



**May 2018 Executive Board Meeting**  
**CATCA National Office, Ottawa, ON**  
**May 16, 2018**

<b>Present:</b>	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
<b>Invited Guests:</b>	Ian Thomson	
	Grant Boland	
	Tania Calverley	

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

**New Atlantic Regional Vice President-Elect**

Mr. Ian Thomson was elected as the new Atlantic RVP beginning April 1. Ian will replace Mr. Gary Roach who retires after a 37-year career. The EB welcomes Ian to the EB. Ian has been shadowing Gary since being elected. Ian's term will expire as normal on June 30, 2019.

**Financials**

Mr. Best presented the financials up to the end of April. Doug spoke about some updates to Executive Board (EB) claim forms and has asked for any suggestions on missing line items. Doug also discussed some preliminary suggestions he has about next year's budget. The EB will further discuss in depth at the June meeting. Doug will be hosting the Board of Trustees in two weeks time, where they will discuss the upcoming budget, among other financial matters.

**Bargaining Committee Elections**

Mr. Duffey reminded the EB of the upcoming election requirements for the contract committee. The election will take place June 15-20. Keeping in mind the potential fall schedule in preparation for the upcoming round of collective bargaining. Mr. Brodt has received some questions in the field regarding any discussions about expansion of the non-control position representative to represent all non-control positions across the country.

Mr. Doerksen also mentioned that the discussion in Toronto has occurred. We will advise members the idea must be brought to convention as was done in 2013.

### **Professional Standards**

Following a teleconference discussion and a debate at this meeting, the EB has instructed Peter to approach NAV Canada and continue a discussion that had been started several months ago in an attempt to initiate the program. As it is in the United States with the FAA, CATCA will try to negotiate the Company to pay for the program similar to C.I.S.M. and have a full-time representative that can train members and keep the program up to date and relevant.

### **CATCA Building Update**

On May 1, our offer to purchase 1573 Laperriere was accepted. There are three conditions attached to the purchase which are a building inspection, zoning change and environmental study. CATCA has engaged two consultants, one for zoning and the other company for both environmental and building inspections. They were chosen in consultation with our realtor, lawyer and Peter. Doug goes on to explain that the major hurdles in the process will be the conditions' timing. The seller would only agree to 30 days, and although CATCA knew this would be unreasonable for environmental and zoning, though because the selling real estate agent indicated that as long as there is progress, the seller will extend, CATCA was comfortable.

The environmental study has started, and it was determined a phase two was required due to the adjacent automotive repair building which has been in operation since the late 1950s. The phase two study will take place next week. They will be taking two core samples from the property to test for contaminants in the soil. The building inspection has taken place, and we were assured a report would be forthcoming in the next two weeks. The consultants hired for the zoning change were engaged about a month ago and have already been given a verbal indication from the city planners that their proposal (submitted last week) will be approved. However, it will take until late June or into July as it must go through Ottawa City Council. Following this process will be engagement of an architect/design professional to start with planning of the renovation. Doug will update the EB as information becomes available.

### **CATCA Database Project Update**

Ms. Calverley brought the EB up to date on the database project that has been ongoing for the last six months. The new database will replace the old which was built on software that is no longer supported. The project is expected to be completed in early summer. The new system will move CATCA to a cloud-based product. The last issues are directly related to the older software NAV Canada uses to provide CATCA with monthly reports, and our IT team is working on resolving the issues.

### **YMM Outstanding Back Pay**

It has been more than eight months since the announcement, and some members in YMM have not received back pay from a classification error. Jerry indicated members have been complaining that after all this time they have not received their compensation. Communication with payroll and several different calls to Labour Relations have not been able to solve this issue. Peter discussed some of the obstacles, however, also mentioned that he has attempted to solve the issue with senior NAV Canada leaders and to date has not been successful. Peter will update the EB as the issue remains outstanding.

### **EOCO Pay Increment**

Gary has a member who has transferred from another group within NAV Canada. The question has been asked about pay increment entitlements switching from the other group to CATCA, upon qualification. The EB is opposed to the request as it goes against not only Art 17.07 but the fact that CATCA has bargained this for the members of our Union. We still have an outstanding request to make all CATCA members, who have qualified from other ATC units before the effective date, to become whole. Peter will speak with NAV Canada and attempt to rectify.

