



**September Executive Board Meeting  
CATCA National Office, Ottawa, ON  
September 13 & 15, 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	Vice President Atlantic
	Deborah Cooper	Director of LR and General Counsel

**Sept 13, 2021**

Meeting called to order at 9:13am ET

**In Camera Session Started at 9:14am ET**

**In Camera Session ended at 1430 ET**

With the upcoming meeting on Sept 14th at the NAV Center, RVPs gave a quick update about the current status of their relationships and discussions with their GMs in preparation.

Meeting adjourned at 1530 ET

**Sept 14, 2021** - EB Meeting changed to meeting with NAV Canada at the NAV Center in Cornwall. In attendance from the Company were MP Berman, Amanda Sarginson, Sheri King and all GMs from across the country.

**Sept 15, 2021**

Meeting called to order at 0805 ET

**Mandatory Vaccinations**

NAV Canada informed CATCA that they are going to proceed with a mandatory vaccination policy. Included in the discussions were some preliminary details on how they would handle Leave Without Pay (LWOP) and that the leave would be authorized LWOP.

NAV was specifically told that if they do move ahead with the policy, that it is their policy and communications are not to include that CATCA in any way agrees or that CATCA collaborated in any way with their final product.

### **De-Brief of Sept 14<sup>th</sup> Meeting at the NAV Center**

CATCA received several presentations that were already given and no real new information was given about the corporate agenda of the Company moving forward.

The training department continues to emphasize the treatment of trainees in what appears to be an attempt to create excuses about why qualification rates haven't improved. The Company cannot be allowed to improve success rates by bending of the standards of qualification.

### **Grievance Update**

The grievance process used to be much easier to follow through on a timely basis in the past because there were very few of them. Things are different and taking more time due to the abundance of grievances we currently have. We have more now than other years combined.

Unfair Labour Practice (ULP) – response from NAV Canada is unacceptable given the amount of time that has passed with this issue.

National Leave Grievance – this affects a lot of members and we are moving forward with arbitration on this.

### **Resumption of Training Memorandum of Understanding (MOU)**

This agreement will be based on “Good Faith” that NAV Canada will follow the process they say they are going to, will they keep their word. This will prove a lot to CATCA about how we will communicate with NAV Canada in the future and if they are serious about changing and repairing the relationship with the Union.

- Follow-up will include a B&F to the membership about the restart of training; the restart of the Seniority Bid process for 2022 training opportunities; and what hasn't been accomplished previously – 50% of all training seats at all locations will be offered to CATCA members to bid on.

### **NAV Board of Directors (BoD)**

Other Unions, not all, are looking to CATCA to recommend a name for the NAV BoD. The EB casually discussed several names for consideration but all EB members were asked to think about it and send a list of their top 3 choices for CATCA's recommendation. The EB would discuss the pros and cons of each submission on a following weekly Zoom call and decide who should be interviewed by the EB. Interviews are to take place on Nov 3<sup>rd</sup>, 2021.

Meeting adjourned at 1443 ET