



October Executive Board Meeting
Delta Hotel, Winnipeg, MB
January 23 - 24, 2018

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
Invited Guests:	Grant Boland	
	Gord Howe	

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

Gain Sharing

In the last round of contract negotiations, both NAV Canada and CATCA agreed to discuss the idea of gain-sharing during the closed period. The Executive Board was given a presentation on a gain-sharing concept brought forward by NAV Canada at the November meeting between the EB and EMC members from NAV Canada in Montebello. After careful consideration and more debate, the Board has asked Mr. Duffey to write a letter to NAV Canada stating the lack of interest of the profitability model which was based on operating costs or labour hours as compared to total traffic movements. CATCA's idea was much more simplistic: if users receive a rebate or a rate reduction, our members would receive a percentage cash payment. The letter will also state that if NAV Canada is interested in a different type of gain share than presented to the EB, to please come forward and do so.

Winnipeg AOS

Several months ago, Mr. Brodt was approached by NAV Canada with a request to staff the Winnipeg Airport Operations Specialist (AOS) with a CATCA member which would move the job out of the ACC into a tower. Jerry explained the circumstances related to the request by NAV Canada. After a lengthy discussion, the EB is opposed to this. Jerry will advise NAV Canada of CATCA's decision.

Scheduling Trial

In the last round of contract negotiations, both NAV Canada and CATCA agreed to form a joint committee to discuss a new scheduling system based on employee preferences. NAV Canada arranged for a group from JAZZ to present and discuss their newest scheduling system in place for many employees. The EB has directed Peter to engage NAV Canada in a committee with the intent of finding a beneficial scheduling system based on employee preferences. The committee should explore possible scheduling alternatives in places not already using Appendix G schedules.

Appendix G Issues

In the past several months there have been many Appendix G requests, approvals and denials. With the growing swell, the EB has determined there is a lack of communication not only for the EB but the units attempting to enter into the agreements. CATCA will catalogue each and every agreement as it agreed upon into a central storage for all RVPs to access for reference. Some of the issues encountered discussed and denied to date are:

- Longer averaging period requests
- Floater days
- Variable shift lengths

The catalogue will make it easier for RVPs to advise units of pitfalls as well as do's and don'ts.

Classification Committee Members

The EB discussed membership of the committee. The EB is aware that not all members will be available indefinitely. The EB entered into succession planning discussions. Further discussion is needed and terms of reference will be developed on a go forward basis.

Toil Requests

Mr. Doerksen queried the regarding TOIL requests that come in which the Company is unable to entertain due to the end of leave-year approaching. There were several cases mentioned that were resolved to the approval of the members involved. Dave advised that this is not something new in his region and although consultation has taken place, there has not been resolution to date. The EB reviewed the specific case as well as several past arbitration decisions and determined the member may have a case although further research will need to be done. Dave will update the EB as discussions continue.

Collective Bargaining and the Contract Committee

Mr. Best communicated to the EB that nominations for the Contract Committee would open on May 21, 2018 and close on May 25, 2018. Elections for the positions would take place from June 15, 2018 until June 20, 2018. Doug added that the committee's first meeting will be by the end of September with more meetings in October and November to discuss contract proposals submitted by the membership. CATCA will serve notice to bargain with the Company in the early days of December.

Classification Working Group

Mr. Howe updated the EB on the nine-unit reviews that were completed, using the matrix process, for the last calendar year. Gord answered all questions. The results of the reviews are as follows.

UNIT	GRADE UNDER OLD SYSTEM	GRADE UNDER MATRIX SYSTEM
Abbotsford	3*(2)	3
Fort McMurray	2	2
Hamilton	2*(1)	1
Kelowna	2	2
London	3*(2)	2
Quebec City	3	3
St. Andrews	1	1
Toronto City Centre	3	4
Victoria	4*(3)	4

Units with a “*” were protected under the prior classification system. They had dropped to the lower level indicated in parenthesis, but through agreement with NAV Canada no pay action was taken until the matrix process was completed. It should be noted that members in the units where grade drops occurred will be green circle salary protected. They will remain at their current salary level and continue to receive economic increases.

The EB discussed and accepted all recommendations by the committee.

The classification committee will now proceed with the 2018 reviews which include:

- Moncton
- Ottawa
- Springbank
- St. John’s
- St. Honoré
- Vancouver Harbour
- Villeneuve
- Waterloo
- Winnipeg

Classification Appeal Reviews

Under the prior classification process (before the matrix process was introduced), classification review decisions could be appealed to a tripartite review panel.

This past December, a tripartite committee was convened to hear appeals under the prior classification process. The panel was chaired by Sandra Haydon, an independent contractor and one of the original designers of the Deloitte Classification Standard. NAV Canada had an appointee (either Debbie Powers, Manager CATCA Classification or Anoop Busuttil, Manager Job Evaluation) and CATCA appointed Gordon Howe, CATCA Classification Analyst, as our panel member. Three unit appeals were heard. Toronto Billy Bishop Tower which appealed ATC 3 level based on knowledge and communication factors, Toronto TMU appealed ATC 6 level based on numerous factors, and Operation Systems Requirements appealed ATC Level 6 based on impact factor. The three reports will be completed independently and released as each is finished, with no designated order.

Financial Review

Doug reviewed the financials to the end of December with the EB. All questions were answered.

Labour Relations Advisor Position

After several months of interviews and searching for the right candidate the EB hired Mr. Grant Boland as its new Labour Relations Advisor replacing Mr. Abe Rosner. The EB is confident that with Grant's past experience and work with NAV Canada on the ACFO portfolio, he will play a strategic role in his administration of CATCA's LRA. Grant will join the CATCA team in February. Abe will stay on with CATCA for several months while Grant transitions to his new role.

Seniority Bid Deferral

NAV Canada has advised Dave that they wish to further defer a member out of Toronto Tower. As all cases hold differing facts, the EB discussed this specific case in detail. It is the opinion of the EB the reasoning given by the company does not merit a further deferral and will file a grievance if required. Dave will inform NAV Canada of the EB decision and will advise the board.

Meeting adjourned at noon.

In solidarity,

Peter Duffey
President

Doug Best
Executive Vice President