



Local 5454 – Section Locale 5454

Representing Canada's Air Traffic Controllers - La voix des contrôleurs aériens du Canada

**Spring - Board Meeting
Sheraton Wall Centre
Vancouver, BC**

March 3 - 4, 2008

Present:	Greg Myles	President
	Doug Best	Executive Vice President
	Rob Allan	Vice President Atlantic
	Pierre Gaumont	Vice President St-Laurent
	Eric Paraskevopoulos	Vice President Central
	Dennis Dick	Vice President Prairie
	Scott Shields	Vice President Pacific
By Invitation:	Abe Rosner	CAW National Staff Representative

Finance

Year to date financial statements were presented by Doug Best and a line by line explanation was done. Mr. Best answered any relevant questions pertaining to the financial statements. Mr. Best also requested that each Vice-president review their expenses to date and separate out CAATS-related travel and other expenses in order to track the expenses for CAATS appropriately.

It was also requested that each Vice-president analyze their phone charges to ensure they are utilizing the best and most cost effective phone plan available.

Committees

a) Occupational Health and Safety - National Policy Committee

Mr. Myles advised the Board that a new appointment must be made for the Occupational Health and Safety - National Policy Committee, Eamonn Flynn was our representative. It was decided that Mr. Best will send out a notice to all members advising them that we are now seeking an individual wishing to be considered for appointment to this committee and that the deadline for members to be considered for this committee will be March 24, 2008. The OSH has one face-face meeting per year, which the expenses are paid for by Nav Canada and any further requirements for this committee are done by conference call. Term for this position will expire December 31, 2009.

b) Young Controllers' Council

The first meeting of the Young Controllers' Council will be March 29-30, 2008 in Toronto. There are two coordinators for this committee, Dale Brochu and Sophie Noel. The YCC will be given dedicated space on our website. The intent for this committee will be one face-face meeting per year (aside from inaugural meeting) and one meeting in conjunction with Fall Board of Director's Meeting in September 2008. The Board will use this opportunity to consult with the committee on issues they feel are important to new controllers. Mr. Myles advised that one nominee, James Legein, VR ACC, had to withdraw from the committee for personal reasons.

Grievance Review

Abe Rosner reviewed all current grievances and updated the Board as to the status of each.

Communiqués process

Doug Best requested that the Vice-President's review all emails sent to them for circulation to their members and advise National Office of any corrections required. There should be no circulation of the information for 24 a hour period – it is essential to use this period for review and correction purposes.

Fall Board meeting

The Fall Board Meeting will be - October 8, 9 – YHZ.

CATCA 2010

The Convention will be held April 14-16, 2010, at Sheraton on the Falls, Niagara Falls.

Contract Committee

Greg Myles advised that the earliest date CATCA can serve notice to bargain is - Dec. 2, 2008. The structure for the Contract Committee will remain the same as the previous Bargaining. Mr. Myles also suggested that a communiqué be issued describing what Contract Committee is and what is expected. A chief negotiator will be determined at a later date.

Other Business

- **Required Reading and Mandatory Briefings** – Mr. Myles advised that Transport Canada found 27 deficiencies in recent audits – people refusing to sign off on required reading and mandatory briefings. CATCA will soon get a letter from TC pointing this out to us as well. It is a licensing issue – requirement on Nav Canada, also requirement on each controller when handing over position or assuming position.
- **Seniority Bids** - the procedure for seniority bids was discussed and is an ongoing issue being addressed with Nav Canada.
- **Pension** – Greg Myles and Doug Best are involved in on going discussions with Nav Canada on many levels concerning the Nav Canada pension plan.
- **Task Force on ACC Statistics** – A conference call was held to discuss issues of concern with this committee. Dennis Dick is unanimously assigned to oversee the Task Force
- **MOS** – Abe Rosner did a presentation to the Board on MOS, concerning start date and case law. Mr. Rosner answered questions from the Board.

Meeting adjourned at 1:00 pm

Greg Myles
President

Doug Best
Executive Vice President

NATIONAL EXECUTIVE REPORTS

Spring – 2008

Presidents Report – Submitted by Greg Myles

Report to the spring 2008 board meeting - Covers the period October 07- March 08

While change and innovation will always be with us a certain amount of stability has now replaced the upheaval of changes to our administration that necessarily took place last July. We have been able to put all the necessary administration issues in place and are now expending the bulk of our efforts on representation issues and strategies.

Since October we have had to deal with a few new issues and the repetition of some issues that seem to continue to recur.

The overstaffed tower initiative that presented itself in October gave us a new opportunity in an area that few would have anticipated. The arrangement that we came to provided for a new form of compensation while ensuring that everyone was treated equitably. The fact that we were faced with an overstaffing issue at all awakened us to the reality that at least in the Airport world, we are looking at much more strategic staffing needs as opposed to shortages across the board that we have been used to.

