



**June Executive Board Meeting
CATCA National Office, Ottawa, ON
June 21st & 22nd, 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 21, 2021

The President called the meeting to order at 9:36am.

Seniority Bid and Training Restart

RVPs to begin discussions with their GMs on the Company's plans to restart training within their regions. While nothing is definitive with respect to timelines, information to date suggests that Tower training to resume late Sept/early Oct. It will be important to determine the status of previously deferred seniority bid members before training new hires can be determined. NAV Canada released the trainees from employ with the Company and once re-employed, they will be categorized as new hires. In light of that, all vacant positions will become subject to the Collective Agreement with regards to staffing and the national seniority bid process and therefore it will affect currently deferred members who should get a position prior to a new hire, the exception will be for towers where there is a moratorium. Of note, CATCA must be mindful of the number of positions offered at a unit or specialty versus the number of trainees they put on a course. For example: if 4 positions are posted for a specialty, and NAV puts 5 or 6 trainees on the course, there is an issue as all positions were not offered for seniority bid.

Upcoming Strategies (Staffing, Fatigue, Fam Flights, Consultants/Lobbyists....)

Noted by the Executive Board (EB), the need to be ready for how Government restrictions will affect the nature of our business going forward. In consideration of that and our current situation with NAV Canada, CATCA has 2 consultants and a consultant/lobbyist group employed to help with our workload. The EB will make a decision on whether to continue or terminate these contracts.

Members are requesting information on when FAM Flights will restart. Discussions are planned to address this situation, but at the current time it is important for the EB to remain focused on what is important to all Members. Job security being at the top of the list and consideration into our future dealings with NAV Canada. Much will depend on the Company.

Comprehensive Breakdown of all financials for FY20 and FY21

EVP detailed expenditures of FY20, and all expenses were accepted by the EB as accurate. FY21 not completed as the year end has not occurred and will be presented later.

Board meeting interrupted from 2pm to 3:30pm for video conference call with NAV Canada regarding changes to the Just Culture Program.

Review proposed budget for FY22.

EVP presented the proposed budget for FY22 and answered questions asked by the EB members to ensure full understanding. It was suggested by several members that the amount for Hearings and Final Level Meetings be increased to \$200k due to the outstanding number of grievances currently ongoing. It was noted that there are currently more grievances outstanding now than several other years combined in the past. The altered budget amount for this line item was agreed to unanimously by the EB.

Additionally, there is expectation that the next round of bargaining may be a more difficult and longer process, the EB voted on the following:

RE: INCREASE TO COLLECTIVE BARGAINING RESERVE

Whereas it is anticipated that the next round of Collective Bargaining may be more arduous and lengthier due to uncertainties with NAV Canada and current events;

And Whereas the Executive Board has determined the current reserve amount for Collective Bargaining needs to be increased;

And Whereas the amount budgeted for FY21 needs to be increased to meet the new reserve amount;

Be it Resolved that the reserve for Collective Bargaining should be increased from \$1.4M to \$1.5M

Be it Further Resolved that the Collective Bargaining budget for FY21 be increased from \$250K to \$350K to meet the new requirement.

Moved: Benoit Vachon

Seconded: Jerry Brodt

Carried: Unanimously

Meeting adjourned for the day at 4:10pm.

June 22, 2021

Meeting reconvened on Jun 22nd at 9:07am

Continuation of Strategy Discussion and Current Arbitration

The EB continued dialogue on where to go with the current arbitration on Seniority and how it should be applied. The company has been arguing seniority should be based on qualification (ICAO, Terminal, Enroute & Area Control), whereas CATCA has been arguing for National seniority. The main concern is leaving the decision to a third party where decisions of this nature normally result in some form of split between the cases both sides have presented. This could have negative effects for the Union and our members. Even a decision that is favorable could still leave unanswered questions if the ruling by the arbitrator is not detailed or specific enough. The EB has yet to determine if we should proceed or not.

1030 – 1100 Annual General Meeting

Review of Consultant Contracts

Currently have 3 different consultant contracts on payroll. Part of the discussion moved to next EB meeting in July, but it was decided that we will release the contract with Hill & Knowlton for the time being with the possibility of recall in the future.

Classification Working Group

All candidate's cover letters and resumes reviewed by the EB and dialogue about the qualifications of each occurred. After much debate the EB decided on the following choices:

Volunteer Full Member: Kristen Wicks (Edmonton Tower)
Volunteer Alternate Member: James Kerwin (Langley Tower)

In addition, it has been identified that there will be another vacancy within the next year for one of the volunteer full members. The EB decided to appoint a 2nd volunteer member to move into the volunteer alternate member position when James Kerwin moves into the volunteer full member position as it becomes vacant.

Volunteer Alternate Member (2nd): Kaven Croteau (Quebec Tower)

High Level Airspace Commonality

For some time now, NAV Canada has been investigating the realignment of airspace, boundaries, and moving airspace from one unit to another. Movement of airspace has occurred in the past and is currently in progress between Vancouver and Edmonton ACCs. Noted was the perception that one unit is "stealing" airspace from another and the animosity it

is causing between members of the unit losing the airspace towards members of the unit receiving the airspace. In addition, members are questioning CATCA's position in these decisions and why the Union is not intervening or contradicting such moves. This has become problematic because NAV Canada has the managerial right, and have exercised that right, to move airspace, yet members are blaming other members and the Union for the choices NAV Canada made in these regards. Part of the issue is NAV Canada's lack of involving affected CATCA members in the discussions. Other issues affecting decisions such as this are surrounding NAV Canada's new approach, they are now touting themselves as a 'technology company'. NAV Canada has lost sight of its purpose; this is an Air Navigation Services Provider.

Shared Information

RVPs have expressed the need for access to information from other regions such as grievances and LOUs etc. Especially with newer Board Members, access to previous cases would be helpful to research how current issues were previously handled or to have knowledge about the same issue possibly occurring in other places across the country. There is currently an Excel spreadsheet being populated while further development is taking place to allow all RVPs to the data for research.

Report on Voting Procedure Recommendations from Elections Committee

Several concerns about the last few elections were brought forward to the EB including, when electronic information should be distributed, how abstentions are handled in the counting process and that members were forced to rank all candidates. Recommendations were provided about when electronic information should be distributed and the EB agreed. More research was requested about abstention handling and ranking rules. The Elections Committee will be tasked to re-evaluate those issues and report to the Board for the July meetings.

Meeting adjourned at 4:16pm.