



January 2022 Executive Board Meeting - VIRTUAL January 4-6, 2022

Present:	VIRTUAL ATTENDANCE
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

January 4, 2022

Meeting called to order: 10:24 ET

Opening remarks from President Best welcoming everyone to the first meeting of 2022.

Meeting moved right to the first agenda item and a briefing update on the portfolios of each EB Member.

Fatigue: Not much has changed recently, but an FSAG meeting with Anthony, Wayne, and Nick. The timeline for implementation (not full implementation) is scheduled for the end of February and the beginning of March. However, NAV still does not have a good idea on how to proceed operationally to deal with it. NAV will advise CATCA of the Time-In-Position (TIP) Survey when completed. The Company has also explored Appendix G schedules in several towers and ACCs, but talks have stalled due to YOW's influence. It was noted that Transport Canada has not gone through the proper process with NAV as they did with the pilots and have not allowed/sought input from all parties involved. They take NAV's word that the unions are being given accurate information.

Sick Leave/MOS: More and more enquiries are coming to CATCA, and there are more mental health issues amongst our members. We are seeing increased scrutiny towards members on accommodations, such as requiring members to go back to see their doctor and provide more information to OSI. There is a disconnect on NAV's side about what OSI is doing. Both NAV and

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OSI are going after vulnerable members. Access to get information from RAMOs and CAMEs is becoming excessively difficult.

Technology Committee: Tech Committee was formed, and TOR was finalized, but not much has happened yet. We will be an advisory group to the EB and part of the long-term review of the Company's tech plans and how it affects our members and their work – starting with the DSC review.

Staffing: It was noted that the staffing issues we started long ago with Rudy Kellar and what he called staffing efficiency. He did not want staffing to be 100% and planned to run the operation on some amount of OT. Some discussion focused on the presentation we were given on NAV's staffing plan and how some information was left out, but that they do have a price per person/license, as well as NAV's recruitment of managers and that they will be getting more and more from outside the Company.

Seniority Bid: Discussions with RVPs have not occurred in all regions yet. There were 67 seats on the bid for all units, and it appears they will send offers for 63 of those seats. YYZ ACC has 13 seats, but they will only send five offers. Members will have to go into Workday to receive their offers. YEG ACC interim bid came out after the National Bid. Some issues have developed because of that.

Meeting Adjourned at 16:14 ET

January 5, 2022

Meeting called to order: 1008 ET

DSC Review: Translation of the DSC Review Document should be done Friday for distribution early the following week. There is not much interest from the DSC group to partake in any part of this project/initiative, but we do need more DSCs to be on the National HIRA call. NAV often expressed the value of the DSC and the duty DSC shift, but they want to take that away from their job description/role.

Optimal Staffing Tool: Unclear to what extent it is being used. Some locations say it doesn't work for them, but for others, it does. There is very little knowledge about how it works and the parameters/values that are used to run it. We have no access to the data it produces, even though we have asked. During the conversation, the tool indicated the number of staff required, but we don't necessarily see the number of shifts change to support the change in values.

Seniority for Recalled Trainees: Some unfairness seen with recalled trainees' vs new hires in the system. EB discussed some options on how to address this. A lengthy discussion that covered a vast array of issues. Ian Thomson will write something to the EB for review and distribution.

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NAV Canada's Finances: It will be necessary for CATCA to get a good picture of where they stand on everything financially. With bargaining on the horizon, we know that NAV will cry 'poor' even though they will be profiting as traffic returns more and more. Profit needs to be directed to the membership and not a rate reduction for the airlines.

Legal Update: An update was sent to the EB via email before the meeting, which included information on:

1. Seized arbitration and what are the next steps with the arbitrator. Update to the arbitrator by January 31, 2022;
2. National Leave Policy grievance dates are scheduled for Feb 3 & 25, 2022
3. Sick Leave grievance: Currently set to be heard on January 17, 2022
4. Shift Optimization grievance: Set for hearing on March 29 & May 25, 2022.

