



April 2018 Executive Board Meeting
CATCA National Office, Ottawa, ON
April 24 - 25, 2018

Present:

Peter Duffey	President
Doug Best	Executive Vice President
Gary Roach	Regional Vice President, Atlantic
Benoit Vachon	Regional Vice President, St-Laurent
David Doerksen	Regional Vice President, Central
Jerry Brodt	Regional Vice President, Prairie

Invited Guests:

- Grant Boland
- Elizabeth Cameron
- Sheri King
- Garth Koleszar
- Lee Robinson

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

Care & Nurturing Grievance

Mr. Duffey brought the Executive Board (EB) up to date on the Moncton (QM) ACC care and nurturing (C&N) grievance. QM ACC local management has denied three requests for summer C&N. The denial has raised two questions:

- The first being a timely response, Art. 26.09 (2) (a), Mr. Roach had several discussions with local management regarding a timely response. It is CATCA's position that March 31 was the date which was agreed upon initially as a response to the requests made. NAV Canada disagreed and cited the collective agreement as being silent on the matter. Local management has said they will respond by May 1.
- The second question relates to operational requirements, Art. 26.09 (2) (c), the availability of staff along with the staffing requirement. After several meetings, local management agreed to approve one request during the first half of summer but denied the two requests in the second half. Their reasoning was the ability to deliver service in what they described as a short staffing situation. QM ACC had recently transitioned to an Appendix G schedule, and after further review by Gary and the local branch executive, they determined the reasoning to be faulty.

With the new five/five schedule and the staffing, it meant that half of the staff of forty-five was off on any given day. This left ample room for NAV Canada to not only allow for the annual leave allotment but certainly enough staff for the two C&N requests to fill any vacancies. After an internal discussion between the National Executive, Gary and our Labour Relations Advisors (Mr. Rosner and Mr. Boland) CATCA filed a grievance. The EB discussed in depth and it was mentioned that similar situations have come up in other regions, but there were no denials of C&N. The EB further discussed the notification deadline and determined April 15 as adequate. This allows for one month from the notification deadline. Peter will speak with NAV Canada and will update the EB after discussion.

Term Employees (Rehires)

Over the past several years CATCA and NAV Canada have been debating term rehires. In January, CATCA filed a grievance over rehiring term course maintenance specialists, and today filed a second grievance over five term instructor rehires in Gander (QX) ACC and QM ACC. It is the position of CATCA that NAV Canada is not living up to its agreement to have meaningful consultation at the national level discussing resource management and the application of Art. 32. It is also the position of CATCA that what is being presented as temporary assignments objectively constitutes full-time indeterminate positions of work which should be advertised and filled accordingly. There are examples of meaningful consultation whereas NAV Canada has agreed with the position of CATCA and has moved several into the regional schools to provide the necessary training for ab-initios. Unfortunately, this was only in one region and the suggestions of resource management has fallen on deaf ears in most of the other regions. The EB has reviewed the current term rehires and determined there is a pattern of seasonal work in several areas. This issue is extremely troubling for the EB.

Mandatory Shift Extensions

Gary asked the EB if there was an epidemic of shift extensions being used in other regions. He went on to comment about the fact that over the last two months there have been more than one hundred and fifty shift extensions handed out in QX ACC alone. There are at least two other regions that have noticed an increase as well. The EB is recognizing this as becoming a pattern and being used as a staffing solution to which we are seriously concerned. The EB has directed Peter to write a letter to NAV Canada impressing upon them that the practice needs to stop. There is also the need to implement flow and restrict traffic. Peter will also ask for letters to be given for every extension so we can attempt to keep track of the exploitation of our members.

New positions Created in Montreal (UL) ACC

Mr. Vachon received a briefing in UL ACC from the Manager of Operational Training about two new positions NAV Canada is considering. The new positions, which NAV Canada believes will be for a duration of three years, will be in charge of confirming lesson plans that are delivered from Ottawa. In addition to these duties, they will act as back up instructors for the delivery of generic training. The EB welcomes the positions and recognizes the importance of these new positions. Peter will advise Mr. Howe (CATCA Classification Analyst) of NAV Canada's decision.

New and Improved NAV Canada Quality Assurance (QA) Program

Further to several discussions the EB has had regarding the new QA program, it came to light that not only were supervisors performing the QA duties but in fact so are non-supervisors. It is the position of the EB that NAV Canada is getting cheap labour through this undertaking. The Board has asked Peter to write a letter to NAV Canada centering on acting pay as it is the opinion of CATCA that NAV Canada must pay the supervisory rate for the work performed.

