



**February Executive Board Meeting
Ottawa, ON
February 26-27, 2020**

Present:	Peter Duffey	President
	Doug Best	Executive Vice President
	Ian Thomson	Vice President Atlantic
	Benoit Vachon	Vice President St-Laurent
	David Doerksen	Vice President Central
	Jerry Brodt	Vice President Prairie
Invited Guest:	Debbie Cooper	General Counsel and Director Labour Relations
	Gord Howe	CATCA Classification Analyst

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

Appendix G Issues

Following the last Executive Board (EB) meeting, Mr. Duffey and Ms. Elizabeth Cameron, NAV Canada Vice President Labour Relations, had several meetings regarding the sudden change and appeared difference of opinions between Regional and National management decisions regarding Appendix G decisions. Unfortunately, there was no resolution during the meetings as NAV Canada continues to hold steady on a National approach. Unfortunately, this does not help with the current outstanding Appendix G application by members in several units that have made what is believed as cost neutral and, in some cases, cost savings proposals. Peter will continue to press NAV Canada to respect the Collective Agreement.

CATCA/GM Summit

For some time now, it has been recognized by the CATCA EB that the collaborative approach that has been recognized between CATCA and NAV Canada for more than a decade has begun to slip. As of late, Appendix G issues mentioned above have added to this apprehensive build-up. Therefore, in an attempt to resolve some of the outstanding issues, the CATCA EB, NAV Canada GM's, and NAV Canada Labour Relation's will attend a summit meeting. The meeting will take place May 11th and 12th in Ottawa. This meeting will be the first in a series of quarterly

meetings that will be scheduled in an attempt to restore confidence and allow for the relationship to get back on track.

IFATCA Conference in Singapore

With the current issues and outbreak of COVID-19 in Asia, the EB had decided that CATCA will not send participants to the upcoming IFATCA Conference in Singapore, which is to be held in early April. Discussions have occurred among several of America's regional members, including the United States (NATCA), about giving proxy votes to one of several trusted allies. It is the opinion of the EB that the conference should not be held under the current circumstances, and as an event of this, the EB has decided against it.

Professional Women Controllers (PWC) Conference

For some time now, CATCA has been supporting the organizers and the upcoming PWC Conference in Ottawa from April 6-9 in Ottawa, where required. The work put into this conference by the organizers, Ms. Alexandra (Sandy) Officer, CATCA member and Colleen Adams, former CATCA member, has been second to none. In addition to the administrative and organizational help, CATCA has also lobbied NAV Canada to allow for members to attend through the use of our FAM Flight program. As a result, many of the EB members will attend in support of the PWC and Mr. Best will be a keynote speaker at the event.

Family Leave Update

Since new Family Leave legislation came in last year, many discussions between CATCA and NAV Canada have taken place to alleviate the backlog of grievances being filed over both denial of Family Leave, and the clear violation of Article 26.06 Leave for Other Reasons. In an attempt to move forward, we have agreed to initiate talks in an effort to form a bipartisan Panel for Family Leave. Peter will report back to the EB after further discussions have taken place.

Grievance Procedure

For almost a year, it has been recognized that the collaborative approach enjoyed by both CATCA and NAV Canada for more than a decade has shifted to a somewhat more adversarial relationship. During this last year, the Union has been forced to file more grievances based on this. In a round table discussion, the EB suggested both a streamlining of the grievance process internally and externally. An important note is that of waived timelines. This practice has been waived for more than a decade, and CATCA will continue to honour this. Ms. Cooper will work together with Peter in the coming months to establish new internal guidelines.

Acting Pay

In recent events, it came to the attention of the Union that members were not receiving acting pay for partial shifts of acting supervisor or proficiency work. The Union has contested partial days of supervisory duties for some time, and now that the latest round of bargaining has concluded, Peter will work with NAV Canada to establish ground rules surrounding acting pay that will make it clear to both members and management, so there is no likelihood of misunderstanding.

NCJC Benefits

For more than a year and a half, the NCBA has been working with NAV Canada to come to a conclusion on the latest Benefits cyclical review. The review happens every three years and has been a contentious negotiation. Peter updated the EB inviting comments on a potential deal which would see the conclusion of this round. After hearing the options of acceptance or potential arbitration, the EB has advised the NCBA group that CATCA is in favour of a settlement. More details will follow.

Financial Review

Doug advised that the EB budget details would be presented to the Board of Trustees sometime in late April for fiscal 2020/21. The results and recommendations will be discussed and reviewed at the upcoming EB meeting in May and will be completed later in June. Doug reviewed the financials to the end of January with the EB. All questions were answered.

Airspace Amalgamations

As negotiations have concluded, reports are surfacing that airspace changes on a larger scale are imminent. As a result, Mr. Vachon has requested an EB briefing on a NAV Canada national airspace review, which was put on hold during the freeze period of bargaining. Peter will make the request and report to the EB.

FSAG

In July of 2019, CATCA published a B&F announcing our involvement in FSAG. Since that time, CATCA has attended all the FSAG meetings and has been a full participant. After a lengthy debate, the EB believes that participating in FSAG is not in the best interest of our members. Therefore, CATCA is discontinuing its participation in the working group, and Peter will advise NAV Canada immediately. We will continue discussions with NAV Canada to ensure fatigue is adequately addressed and that any mitigation measures put in place are in the best interest of our members. In addition, we will continue to offer our expertise and opinions on fatigue-related issues, but we will do so through different forums.

Midnight Extensions

With the current short staffing in most Towers and ACC's the use of extensions is getting to the point of exhaustion for some. It has been reported to CATCA that the use of these extensions attached to a midnight were increasing and contributing to greater fatigue. In the Corrective Action Plan (CAP) submitted to Transport Canada (TC) by NAV Canada, it says there will be no extensions to a midnight shift with the exception of an emergency. After polling the RVP's, it was recognized that midnight extensions were being handled differently by region. It is the opinion of the EB that NAV Canada is not taking this seriously and is putting service delivery ahead of fatigue.

Classification

Mr. Howe met with the EB and updated the group on the latest reviews as well as refreshed the group on the knowledge and impact decisions. In addition to this was a discussion on a request made by NAV Canada to study the pairing of the four major towers and non-control position classification. Gord will update the EB as the final tower reviews are completed later in the year.

Commuted Value

Recently, the Canadian Institute of Actuaries released new rules changing the way commuted values (CV) are calculated. Most financial experts appear to be in agreement that the changes will reduce CV amounts under current market conditions. The new rules are scheduled to be implemented on August 1, 2020. CATCA has engaged both Mr. Michael Mazzuca and Mr. Lewis Gottheil on this issue. Unfortunately, at this point, there are a lot of unanswered questions; however, it is CATCA's opinion that NAV Canada has a responsibility to provide accurate information on CVs when requested by employees. We are working with NAV Canada to ensure that information is provided to members. Peter will continue to provide the EB and the membership with any information as it becomes available.

Training Seminars

After a lengthy discussion, the EB has decided that another round of training seminars are required, along with a town hall type update following. Doug will work with the RVP's to produce a schedule for later in April and into May for all regions.

Meeting adjourned at 3 pm.

In solidarity,

Peter Duffey
President

Doug Best
Executive Vice President