



## March 2022 Executive Board Meeting

### March 21-25, 2022

Present:	Nick von Schoenberg	Interim President
	Scott Loder	Executive Vice President
	James Legein	Interim RVP Pacific
	Jerry Brodt	RVP Prairie
	Benoit Vachon	RVP St-Laurent
	Gordon Howe	RVP Central
	Ian Thomson	RVP Atlantic

### March 21, 2022

Meeting called to order: 10:00 ET

Opening remarks from Nick von Schoenberg addressing goals over the next 5 days.

Meeting moved right to the first agenda item for approval of the June 2021 AGM Minutes.

#### Motion:

**BE IT RESOLVED THAT** the Executive Board has reviewed and accepts the June 2021 AGM Minutes:

Moved: Gordon Howe      Seconded: Benoit Vachon      In Favor: Unanimous

#### Convention

The Board proceeded to making selections from the list of nominees, who should be this year's recipients of the Volunteer Service Award for each Region. It was noted that due to the difficulties over the last 2 years, it is particularly hard to select just one person from each Region due to the tremendous and exemplary amount of work done by so many. It was discussed that recognition will be made during convention to address and recognize this work that helped the Union throughout the pandemic.

For the Award of Merit, Peter Duffey was suggested and agreed to by all Board Members. It had been brought to the Board's attention and issue where a previous Award of Merit winner,

Rich Smith, was not presented his award in 2019, but it had been agreed to with Mr. Smith that the award would be presented at the 2022 Convention. Mr. Smith will be invited to receive his award as well.

The Board performed an in-depth review of all the By-Law Amendments and Policy Resolutions, and formulated a position on each, as appropriate, to be presented to Convention. Considerable discussion occurred around the proposed Amendment regarding withdrawal from Unifor. It was determined that this proposal needed to be moved to a Policy Resolution instead of a By-Law Amendment. Convention Chair will speak to the Branch that submitted the proposal prior to Convention to make the change.

Policy resolutions to be discussed on the 23<sup>rd</sup>.

Meeting adjourned: 1645 ET

## **March 22, 2022**

Meeting called to order: 0903

### **Convention continued...**

Further discussions on By-Law Amendments and Policy Resolutions occurred until completed plus the addition of proposals from the Board. Other items discussed included ensuring the deceased members list was complete and accurate in order to honour these CATCA members appropriately, and that CATCA will be inviting Transport Minister Omar Alghabra to attend convention and address the attending members if able.

Topics for the first day Information Sessions were finalized it was determined which Board members will be presenting together.

### **Seniority for Recalled Trainees**

Issues have arisen in regards to the seniority dates assigned to trainees that have been recalled to training. CATCA has had preliminary discussions with NAV Canada about this, the Board has been discussing how to resolve these issues in the fairest manner. Consideration has to be given to when the trainees were recalled, the phase of training they were at when they were terminated, and when they were recalled. More discussions will occur with NAV to rectify this.

### **NAV Training Plan – April meeting**

RVPs to determine how many sectors/units are at staff within their region and how many are not. What are the numbers of controllers short per region? We know NAV's numbers are inaccurate, we need to fully inform NAV where their numbers are incorrect.

### **Technology**

Nick has received a few briefings on DAATS and Airspace etc. It is clear NAV is serious about proceeding forward with their initiatives. They are providing CATCA with information to show transparency. It was noted that NAV still has not addressed what they have done to this membership and all employees at NAV Canada. Until that is done, they will not get the support they want and need to move these projects ahead. Gordon Howe presented the Board with an update on some of the projects such as Digital Twin, Red Deer and Digital Software progress, Trajectory Based Operations and an update on the DSC Role Review and DSC staffing issues (DSC topic in conjunction with Scott Loder).

## **Staffing**

Seniority Bid Improvements - NAV has to do a better job of cleaning up their lists by getting offers out, they also need to put opportunities on the bids that they can release people to. RVPs not getting copied on offers or deferrals prior to sending to members. Not coordinating with the RVPs is the wrong approach to finalizing the current seniority bid process. The Board's position going forward is that 50% of all seats at each offered specialty or unit should be CATCA's. Once the list is exhausted, for ACCs, they can move forward with filling seats with ab-initios. CATCA's involvement with planning is paramount and will help NAV. More parameters need to be put on the process, such as timelines for each step to be completed.

NAV has employed the use of CATCA members to do other jobs that current CATCA members are supposed to be doing by negotiating with those members directly. There are processes in place already that NAV is not following and CATCA is pushing them to do so. The EB discussed the processes that should be followed in the future and will be discussing them with the Company further.

We have also been engaging NAV in discussions about short staffing due to the foreseeable issues that will arise this summer. Members need to be aware of, and properly communicated to, regarding staffing issues within their respective specialty/unit, what mitigations are being put in place to protect them and provide meal and relief breaks, and how that is going to be communicated to the users.