Honorary CATCA Membership

To begin the afternoon session, the EB reflected on the career of Mr. Abe Rosner. Abe has decided to retire for the second time, and in recognition of his service to CATCA, Peter put Abe's name forward to receive an honorary CATCA membership which would be in addition the CATCA Award of Merit he received in 2011. This was the brief description describing Abe's contributions. "Abe Rosner has been a CATCA union activist for the past 10 years. Abe has made a remarkable contribution to CATCA's growth and development. Most are aware of Abe's work on grievances and arbitrations, but that is a very small part of what Abe has provided CATCA. Abe provided mentorship to us in every facet of labour relations. He developed and delivered effective training programs for our stewards and members."

Resolution No. 1 Be it resolved that Mr. Abe Rosner, in recognition of his tireless work and betterment of the working conditions for all air traffic controllers in Canada, be awarded Honourary Membership of the Canadian Air Traffic Control Association.

Moved by: Peter Duffey

Seconded by: Doug Best

CARRIED UNANIMOUSLY

Additional CATCA Classification Committee Member

Mr. Best communicated to the EB all names that have been put forward for the additional Classification Committee member. The volunteer position, which will begin immediately, shall complete an orientation process and, upon conclusion, will replace a current member on the committee. The EB will meet again on May 16 at which point a replacement will be chosen and communicated to the membership.

Introduction of Sheri King as NAV Canada's new Director Labour Relations

The EB invited Ms. Elizabeth Cameron and Ms. Sheri King, the new Director Labour Relations in charge of the CATCA portfolio at NAV Canada, to join us and have an informal discussion about Sheri's new role. Sheri comes to NAV Canada with more than two decades of labour relations experience with the federal government. She is highly skilled in the labour relations field with experience as a mediator, a labour relations specialist, and in conflict resolution. Sheri discussed her priorities with the EB which include outstanding grievances and arbitrations, relationship building and communications, as well as consistency and most importantly collective bargaining. The EB thanks both Elizabeth and Sheri for joining the meeting and the EB looks forward to working with Sheri.

Pension Q&A

The EB invited Mr. Lee Robinson to join us and discuss pension issues the CATCA EB encounters on a regular basis. This was not a discussion about the financial position of the plan but issues the EB regularly faces when answering questions members may have. One such example was regarding a shortened life expectancy and how it affected the commuted value. Lee answered all questions posed to him. The EB wishes to thank Lee for joining the EB meeting.

Financial Review

Doug reviewed the financials to the end of March with the EB. All questions were answered. Doug advised the EB budget talks for fiscal 2018/19 will begin at the upcoming EB meeting in May and will be finalized later in June.

CATCA 2019 Convention (Banff)

Doug brought the EB up to date on the convention which takes place in one year. The Organizing Committee has signed contracts with most vendors with the companion program being finalized in the coming months. Mr. Brodt spoke about child care and asked for the EB's position. After some debate, Doug will ask staff to investigate the possibilities and cost. The EB was in favour of offering this service to members if feasible. Another topic discussed was hotel occupancy. The main issue is the size of the host hotel. CATCA booked approximately ninety percent of all rooms. Doug assured the EB it will be monitored and if required an offload hotel will be chosen and transportation provided.

Partial Qualification

An ongoing topic was brought back to the EB meetings relating to partial qualifications. Mr. Doerksen and Mr. Shields both discussed Toronto and Vancouver tower issues and the validity of such qualifications. Peter was asked to bring to the attention of NAV Canada and get a ruling from Transport Canada.

Professional Standards

Mr. Garth Koleszar, who is a member of the National Air Traffic Controllers Association (NATCA) working out of Los Angeles Center and is in charge of the Professional Standards Program for NATCA, was invited to speak to the EB about the program. Garth explained the genesis of the program and provided the EB with an overall in-depth view of, and NATCA's experience with, the program. The intent for NATCA was to create a program that not only compliments and supports the Air Traffic Safety Action Program beliefs in an ancillary manner, but also a program that can stand alone in addressing issues in a peer-to-peer manner to enhance the professionalism of our occupation. The purpose of the Professional Standards Program is to promote and maintain the highest degree of professional standards among participants. Garth was gracious in answering all questions. The EB will further discuss adopting a similar program on the next teleconference and make a decision about how to proceed at the May 16th meeting.

CATCA Building Update

More than one month ago CATCA was advised that the building on which they had previously made an offer two years ago, was back on the market. Immediately both Doug and Peter discussed the building with the EB, and an offer to purchase was made once again. The purchase offer is \$925,000 with several conditions attached. The address of the new CATCA Building is 1573 Laperriere Avenue, Ottawa, Ontario. The conditions related to the property that CATCA requires completed to finalize the purchase are the environmental state of the property, the building condition with regards to structure and contaminants, and a zoning change requirement. Doug updated the EB on timelines of the condition requirements should the offer be accepted. He will update the Board as the process moves forward.

Meeting adjourned at 4pm.

In solidarity,

Peter Duffey
President

Doug Best
Executive Vice President