



Local 5454 – Section Locale 5454

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

**Fall Board Meeting
Sheraton Center
Toronto, ON**

October 15-16, 2009

Present:	Greg Myles	President
	Doug Best	Executive Vice President
	Rob Allan	Vice President Atlantic
	Yves Langlois	Vice President St-Laurent
	Peter Duffey	Vice President Central
	Bryan Healy	Vice President Prairie
	Scott Shields	Vice President Pacific
By invitation:	Abe Rosner	CAW National Staff Representative
	Chris Kenny	CATCA 2010 Convention Organizing Committee

Auditor Conference Call

Madeline Lemire presented the 2008/2009 audited statements report to the board. All questions were answered. In February 2004 the CATCA Board of Directors passed the following resolution "Following the receipt of the annual audited statements and in the event that a surplus exists from the previous fiscal year equal to 1/12th or more of the annual dues received by the union; a one (1) month dues holiday shall be declared. Such dues holidays will be normally planned for the month 60 days following receipt of the audited financial statements. Any further surplus shall be placed in the contingency reserve". Therefore a dues holiday shall be set for December 2009

Resolution No. 1

Be it resolved that as a result of this year's financial result a dues holiday be declared for December 2009.

Moved by: Doug Best

Seconded by: Rob Allan

Carried Unanimously

Resolution No. 2

Be it resolved that the Audited Financial Statements be accepted as presented.

Moved by: Doug Best

Seconded by: Rob Allan

Carried Unanimously

Financials Year to Date

Doug Best presented the first quarter financials of the organization and answered all questions.

CATCA Current Financial Position and Dues Structure

During the last meeting with the Board of Trustees Mr. Best discussed CATCA's current dues structure and provided them with a trend analysis and forecast for the next two fiscal years completed in the last quarter of the fiscal year. Mr. Best has recommended to the Board of Trustees, who have agreed that a temporary dues reduction from 1.75% to 1.50% be implemented commencing January 1st, 2010 and run until December 31st, 2011. Finances will be reviewed prior to that time and the level of dues will be reconfirmed. The Board was presented with the same information and agreed with the temporary measure as presented.

Resolution No. 3

Whereas the income of the local branch have reached a level that can support a reduction in dues and;

Whereas the local union finances are sufficient to offset any unforeseen circumstances;

Be it resolved that dues be reduced to 1.5 % effective January 1, 2010 until December 31, 2011.

Moved by: Doug Best

Seconded by: Scott Shields

Carried Unanimously

YZ Grievance Appeal

The meeting convened to a closed session to hear the appeal of the executive's decision not to proceed with a grievance filed on behalf of Mr. Mario Schiassi, Mr. Carl Beitz, Mr. Warren Patton, and Mr. Scott Keighan.

Following the presentation of the members to the board, the members were excused and a discussion followed. The process is ongoing.

Grievance Review

Abe Rosner presented a summary of the current grievances at the National level and answered all questions.

Privacy Policy

As a result of several concerns regarding member's information and privacy Mr. Rosner was tasked with researching information pertaining to privacy. As a result of the information garnered by Mr. Rosner he has recommended the following resolution that will protect CATCA against any recourse as follows:

Resolution No. 4

Be it resolved that elected board officials will provide email, telephone, and address information as needed for legitimate union purposes. All information will be kept confidential.

Moved by: Greg Myles

Seconded by: Doug Best

Carried Unanimously

Unauthorized Absences

Awareness about unauthorized absences needs to be created. Greg Myles will be clarifying the issue with Nav Canada and will update the board.

Status of Collective Agreement Initiatives

Scott Shields updated the board on his work regarding the Seniority Bids frequently asked questions. This project is ongoing.

Rob Allan is in the process of collaborating with Nav Canada to produce a Relocation frequently asked questions document to provide to members. A lengthy discussion occurred regarding the content of this document and its purpose.

Yves Langlois has had several meetings regarding Women's Advocacy with Nav Canada and has several upcoming sessions. He will keep the board posted as new developments occur.

Peter Duffey is also in discussions with Nav Canada regarding the Job Sharing initiative. There seems to be confusion with members regarding the initiatives. Peter suggests that more awareness regarding the program needs to be provided. He will keep the board posted with new developments.