We have had to deal with a number of serious discipline cases dealing with sick leave. These cases have been notable due to the circumstances surrounding them and the ability of the union to mitigate the impact on individual members. We were successful by being proactive on both the local and regional levels. Top caliber support by our branch chairpersons enables our RVPs to get the job done in these very trying circumstances. The abilities of our local people are key to this work and underscores our need to continue training these people and their successors

I continue to work on our pension committee and the Benefits Board of Management. As I reported in my last letter to you I am committed to ensuring the ongoing viability of our defined benefit pension plan. The Nav Canada board of directors has identified the cost of our pension plan as a priority. We have been working for 2 years now to rationalize some of the technical details surround DB plans and their structure through the legislative and regulatory forums. I am keenly aware of these issues, as well as desires heard from segments of our membership, that are asking for reform and choice surrounding all benefits. To that end the cyclical review of all benefits plans is underway.

Since the last report we have established the Young Controllers Council that will hold it inaugural meeting in late October. I look forward to this group beginning work and providing insight to us on behalf of more than half our membership. Another key part of this group's work will be to encourage increased participation in local branch issues and the union as a whole. The union will continue its work and will increasingly receive its direction from this younger growing segment of the membership. We need these people involved.

Late January saw us convene in Toronto, in an LMPP style event with VPs, GMFIRs and LR representatives, to undertake training. We also received training and staffing plans from the GMs for each region.

Our Spring meeting in Vancouver will be highlighted by joint sessions with our counterparts from NATCA and promises to be an interesting opportunity to exchange news and ideas as we forge a stronger relationship with our brothers and sister to the south.

We will be launching a nation wide training program early in the fall that will see topical materials presented to local representatives in an ongoing effort to maintain our standard of performance.

I would like to thank all members of our team for their dedication and support on behalf of all members of the union. The unselfish work ethic demonstrated by the office staff RVPs and EVP are commendable as each sets an example for all of us.

Executive Vice President Report – Submitted by Doug Best

Since October many new and exciting things have been happening.

Our financial position continues to be strong. The goals set out in the 2007-08 budget continue to be met and to date nothing out of the ordinary has been encountered. I would like to welcome aboard two new members to the Board of Trustees, Terry Ross (YQM ACC) and Jeff Dawson (YVR ACC) to the team. They will join Scott Roger (YWG ACC), who will stay on for another term. I wish to thank outgoing members Sophie Noel (ATS HQ) and Jim Merzetti (YQM ACC) for their time and efforts.

The day to day operations at the National office continue to move along as normal. Our staff continues to do a good job and are a great asset. Thanks ladies! I would like to thank the Central region for stepping up and taking on the responsibility of hosting our 2010 convention which will be held in Niagara Falls from April 14-16, 2010. The Convention Director for the committee is Chris Kenny from Toronto ACC. Chris and his volunteers are working hard at making this an outstanding convention, as all have done in the past. It took several months to conclude the selection of facilities but with the hard work of Anita and the committee we were successful in choosing a location that fits our needs.

At our last Board meeting the Young Controllers Council was formed. This initiative will not only assist us in understanding the needs of our new demographic, it will also help to encourage many new members to get involved. I look forward to the first meeting which will be held at the end of March.

I attended my first IFATCA conference in late October. My experience as a delegate to this conference was mixed as our current and on going working conditions differ tremendously with most other countries.

Several months ago I was tasked with joining the Oversight/Vehicle Committee and being the representative for CATCA on the NCJC Allowances Committee. The roll out of the Overflight portion continues with a national rollout expected by May 1st. The vehicle portion of the committee continues. The NCJC cyclical travel review also continues. The group is comprised of several people from the company and representatives from 4 unions. To date several issues have been resolved. We hope to conclude sometime in late March. Up next will be the Commuting Assistance review.

Since being elected one of my goals was to not only improve communication but to also enhance our web page. After months of investigation and prep work it was decided we would scrap the old page due to inefficiencies and start fresh. Over the next several months we will be putting together the framework of a new web page that will allow easy access and provide CATCA members with current information.

In early December I had the pleasure of attending my first CAW Council meeting in Toronto. It was similar to one of our conventions with about 1000 delegates from across the country in attendance. The meetings and discussions were very informative and interesting. The Magna deal was the highlight and debates were fierce but when it was over everyone left the meetings on the same page.

Some upcoming events over the next few months include; ongoing Transport Canada Bargaining, Classification reviews, Nav Canada Bargaining, NCJC Commuting Assistance Review and Training seminars set out for early fall as well as the day to day operations at our national office.

Thank you to the membership for your continued commitment and support.