### **Gander 5:29 Rule and Two Shifts on the Same Day**

It has been brought to the attention of Gary, Ian, and now the EB, that a practice has been going on in Gander (QX) ACC for a time whereas on the first day back, a midnight shift beginning at midnight and/or two shifts on the same day, are being scheduled. The EB reviewed Art 16.04 (e) (iii) and has determined that the practice must stop unless our local branch agrees to it. The second issue is a disturbing issue; that QX local management seems to believe it has the right to schedule someone on their first day back to work a midnight overtime, followed by their first shift of a cycle later that day in the evening. The discussion, although short, was unanimously agreed that CATCA will file a grievance immediately asking NAV Canada to cease both practices immediately.

### **C.I.S.M.**

Mr. Shields has brought a discussion to the EB after several of the locals he represents raised concerns about the C.I.S.M. program. Examples of concerns raised include: training, apathy for the positions, and awareness; to which the EB concurred. Scott was directed to raise the concerns with Ms. Lyne Wilson, NAV Canada Director, in charge of the program and report back to the EB.

### **TOIL Denials**

It has come to the attention of Mr. Vachon that the management team in Montreal (UL) ACC has directed supervisors not to approve TOIL in summer, even if there is an overstaffed situation. It was discussed that management has the right to deny all TOIL requests between June 15 and September 15 this summer as per the collective agreement. The issue for CATCA is that this goes against the spirit of the agreement that was reached last year.

It was agreed management can deny. However, they would be encouraged to approve TOIL requests and in cases of overstaffing, as there is no cost and allows the TOIL banks to be burned. This was added to Peter's list of topics to discuss with senior NAV Canada management.

### **SERCO Grievance**

Mr. Boland discussed a current sick leave case in Goose Bay. He has attempted to solve the issue several times with local management; however, has not had success. Grant was directed to file a grievance with SERCO. Further discussions will be had, and Grant will advise the EB of any potential solutions that may be brought forward.

### **NAV Canada Board Change Request**

Over the past several months, an ongoing discussion has occurred between several high-level NAV Canada Board and Executive Management Committee members, and Peter. The discussions have been directed to him mainly because of his role as the Chair of the NAV Canada Bargaining Agents Association (NCBAA). The discussions have centred on the Canadian Nationality requirement to be a NAV Canada Board member. NAV Canada has interest in allowing foreign Board members. This is not the first time this discussion has been brought forward, as it last surfaced in 2015. NAV Canada is partners with, and works in concert with, several ANSPs around the world. It is the opinion of the NAV Canada Board that foreign members be approved. The NCBAA is adamantly opposed to such a change. NAV Canada must get the approval of Federal Government of Canada for such a change, and has been lobbying for it for a number of years. Peter had discussed the issue with Unifor President Mr. Jerry Dias, and Jerry agrees with our position. Jerry has set up a meeting between himself, Peter and Transport Minister Garneau. Peter will report back to both the NCBAA and the EB upon conclusion of the meeting.

### **Working Conditions in Edmonton ACC**

For the past two years, Jerry has been receiving bad news on a regular basis about Edmonton (EG) ACC members' health issues. Jerry discussed an air quality test that was done lately and feels there may be more than meets the eye. The EB has asked that the information be escalated immediately to the CATCA National OSH Representative, Mr. Mark Bernard. Jerry will comply and advise the EB of any new cases.

### **Technical Update**

Mr. Doerksen updated the EB on Fusion. There are issues in EG ACC and Winnipeg (WG) ACC. He mentions service delivery issues and pressures by and to NAV Canada to get the system up and running. Dave will update the EB as required.

### **Care & Nurturing Grievance**

Grant brought the EB up to date on the Moncton (QM) ACC care and nurturing (C&N) grievance, which was discussed in detail at the last EB meeting. As a reminder, the QM ACC local management has denied two requests for summer C&N for operational reasons. Grant has been consulting with Gary and will work closely with Ian going forward to compile information on this grievance. Mr. Lewis Gottheil will argue the case. More details will follow.

### **New CATCA Classification Committee Member**

Further to the last EB meeting, the EB debated names put forward for the new replacement member of the committee. It was decided to appoint Mr. Blair Rowbotham from QM Tower.

**Resolution No. 1      Be it resolved that Mr. Blair Rowbotham, be appointed to the CATCA Classification Committee.**

**Moved by:    Gary Roach**

**Seconded by: Ben Vachon**

**CARRIED UNANIMOUSLY**

Blair will join the committee at an upcoming meeting in Ottawa, and shadow the committee until such a time as he replaces a member. The EB wishes to thank all members who put their names forward.

*Meeting adjourned at 4pm.*

In solidarity,

Peter Duffey  
President

Doug Best  
Executive Vice President