



**October Executive Board Meeting
CATCA National Office, Ottawa, ON
October 3 - 4, 2017**

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| 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 |

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| Invited Guests: | Sophie Noel |
| | Lewis Gottheil |

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

Operational Proficiency Program

Ms. Sophie Noel joined the Board at the request of the CATCA President to discuss the rollout of a new operational proficiency program. Sophie had approached Mr. Duffey approximately one month prior and asked if CATCA was aware of the program, to which Peter answered no and asked if she would like to discuss with the Board. During the discussions, questions were raised and answered.

The program is designed to create a new national program which has a consistent manner of evaluations. She went on to say the program is non-punitive and is to raise the bar. The program is to take effect on December 1, 2017. A PowerPoint was presented with a thorough walkthrough. Some of the questions raised were about the evaluators.

- How do the evaluators get chosen?
- Is it a term position?
- Will there be competitions for the positions?
- What is the classification of the new positions?

Unfortunately, Sophie was unable to answer these questions as she was not involved with in aspect. Sophie said Neil Bennett would be able to answer those questions as the manager in charge of the project.

CATCA Award of Merit

Two nominations for the CATCA Award of Merit were brought forward to the Board for consideration, Mr. Kevin Devine and Mr. Randy Hepner. Both were considered, and merits were debated. After further discussion, a secret ballot was tabulated and Randy was declared the winner of the 2017 CATCA Award of Merit. The award will be presented to Randy at the next Board meeting.

Next Board Meeting

The next Board meeting will be held in Winnipeg from January 23-24, 2018.

FAM Flight Destinations

Due to recent destination suspensions, Mr. Vachon has asked if the MOA for FAM Flights from this summer could be extended into the next three-year cycle. Mr. Duffey will discuss with NAV Canada. However, Peter mentioned that NAV Canada has brought up the last proposal at Collective Bargaining in recent discussions.

Electronic Voting

Mr. Best briefed the Board on the Elections Committee's rewrite of the policy manual to incorporate the changes for electronic voting. The December 31, 2017, deadline given the committee will be met. Results and policy manual changes will be brought to the Board at the next meeting in January.

Financial Review

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

CATCA Corporation

Resolution of the Executive Board of CATCA/Unifor Local 5454

Whereas the Executive Board has determined that the purchase, lease and ownership of real property for the purposes of securing and administering the head offices, in the best interests of the membership, are warranted;

Whereas the Executive Board has determined that it should act pursuant to its powers in Articles 7.3 (a), (b) and (e) of the Union's bylaws, as well as in accordance with Articles 13 and 18 therein;

Whereas CATCA, the not for profit corporation controlled by CATCA /Unifor Local 5454, is entrusted to receive the monies authorized below, to purchase, lease and hold the real property for the benefit of CATCA/Unifor Local 5454 and its membership;

And Whereas the purchase and administration of the real property supporting the head offices of CATCA /Unifor Local 5454 will serve to maintain if not improve the capital assets of the Union;

It is resolved that:

1. The Executive Board shall provide to CATCA, the not for profit corporation, by a no interest loan, a sum of money up to the amount of two million dollars, which shall be used for the purchase, lease, administration and or costs of the real property to be used as the head offices of CATCA/Unifor Local 5454.
2. An agreement shall be concluded between CATCA the not for profit corporation and CATCA/Unifor Local 5454 specifying that the Union's loan and the not for profit corporation's receipt and expenditure of funds authorized by this resolution shall be dedicated to the purchase, lease and administration of the head office of the Union for the benefit of the Union and its membership. The agreement shall further specify that title to the real property shall be in the name of the not-for-profit corporation and held by it as a bare Trustee for the benefit of the Union and its membership.
3. If required, the Executive Board authorizes that part of the expenditure of two million dollars as set out herein may come from the Contingency Reserve or such other reserve of the Union as the Executive Vice President may designate.

Moved by: David Doerksen

Seconded by: Scott Shields

Carried unanimously this 4th day of October 2017, Ottawa, Ontario

CLC Hours

Discussed merits of the CLC complaint we have regarding NAV Canada violating the CLC hours of work of at least two members in Vancouver. Mr. Gottheil presented and discussed a written submission to the Board. It is Lewis's opinion NAV Canada's interpretation is not correct. The Board has asked Doug to set up a meeting with NAV Canada to further discuss next steps as well as further explanations on this matter.

CATCA Award of Honour

Mr. Doerksen was unable to obtain a copy of the file for the Board to disseminate on an award candidate out of his region. Once obtained the Board will be provided a copy. A teleconference will be scheduled to determine the winner.

Meeting adjourned at 2:00 pm.

In solidarity,

Peter Duffey
President

Doug Best
Executive Vice President