Vice-President Reports Spring - 2008

Vice-President Central – Submitted by Eric Paraskevopoulos

Ladies and gentlemen, I am pleased to present my second report on behalf of the members of the Central Region. My first 9 months on the job have been very rewarding and satisfying in representing the Central members.

Grievances

I am very pleased to announce that at present there are no grievances at all in our Region. The majority of the issues that come to light in this Region are still being solved at the local level. The overall Union/Company relationship from a problem-solving standpoint continues to be very good. The overall model for solving problems with Nav Canada's Labor Relations advisor and the managers within the Central Region continues to work well. Nav Canada has announced the elimination of the Manager responsible for Towers in Ontario. The person now responsible for decision making will ultimately lie with John Urban.

Sudbury Tower

Transport Canada gave approval to Nav Canada that allowed for the closure of the ATC facility in Sudbury Ontario. The closure date is effective on June 5, 2008. We have finalized the placement of 5 members from Sudbury to places. We are exploring suitable options for 4 others which I hope to have finalized by April 18, 2008.

Regional Issues

Most issues continue to be dealt with locally. The most troubling issue has been the placement to suitable locations for Sudbury Tower controllers.

CAATS is scheduled for Toronto ACC in the first quarter of 2008.

We dealt with a company sponsored overstuffed tower initiative where they bought out employee's who were considering retirement for 35,000. We had 2 voluntary deployments from Hamilton Tower to the Pacific Region

Convention details have been finalized. We will be in Niagara Falls at the Sheraton in 2010.

Classification was an issue that had to be dealt with as we discovered that the counts in many of the ACC units were being done with different equipment and methodologies.

Finally

At this time, I would like to thank and acknowledge the local CATCA reps for their continuous fine work on behalf of our members. The CATCA reps are your first line of defense. Remember the reps are volunteers and are donating their time for you and the Union. Support them as they support you. Please keep them advised of your issues.

CATCA Technical Committee Report – Submitted by Stephen Molloy

MEMBERSHIP

Stephen Molloy
DSC, Winnipeg ACC

Cliff Durrwachter,
Team Supervisor, Toronto ACC

Chris Kempffer
Operational Systems Requirements Specialist, TSC

Bill Smith
Controller, Dorval Tower

Serge Arsenault
Controller, Edmonton ACC

Dennis Dick
Regional Vice President, Prairie

ACTIVITIES OF THE COMMITTEE

It has been some time since the CTC was able to undertake a JTC meeting, owing to both scheduling of personnel on both sides of the committee (NC managers and CTC members). The other complicating factors have been the fact that the Director OSR position has been either vacant or filled by managers in an acting role. The Director at this time spends generally one day per week at the TSC fulfilling the role, which makes it difficult to be flexible on the scheduling of meetings.

All this having been said, a greater emphasis on maintaining a regularly scheduled dialog is important. We will be bringing to the attention of the committee (both management and CTC members) the need to plan around regular conference calls, and hopefully a schedule of calls for the next year can be laid out at the end of the JTC conference being held in Ottawa on June 4 and 5.

The development of agendas needs to be done on a timelier basis, to give both management and CTC members a chance to develop discussion points to more effectively tackle issues.

In conjunction with the above, it is important that our agenda items become limited to pertinent issues so that we can be confident that the conference calls can be of a reasonable length. If calls can be limited to a duration of an hour, then participation by more members can be expected as they can schedule around the event. That is not to say that the conference calls will not be extended when more discussion is required.

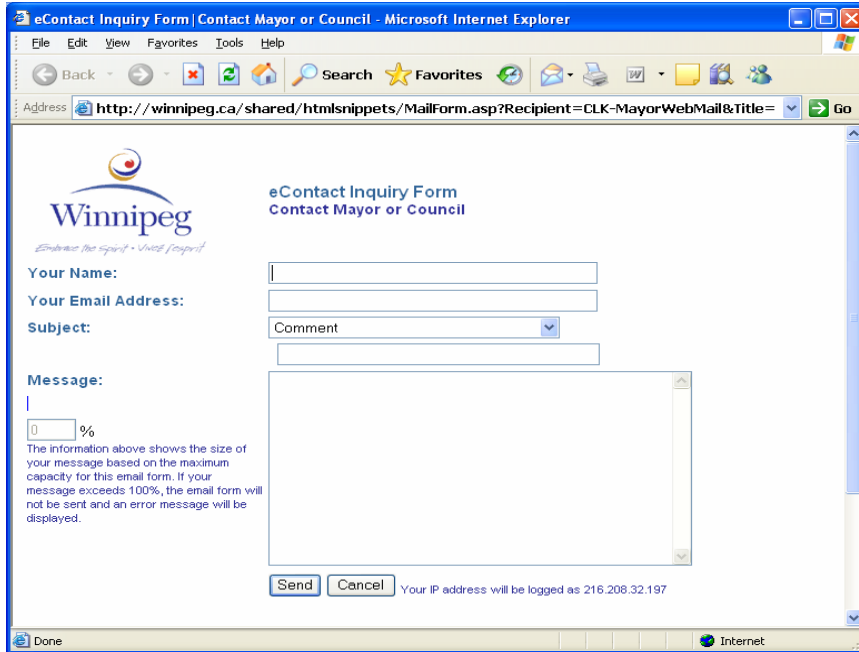
The addition of the Bill Crawley as Manager, Systems Integration to the staff at the TSC will indeed create another focal point for the work of the JTC. Having had many discussions with this individual, the Chairman is confident that he will be able to supplement, but not replace, the role of the Director when Mr. Lachance is otherwise engaged in his role as Assistant VP. It is the Chairman's opinion that Bill fully supports the work of the committee, but acknowledges the importance of the various reporting systems in place (UCR/MR, OCR, etc). It is important that when operational issues are brought to the attention of the CTC, we should be diligent to research the problem to determine whether it has been raised in another venue. This will assist us in focusing our discussions on relevant issues, rather than problems that have already been addressed.

