



April 2022 Executive Board Meeting

April 12-14, 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

April 12, 2022

Meeting called to order: 0901 ET

Opening remarks from Interim President Nick von Schoenberg.

Legal Update

Lewis Gottheil – Discussions began with information that Mr. Lewis Gottheil is interested in resuming work with CATCA. EVP Scott Loder had several discussions with Lewis to narrow down parameters of his return and presented those to the Board. The Board made the following motion:

BE IT RESOLVED THAT CATCA will re-hire Mr. Lewis Gottheil based on the terms as discussed with the Executive Board for Mr. Gottheil to become an employee of CATCA as Legal Counsel.

Moved: Scott Loder **Seconded:** Ian Thomson **Carried: Unanimous**

ATCP Grievance – NAV had indicated that 12 towers would come out of protection of their ATCP. In CATCA's view, this contravenes the LOU signed with CATCA protecting all ATCPs until traffic meets and exceeds 2019 traffic levels. Lewis Gottheil will be given all details and we will move forward on this grievance.

Work of the Bargaining Unit – Runway determination and YBR FSS issue discussed again. Grievance will continue on this topic. No consultation with CATCA on projects like this and airlines getting angry with

what is happening when issues arise from FSS changing the runway that the aircraft has been cleared to are major factors. These initiatives are eroding CATCA work or more particularly, ATC work.

Issue Tracking - Needs to be reviewed on a regular basis. A few items were reviewed such as the ULP (open but sitting for now) and Policy Grievance (Seized) that may be able to be dropped with resolution to the National Leave Grievance and when a Scheduling Committee is formed. Ben will be the Board member for the Committee once formed. For the seized Policy Grievance, we need an answer, pros/cons and possible outcomes to this grievance were discussed. Also addressed in the conversation were: List of Positions; National Leave; NTMU; Shift Cycle Optimization; and grievances per Region.

Timelines – Discussions about CATCA’s priorities about what we currently have in the works and what is upcoming. Need to match the workload to our resources or vice versa.

TOIL Program

NAV informed CATCA that they will not proceed with LOU 2019-01 this summer. They were informed to expect a high number of TOIL requests as people have gotten used to time off and access to leave has been reduced. Process has to be defined on how each TOIL request will be handled and getting an answer to these requests in a reasonable amount of time. These ideas will be brought up with NAV at next LR/OPS weekly meeting. They have an opportunity to work with us on this. It must be recognized that TOIL is completely separate from Annual/Lieu leave.

Joint B&F with NAV on Licensing Requirements

NAV will write the communications and we will reference in our B&F. There is objection to the portion of their communication that refers to discipline. Wording has to be appropriate for CATCA before they release. Nick will share the piece with the Board for feedback.

Portfolio Updates

Fatigue – Communication from Nick reviewed and Board provided comments and suggested changes. Need to know when they plan to implement Phase 2. Getting changes to the 3 hour time in position on midnight shifts needs to be addressed and altered.

Technology – DSC review has slowed down significantly and NAV is re-thinking much of what they wanted to do. Approximately an 18-month delay to duty DSC shift changes at the moment. No uptake on DSC competitions or PRI positions is worrisome and training is one of the biggest issues. NAV wants to ramp up training and getting it ready and would like 2 re-hires right away to start developing. Positions will be re-posted after convention. Logging tool is not sufficient and they are looking into it. We will move forward with letting NAV re-hire the 2 retired DSCs to start getting the training programs/courses ready, subject to an agreement on a LOU to put fence posts around re-hires to help support getting DSC training up and running, and getting more DSCs in the system.

LTD – Not a lot of changes at the moment. Package being worked on to distribute to members. The issue with RAMOs and members not being able to get their licenses back when fit for duty is not able to be fixed at the moment, still looking into it.

FAM Flights – Jerry & James have made first contact to get this initiative going.

Competitions & Process – NAV has committed to working on it. What CATCA provides, they will probably agree to. NAV would like to add one of our members to the panel as a resource only, they wouldn't be able to sit on the panel.

YQF Digital Tower – Project has been cancelled. Question is, where are they going next. Recognized this does not do General Aviation well and may go into FSS units.