With the number of grievances we currently have, we are constantly re-evaluating the priority of each while, in some instances, they have flip-flopped. The grievance tracking sheet should keep RVPs informed of where their particular grievances stand.

The timeliness of grievance handling by NAV has become problematic, and the EB discussed the 'agreement' between CATCA and NAV that allowed some flexibility with these timelines. However, the EB decided that NAV has been taking too much advantage of this agreement and unanimously agreed to provide NAV with notice that timelines are now to be followed as per the Collective Agreement.

FSS Encroachment of CATCA work: Some changes to business have seen our FSS counterparts being tasked to perform traditionally ATC work duties. Some of those items include Runway Assignment and Pre-Departure Clearance, which is eroding the work of CATCA members. This was a lengthy discussion on how CATCA can best address these issues and what our rights are for protecting our members. This will be an ongoing issue, and the approach on how best to address these issues will be an evolving strategy. The grievances on these must be filed.

Unified Response to NAV's Leave Policy: We are in the 2nd year now with the same policy/guidelines with outstanding grievances. Through discussions, it was clear that the membership needs to be aware of, and armed with the tools, to know how to deal with these guidelines and how to conduct consultations. We've always fought against National Policies as it takes away from local consultations, which is a contractual obligation.

Meeting adjourned at 1540 ET

January 6, 2022

Meeting called to order at 1003 ET

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In Camera Session started at 1003 ET

In Camera Session ended at 1045 ET

ATCP Update: CATCA was presented some time ago with information about the change in ATCP for a number of towers. It has always been CATCA's position that the ATCP agreement which froze ATCP for all towers and ACCs until they reached or exceeded 2019 numbers covered these units as well. The wording of the ATCP freeze is very clear. There is no update on NAV Canada's position as they believe the words speak for themselves and are standing firm in their position. CATCA will file a grievance and proceed from there.

Collective Bargaining: CATCA needs to have a clear, big picture view of ongoing issues and the impact to our position going into bargaining. It will be important for CATCA to inform our members about what our priorities are as they prepare to submit proposals for this round of bargaining.

CATCA Priorities:

Convention: Still need to determine if we will move ahead with a full or limited convention. The Hilton is currently on strike and it is only the management doing the work. The EB discussed many options and that the strike is not currently the biggest issue, it is Omicron. The sentiment is that the responsible thing to do is keep the numbers down. The EB decided that Convention will remain "business only", that a new venue in Quebec City is to be sought to hold our Convention. Some discussion centered on how we would proceed in attendance is expanded. No final decision made on that at the moment.

Convention Chair Person: The EB discussed the requirements of the Convention Chairperson and all EB members put forward names of those that they felt would meet those requirements. All were asked to think about the decision and a selection would be made at the following Monday's regular EB weekly call.

Elections: Election timelines clarified and EB members commented on whether they would be running again or not. Some clarification sought as to why RVP and National Executive position elections were not separated to allow for a more experienced pool of candidates to move up to National Executive positions without risking losing their RVP position if unsuccessful.

Lobbying and Media Efforts: While attempts are being made to repair the CATCA/NAV relationship, we have to be ready if things go south again. CATCA is still working with our consulting group, a group that has proven to be invaluable over the last 18 months. In addition, lobbying efforts are continuing currently.

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Safety: For the first time we are hearing about single-stand time within ACCs as a regular occurrence. As NAV fixates on cost reduction as a priority over safety, it is becoming more and more evident that members need to be educated on the different types of reporting systems available, and how to use them. Safety is the prime function of our membership, and it is part of NAV's SMS. Reporting is a primary function of that and is key to holding those that deter from making safety a primary function of daily operations accountable when they don't.

Other Business:

OSI: Problems with OSI still being reported to us. Advice to members is to follow the rules, it is their job now if they want to keep getting paid. Document everything, get the required paperwork, and get the information from your doctor or have the doctor talk to OSI. Everything via email is beneficial to keeping track of everything and will help in the long run by showing that the person has tried to get information when it hasn't been able to be obtained.

Meeting adjourned at 1603 ET.