring traffic. The Board discussed possible uses of the tool and David will monitor the use and report back if it is being used for anything other than measuring traffic.

### **Rehires**

For some time now both Peter and Doug have been negotiating some ground rules and an agreement on rehires. One of the last outstanding issues has been term employee's ability to apply on competitions. The Board has decided to make the request to add this to the agreement. Peter will report back to the Board.

### **ESS Privacy Filters**

For several months, the topic of privacy has been discussed regarding ESS. Further to previous requests, the Board will request that toil, lieu and A/L be limited as well. Peter will report to the Board on any changes made.

### **Partial Checkouts and the \$2000 (Art 35.04 (c))**

Jerry has brought to the Board's attention the fact that there are ab-initios in EG ACC that could potentially not be fully qualified for several years. After further discussion, the Board is unanimous on having Peter ask NAV Canada to change this to include partial qualifications as well.

### **DSC Classification Review**

Gary has had several complaints about the new way of teaching DSC's and has asked if there needs to be a classification review put forward. The Board will forward the request to the Classification Committee for some clarification.

### **Benefits Bargaining Update**

Peter updated the Board on the current cyclical review of the benefits. Some of the outstanding issues that remain are the health care spending account, as well as retiree dental and retiree health. All questions were answered.

### **US Term Rehires**

Understanding the staffing situation NAV Canada is in, there have been suggestions and discussions for quite some time about an attempt to hire some controllers from the US. The Board has discussed the issue several times on teleconferences and it was determined that protection for Canadian jobs, as well as locations, played an important role in the matter. YZ and QM will be the chosen sites for potential term employment if the program gets off the ground.

### **Financials**

Doug presented two periods that had ended for the year. All questions were answered. The budget was reintroduced as it was placed on hold in June because of a new addition to the team. The Board was presented with the current state of the reserves and all recommendations made by the EVP were accepted.

**Resolution No. 1      Be it resolved that the budget be accepted as presented.**

**Moved by:    David Doerksen**

**Seconded by: Scott Shields**

**Carried Unanimously**

### **Building Update**

The Board discussed in depth the current state of affairs in Ottawa on the commercial real estate scene and is now in favour of the possibility of purchasing land and a building to suit the needs of CATCA for decades to come. Doug will continue to pursue and investigate opportunities and update the Board regularly.

### **Collective Bargaining Proposals**

The Board discussed the process of meetings as well as a proposal distribution to Board members. Doug will update the Bargaining Committee on the process as well.

### **Online Membership Cards**

Ms. Calverley updated the Board on the online membership project. Previously Abe had advised Tania that signatures were mandatory and that is now in place. A verification discussion occurred, and a process has been put in place which was approved by the Board.

### **ATC Hockey Tournament**

Mr. Vachon was approached by the organizers of the ATC hockey tournament and the request was made for sponsorship of the tournament. After discussing the Board approved the sponsorship in the form of the tournament pucks.

### **Staff Review by Supervisors**

In the St. Laurent region during each 56-day period, which includes supervisors and local management, staff performance is discussed as well as any issues that arise. After the meeting, management will meet with members that have had issues to discuss further. Abe has advised that this is in fact part of the supervisor's job. As long as they are not handing out discipline they are doing what is asked of them in their roles.

### **Sun Life and Coordinated Benefits**

Benoit raised a concern out of UL ACC about coordinated benefits. He has said the complaints have grown over the last few months. Peter has been in contact with NAV Canada about this issue and previously reported the issue was taken care of, however it continues to happen. Peter will be raising the issue again with NAV Canada and will also be discussing with the NCBAA.

### **9-Day Rule**

For many years this issue has come up and after some preliminary discussion with NAV Canada, there is a possibility of a solution. The CATCA EB has requested a mandatory calendar day off which can only be lessened to 24 hours by our members' acceptance. Peter will report back to the Board.

### **Employee Referral Program**

Several Board members have been getting negative feedback about the program. Discussions about same specialty treatment were one of the examples as well as intrusive behaviour. Peter will pass on the concerns raised by the members.

*Meeting adjourned at 3:00 pm.*

In solidarity,

Peter Duffey  
President

Doug Best  
Executive Vice President