## **Fatigue Management**

3hr time in position on midnight shifts still a hot topic of debate. This initiative is in all means counterproductive to addressing fatigue for members. It was confirmed that this was not a stipulation from Transport Canada and completely of NAV Canada's own volition for introducing such a measure. Plan is to write a communications piece to TC to address this, and other, issues. Schedules are being produced as fatigue compliant, but within minutes after publication, they no longer are. The operation cannot survive if the changes after publication are not made.

## **LOU 2019-01 (2.25 OT rate for summer period)**

Nick &/or Scott to speak to NAV about if they want to continue this LOU for the summer 2022 period.

## **LOU 2019-04 (EOC TOIL Bank)**

Nick &/or Scott to speak to NAV to confirm that overtime worked during the 2022 leave year will still be able to be banked at the end of the leave year. Some discussions have occurred where NAV is considering removing some of the fences around this LOU to increase uptake from younger controllers. This may not happen and we are not hopeful they will change those fence posts.

### **Controllers Skill – Qualifications during COVID Traffic**

During the pandemic, and the reduced traffic volumes, CATCA discussed the issue of possible skills degradation because of the reduced workloads. It was suggested that NAV consider providing “rust remover” training. NAV agreed that this would be done, but nothing has occurred as of yet. There have been instances where controllers qualified during this reduced traffic period who have since taken stress leave due to their inability to cope with the increase in traffic volumes as they approach or exceed 2019 volumes. Discussions about putting them back in training with NAV will occur.

### **Terminal Closures**

NAV made a failed attempt to close 3 terminal units within the YWG ACC. YQT in particular was a disaster due to the fact that their traffic didn't really decrease because of the pandemic. RVP Jerry Brodt successfully fought to keep these units open and it was determined that this attempt was not about a reduction in staff, but a reduction in maintenance. One item that was overlooked by the Company during this attempt is that you cannot apply terminal standards without a terminal endorsement. This would have been more restrictive on the customers.

### **Professional Standards Program**

NAV has approached CATCA to restart looking into this program. This is a very valuable program that could benefit both NAV and CATCA. It will be made clear to NAV that CATCA will not participate in or be part of implementing such a program unless it is implemented in its entirety. The program will not work otherwise.

### **GA Airports and the Intentional Starvation of Human Resources**

It is concerning to CATCA that NAV Canada's strategy/approach to handling staffing issues at GA Airports is to reduce the amount of service available, and running slot time programs for flying schools to name a few. YYC flying club has asked for a meeting because of issues with restrictions to their flight training times. It is NAV's responsibility to provide the appropriate services. This can tie into ATCP levels, which are currently frozen, but would be a completely different conversation if they weren't. Other businesses need to write TC and the Minister to inform them on how NAV Canada is impacting their business by not providing appropriate service.

### **TPP Return to YWG Tower**

This program was used for approximately 1.5yrs and then it was stopped. Prairie RVP wrote letter to NAV cancelling the program as those from YWG would prefer to go back to YWG if unsuccessful in other units. NAV tried to use the program again but didn't realize it was cancelled and are now asking for it back. They will bring a proposal, but the EB feels it is a bargaining issue and we will deal with it there. There is no proof that the intent of this program

works. Motivation to try to qualify when sent to a unit that you are forced to move to, and it circumvents the seniority bid program. Prairie group would like to bring the program back.

### **Flexible Work Arrangements**

NAV is putting out job postings indicating that the work will be under flexible work arrangements. We currently do not have any agreement in writing with parameters on how this will work and what members' rights are under this type of work arrangement.

### **Care & Nurturing Issues**

We do have some members that are willing to reduce the time period of their requests, or split their request over 2 separate periods. The EB's position on this in that the Articles of the Collective Agreement must be respected.

### **YWG ACC Environmental Study**

Previously know as "Workplace Study". Issues have arisen within certain specialties in the YWG ACC and there is currently a study to determine what is the underlying cause. Mr. Brodt will be called to speak as a witness (not as RVP). Similar issues are developing in other regions.

### **International Meetings**

RVP Jerry Brodt has been invited to speak at the IFALDA conference in Toronto from May 10-12, 2022. This is an opportunity to increase our presence with others in the aviation industry. Jerry will provide a report back to the Board after this has taken place. With business travel on the rise and restrictions much less than the last 2yrs, CATCA will be attending more international meetings and the group will determine, in advance, who will be the right people to attend any of the upcoming events.

Meeting adjourned: 1644 ET

### **March 23, 2022**

Meeting called to order: 0900 ET

### **Policy Book Resolutions (More Convention Items continued)**

Further discussions occurred regarding Policy Resolutions and noted that the majority of Section 11 had to be reaffirmed at this convention. Each Article of Section 11 was discussed in detail and suggestions made to the wording of some, and some deletions suggested. Discussions interrupted for Legal/Labour Relations update.

### **Legal/Labour Relations**

Sumeeta Narula has been CATCA's representative on the Pay Equity initiative and provided the EB with a briefing on the current status of the discussions. This is a Federal mandatory mandate that NAV must be part of, and each Union must have a representative. Little has been accomplished to date.