When we have met, the JTC has had effective discussions on a number of issues. The primary focus has been on CAATS, EXCDS, ASDE and ADS-B. We have consistently argued that the products that are delivered to the sites for use need to be fully tested and verified in a way that raises the level of confidence among air traffic controllers with said products. The company still has work to do, but it is our belief that quality of products is getting better. The use of the Sim Center for testing and certification has in general been beneficial, but that more testing should be done at that facility. During our meeting on June 4 and 5, we will put forth a request for CTC members to become active members in development and testing where feasible. We look forward to demonstrating to the company our willingness to work together to achieve solutions that provide our membership with effective tools with which to do their job.

COMMUNICATION WITH MEMBERSHIP

To be frank, there is limited knowledge among the membership of our committee and our role. I believe that it has led to a fairly limited scope of issues being discussed during conference calls. The CTC is committed to becoming more accessible to the membership, and I believe that the incorporation of an area on the CATCA website is an important first step. In conjunction with the CATCA I.T.specialist, we would propose a web-based form fill application that would allow members to provide feedback that would be applicable to the committee.

Below is an example that was found on a city of Winnipeg website:



The send function would route messages directly to the Chairman's email address, at which point it could be disseminated to other (or all) members of the committee for discussion and action. If the agendas can be developed sooner, then posting them on the website would give the membership an idea of the current issues facing the committee and the union as a whole.

GOING FORWARD

The addition of a tower controller to our ranks will pay dividends for us as far as gaining a greater awareness of the nuances of their job and their interaction with technological systems. Having a member that is at a pre-CAATS site will allow us to continue the focus on ensuring the implementation of CAATS will be done with safety at the fore. It is our hope that we can make the knowledge of our role more widespread throughout the membership, because we believe that as the membership's demographic changes, so too does their level of technological know-how. Members can and will be a great source for new ideas that will make the job of controlling airplanes more effective and efficient.

Board of Trustee's Report – Spring 2008

The Board of Trustees met on March 25 & 26, 2008. Present at the meeting were Terry Ross - Moncton ACC, Jeff Dawson - Vancouver ACC, Scott Roger - Winnipeg ACC, and Doug Best – Executive Vice-President.

This was the first meeting of the Board of the Trustees in the new term that commenced on January 1, 2008. Terry Ross and Jeff Dawson are newly appointed board members while Scott Roger is a returning member.

At this meeting, the Board of Trustees reviewed the following:

- The Board of Trustees' terms of reference and responsibilities,
- Section IV, Finances, of the National Policy Manual including Per Diem,
- The latest statement of revenue and expenses as of January 31, 2008,
- The budget for the current fiscal year 2007-2008
- The expense claim procedures including Vice-President monthly expense claims.

The Board of Trustees also met with the auditor, Madeleine Lemire. The purpose of this meeting was for the auditor to discuss and explain:

- The audit process in general
- New accounting standards that have been recently approved by the Canadian Institute of Chartered Accountants and how these new standards will impact on the Association in this fiscal year.

Recommendations to the Board of Directors:

1. As a result of the new accounting standards, the Board of Trustees recommends that financial assets of the union be classified as “Available-For-Sale Financial Assets” so that results show in net assets in a separate line called Comprehensive Income. This will provide for overall clarity of the annual Auditor's Report and Financial Statements.
2. The Board of Trustees also recommends that the Board of Directors appoint Scott Roger as Chairman of the Board of Trustees.

The next physical meeting of the Board of Trustees will take place in conjunction with the Fall Board of Directors meeting. Adhoc conference calls will take place as required before then.