Meeting adjourned at 16:03 ET

April 13, 2022

Meeting called to order at 10:02 ET

CATCA Office Roof Repairs

Due to the leak earlier in the year, it has been decided that this work would be done this year. Work is arranged to begin late May.

OSH Committee Rep

Current Representative has announced his retirement and resignation from this position. Call for new representative will be put out to finish the balance of this term.

Trustees – Should they be non-delegates at Convention (Conflict of Finances?)

Is there a conflict of interest with the BoT attending as a delegate as well due to the dual role? The Board does not see a conflict of interest and does not feel the need to separate the roles.

Changes to MAQS

CATCA work is being taken away (AOS position) because of this.

- ICAO audits – other areas the AOS has never been involved, but they do help the unit prepare for them.

This work has always been a management function.

IFATCA

CATCA's participation in IFATCA and the benefit we get from being a member is a topic of discussion again. Decision should be left for the next full Board to decide. Consideration has to be given regarding J.F LePage's position as liaison with ICAO. This is a very important role and must be considered in the decision.

UMC Plan

Currently waiting on some answers and for agenda items. Meeting should be held somewhere other than Ottawa or Cornwall to ensure all are engaged with the talks. Looking at Montreal. Logistics of the meeting and items to discuss that CATCA would like to see movement/change on.

UOS/Supervisor Review

Notice was not provided to CATCA that they were conducting this review, but nothing new to report on this at the moment. The Board discussed some of the issues around this topic and what NAV is trying to accomplish here. There are towers out there that only have one UOS but requires 2, this needs to be addressed. It was noted that there is confusion of the job function involved in this review.

Convention Invitees & Adding people to YQB

More discussions amongst the Board as restrictions in Quebec City are changing again as to who should be invited or if any extra attendees should be added. One discussion centered around Dave Lewis and it was seen as a benefit that he be invited at his own expense.

In camera session begins at 1430 ET

In camera session ends at 1610 ET

Meeting adjourned at 1610 ET

April 14, 2022

Meeting called to order at 0903 ET

Convention Update

Unifor – Temperature of the membership at the moment is unknown, but the Jerry Dias situation is still being talked about and may influence people. Legal will need to review the terms of the CATCA/Unifor agreement and we have to prepare a Board position for Convention.

Hammond DFR – There is nothing to hide on this issue, it is public record. CATCA has to be mindful and not infringe on people's right to privacy. This case has helped us address the issue that there was no process in place at the time for member-to-member complaints. The results of the CIRB decision had us re-think the process and develop a new process to prevent us from getting in that position again. Will communicate to the membership.

Seminars (Info Sessions) – Final determination of topics and who will present in each room. Presenters will move and delegates & official observers will move from room to room. Presenters will be: Ian & Ben; Nick (James) & Jerry; Scott & Gord.

Protocol and Logistics - Attending members, especially first timers attending Convention should be made aware of some of the proper protocols such as attire for the Final Banquet in particular. During business sessions you can wear normal clothes, for final banquet, people usually wear suits.

Relief Breaks when Short-Staffed

The question is, what are our members entitled to? Consideration has to be given to the CLC requirements, the Jolliffe Meal & Relief break Arbitration decision, and local arrangements that are in place, which are different in each location. Some places have plans that work for them, but then NAV National interjects and changes the plans, plans that work to plans that aren't beneficial locally. We will provide NAV a written notice and get a response from them. In situations where members are being forced to work overtime, to ask for a letter indicating such. This is a topic for the National UMC in June.

Comms & Messaging

Discussions on what upcoming B&Fs should be sent by the Board. Topics discussed, and how and what to communicate included: TOIL rules; summer staffing and rules surrounding it; new Fatigue rules coming out; CEO Tour reminder; TC audit; licensing (if they tone down the info on discipline); not included for a B&F, but discussed how our relationship with external consultants has been working for us. Some information to include in these is that members need to know their rights, if uncertain, contact your RVP.

Other Business

Member in one unit has been transferred to another due to accepting a competition asking if it's possible to work days off in previous unit. After much discussion, the Board is against the ability to do this.

Late request to add an Official Observer to Convention was declined due to Policy Book requirements.

A couple of members have had issues with Coughlins recently. Must be looked into. They have had a lot of staffing turnover, but members still need the service.

Meeting adjourned at 1357 ET.