Debbie Cooper and Karty Singh provided an update on the progress of all current grievances. Many are member related but some National items that were discussed were Overtime and CLC hours. NAV is overreaching on this as their interpretation that they can schedule maximum overtime is overreaching. OT is supposed to be kept to a minimum. Work of the bargaining unit is being pushed further for items such as Determined Runway and Pre-taxi clearances. National Leave Policy still waiting on next arbitration date. Tower ATC-P drop will be pursued aggressively, it is felt that NAV's position is weak on this one. They are going against the agreement they signed.

Remainder of the time was spent on the Board's position, suggestions and planned submissions of Policy Resolution.

### **Collective Bargaining**

Board discussed the upcoming negotiations that will start in December 2022. Board will need to go through the processes and timelines associated with bargaining as well as when certain communications need to go out such as the Call for Bargaining Committee members, when we will serve notice to NAV Canada and that a Maintenance of Activities Agreement (MOAA) needs to be drafted for the start of bargaining.

Meeting adjourned at 1615 ET

### **March 24, 2022**

Meeting called to order at 0901 ET

### **RFI From Employer**

National Family Portrait – RVPs should get a copy on a quarterly basis. Most RVPs do not get them but Jerry and Ian get them monthly. RVPs should be copied on internal comms when these are sent out.

Re-hire contracts and Letter of Offers for Seniority Bids – RVPs should be consulted on all offers, and deferrals in the case of seniority bids, prior to them being given to the employee.

### **Jerry Dias Investigation**

CATCA had made the inquiry to NAV Canada regarding the information recently in the news as to what impact this has on CATCA. We were advised that there is no impact or implication on CATCA but not much more information was available outside what was in the media at the moment. Board agreed that this has to be addressed in our next bulletin.

### **Portfolio Updates**

Staffing/Training – New OASR numbers officially show we are short everywhere now. We have been told that we will receive NAV's training plan (that has been requested for months) in April.



DSC Review – Not much new on this front. More communication with the DSCs needs to occur and Gord and Scott will work on that. Members want more information.

### **FSAG**

NAV has a plan with phases and timelines, but doubtful they will be able to meet the timelines. Big issue is that schedules are built with the rules in place, but within minutes of being published, they are no longer compliant due to changes made to make the operation work.

### **Sick Leave/MOS**

OSI group is still problematic and, in some ways, worse. Contributing factor is a high turnover rate of OSI caseworkers. Members still having issues getting their medicals back. A new company may be needed.

It appears that Central Region does not have a RAMO. No response from that office. Some members healthy and ready to return to work but cannot get approval from RAMO's office. Nick and Scott will address with NAV at next LR/HR meeting.

### **Seniority Bid**

After discussions with NAV, RVPs should start receiving offers for departing and arriving bids. Discussions will occur regarding the 50% and 100% seat requirements to have a better understanding moving forward.

### **NAV Canada's Strategic Priorities**

General consensus is that NAV is telling us exactly where they are and where they want to go, they've just disguised the information well. Main topics are TBO; Airspace Modernization; and Digital Facilities. RVP Gord Howe ran through some of the topics, or five steps, that refer to these initiatives such as:

- Strengthening the Foundation
- Partner for Success
- Transform for Customer Value
- Unlock Culture
- Optimize for Efficiency

### **Familiarization Flights**

NAV and CATCA to form a working group – Jerry and James will be CATCA's reps. Nick and Scott to discuss with NAV.

**IN CAMERA SESSION STARTED AT 1330 ET**

**IN CAMERA SESSION ENDED AT 1400 ET**

### **Other Business and Week Wrap-up**

#### **Minutes for January and February 2022 EB Meetings**

Minutes presented to the Board and accepted without changes.

## **Convention Follow-up**

More discussions occurred regarding logistics of Convention 2022 including speeches that need to be made, who will present awards and confirming timelines of some events.

## **Process for Project Work**

NAV would like us to sign off on an agreement to allow members to continue working on current projects that still need to be finalized. NAV will have to agree how processes for employing members to such projects will work in the future.

## **Summer Deal**

Discussed options, if there will be any, on how we can help NAV and our members this coming summer. Will only help if NAV starts doing things differently instead of 'promising' they will do things differently.

Meeting adjourned at 1545 ET

## **March 25, 2022**

Meeting called to order at 0831 ET

Meeting started off with a briefing about the discussions Nick and Scott had with Amanda and Sheri the previous day, and about arranging a National UMC. They can bring who they want, we just need to advise who we would like to have at the meeting from NAV's side to ensure it is a productive meeting.

## **Summer Staffing continued.....**

In order to assist NAV with help for the summer, CATCA needs to see movement on issues that actually matter. We will present our list of required items and a list of what they need/want. It was noted that we most likely won't be able to help them with certain items due to the issues that they have created, but as responsible representatives we will try.

Other discussions for the day centered around Time in Position and what CATCA is pushing for: 2hrs max then 30min break. Need for NAV to define traffic levels. What does light traffic mean?

LOU 2019-01 – NAV should implement this LOU again, otherwise they will create further issues due to the staffing issues across the country. So far they've indicated they will not do this.

Meeting adjourned at 1205 ET.