



**June Executive Board Meeting
CATCA National Office, Ottawa, ON
June 3rd & 4th, 2021**

Present:	Doug Best	President
	Scott Loder	Executive Vice President
	Nick Von Schoenberg	Vice President Pacific
	Jerry Brodt	Vice President Prairie
	Benoit Vachon	Vice President St-Laurent
	Gordon Howe	Vice President Central
	Ian Thomson (Virtual)	Vice President Atlantic
	Deborah Cooper	Director of LR and General Counsel

June 3, 2021

The President called the board meeting to order at 8:00 am.

Opening remarks from the President welcoming all Executive Board (EB) members for the first official in-person meeting since the beginning of the pandemic. At the beginning of the pandemic, it was immediately recognized that conducting normal business was going to have its challenges. The EB sought legal advice and was advised that the Pandemic Act allowed businesses (within reason) to forego following normal procedures and timelines. Although formal EB meetings were not possible while we have been busy ensuring all CATCA members remain employed, several ad-hoc meetings per week were being held to continually update the Board on recent events. In conjunction with continuing to fight for our surplus members to remain employed, it is now time to get back to normal Union business.

Classification

Central Region Vice President, Gordon Howe, presented the EB with the latest information regarding classification. Knowledge and impact quantum of 36 tower reviews have been completed. Of note, Red Deer and Mirabel are not included at this time. The Mirabel Tower study expected to start late fall of 2021 or early spring of 2022. The project has been ongoing since 2012 and a lot has happened throughout the process. Currently, there are no managers left that have been involved with the project with the exception of Lyne Wilson who is now the only manager involved. Although Lyne started with the project, her many years away from it will require some time before getting fully up to speed again.

Technology Outlook

4 projects currently occurring or planned to occur in the near future that will be of significance for the Union to monitor the impact on CATCA positions:

1. T.B.O – Trajectory Based Operations: Concerned that the Company has not talked with the Union about this yet; Coordination required between NAV Canada and the airlines to create a flight profile from gate to gate.
2. Digital Tower: OPI for the project is a person from FSS and not ATC.
3. Digital Twin: A sector performance optimizer and prediction tool that will mirror every position in an ACC in real time and will provide information to OSS to determine staffing requirements.
4. Data Center: Would allow access to technical information across the country in a central location. Plan is for two (2) Data Centers for redundancy.

5/4 Schedules in YYZ ACC

Members across other units have expressed their displeasure towards YYZ ACC and their ability to negotiate 5/4 schedules through Appendix G's. Members have questioned why CATCA National Executives are not doing more to attain similar schedules for all units. Appendix G's are local agreements and rarely would CATCA National Executives be involved in negotiations, except where required to. The EB platform to address Appendix G schedules would be during Collective Bargaining.

LOS Committee

It was recognized by the EB that the members of the LOS Committee have done an exemplary job with the tasks presented to them. Although surplus letters have been rescinded, there are still studies occurring with regards to hours of operation. The LOS Committee is a discretionary committee of the Union and these members can be recalled at any time.

Union Officer and Steward Training

Strong desire to increase the knowledge base for those interested in becoming more involved with the Union. Requirement to include a more developed template for new RVPs with items such as points of contact and protocols. Steward training cited to be very significant to maintaining a strong union and more emphasis is to be put on developing a comprehensive Steward training and information package. With participation at local levels being all volunteer based, the more people trained properly and becoming involved takes the entire Union workload off the Branch Chairs and in turn, each level of the Union becomes stronger.

Electronic Devices in Operating Positions

This is a Transport Canada and NAV Canada policy. Discussed putting out a reminder to the membership about the consequences of having a personal electronic device in position which could lead to disciplinary actions up to and including termination.

Quebec 2022 Convention

With lingering uncertainty about the impact of the pandemic on our ability to hold the 2022 convention, the hotel has been contacted to confirm when deposits are required to secure our reservations. The hotel has been working well with us and have agreed that we can wait until the fall of 2021 to make a final determination about when to hold our convention there. Currently convention is scheduled for May 1-4, 2022 and we do have backup dates, should it be required. Two separate dates in September of 2022 are being considered as alternate dates in the event May cannot occur. Organizing committee members will be queried to determine which member will be responsible for each committee appointment and task. Plans to hold first meeting of the committee in the next month to start their planning.

National Telecons

Desire expressed among the board to be more stringent in adhering to agenda items and time limits during Zoom conference calls. It has been too easy to get off track during these virtual meetings. Meetings are meant only for new issues or an update, but the “pandemic” calls have been different, more often, and necessary. If they are scheduled to be a specific timeframe then it is important to remain within the allotted time as everyone has been, and remains busy, and adjusts their schedules to perform other regional work around these meetings.

Regional vs National Positions

Clarification required about where we should stand on regional vs national positions. Issues arise when members in one region do not get the same information as they are hearing from another region. Many people are in contact via social media platforms and certain App groups. The EB agreed that the RVPs are responsible for communicating with their region as all regions are unique in their own fashion, but it is key that the same message is being relayed to all members.

Nominations

Nominations for elected positions has raised a few questions in light of the amount of National Union positions recently vacated and filled. Question is: Should a member be allowed to sign more than one person’s nomination form? The EB discussed the pros and cons of this query and have decided to refer the question to the Elections Committee. Will report back once a determination has been made.

Meeting adjourned for the day at 4:00pm.

June 4, 2021

Meeting called to order at 8:07am

Strategy

In Camera Session started at 8:07am

Discussions regarding CATCA’s next steps to deal with the company over the 41 layoff notices.

In Camera Session ended at 2:35pm

*During these discussions, the EB was advised by NAV Canada that effective immediately, they would be rescinding all letters of surplus and all vulnerability letters for CATCA Members. The EB spent the remainder of the time preparing and sending the communications to our membership.

Meeting adjourned at 3:30pm.