Bryan Healy updated the Board on the Child Care initiative. He reported that trials will be held in Vancouver and Winnipeg. He will be meeting with current participants of the pilot project in coming weeks, and will keep the board abreast of his findings.

Doug Best was the lead on the Weekend Worker trial, and the Optimization of Weekends Off. Those tasks are complete and have current trials in place and are being monitored. Meetings will be set up with Nav Canada in the future ensure the success of these projects.

CATCA 2010

Presentation by Chris Kenny of CATCA 2010 Report, a discussion resulted about upcoming deadlines and procedures. The agenda was approved by the Board.

Award of Merit

Greg Myles spoke about the award, and its history. Peter Duffey and Bryan Healy presented this year's nominees. Mr. Peter Minchin was nominated by Ms Helia Brew, branch chair of the London Tower, for his long standing dedication and contribution to the union. The second nominee was Mr. Morley Freeman, nominated by Mr. Ken Carter branch chair of the Winnipeg Tower. Mr. Carter nominated Mr. Freeman for his volunteerism at the local branch level and as a member of the collective bargaining team. A secret ballot was then distributed.

Resolution No. 5

Be it resolved that the 2010 Award of Merit be presented to Mr. Peter Minchin.

Moved by: Peter Duffey

Seconded by: Greg Myles

Carried

Other business

Regional Training Seminars

The fall regional training seminars were discussed. It was decided that the format this year would consist of the meetings taking place in all of the cities where an Area Control Centre exists. The towers belonging to that region would join their respective Area Control Centre. This year's theme will be one of grass roots involvement and designed specifically for new Stewards. Attending the meetings will be the President, Executive Vice President, Regional Vice President, Abe Rosner and one visiting Regional Vice President all doing presentation to groups within their region this year.

Scholarships

At the Spring Board meeting in Victoria it was decided that CATCA would rename the current scholarships after two members recently deceased. It was the intention of the Board to make at least one of the scholarships available to Air Traffic Control Trainees. After further review and discussion it was decided that both scholarships should be made available to both Air Traffic Control Trainees and post secondary applicants if a fair process can be established. Mr. Best will report back to the Board after information is gathered for a final decision.

Classification

Scott Shields updated the Board on the counting exercise currently going on in the Area Control Centres across the country. There are currently trials going on in Vancouver and Winnipeg Area Control Centres. Dean McDonald and Steve Molloy were brought in to help with an EXCDS counting system throughout all Area Control Centres rather than CAATS. The remainder of Area Control Centres will be up and running by the end of November. Mr. Shields will keep the Board updated.

Overflights

Greg Myles updated the Board. He advised that MCA or EXCDS are installed in all but two locations. Nav Canada continues to audit and work out bugs. Once confirmed and the data collection is concluded the information will be sent to Deloitte.

Single Stand Towers

The discussion surrounding single stand towers has been brought to the forefront in the last year. It is not a new subject but it is one of great importance that is being monitored regularly by our Regional Vice Presidents.

Meeting adjourned October 16, 2009 at 4:00 pm.

Greg Myles
President

Doug Best
Executive Vice President

NATIONAL EXECUTIVE REPORTS – Fall 2009

Executive Vice - President
Submitted by Doug Best

Let me begin by welcoming our two new members to the Board, Yves Langlois Regional Vice President St. Laurent Region and Bryan Healy Region Vice President Prairie Region. Both gentlemen have brought a wealth of knowledge and background to the Board that will help aid the team for the upcoming years.

I would also like to take the opportunity to thank both out going Regional Vice Presidents, Pierre Gaumond and Dennis Dick. Thank you both for your dedication, hard work and friendship for the last two years.

How time flies. It has been five months since my last report and it feels like yesterday I wrote to you last.

The National Office staff continues to work towards the upcoming convention which will be held in Niagara Falls in April 2010. I have certainly noticed not only the anticipation but the increase in workload for the staff.

Mary Catharine Breadner from the National Office will be joining the YCC at the fall Board meeting this year. She has been a member of a Youth Development and Peace network, a council that is associated with the World Bank Group, since its inception several years ago. She will be leading a discussion which outlines the structure she works under and the trial and errors they have encountered along the way. As you all know the YCC started back in March of 2008.. Although the group continues to function there seems to be a lack of structure which is contributing to their effectiveness and efficiency. We knew when it was started there would be some growing pains and are attempting to rectify some pitfalls.

Chris Kenny, CATCA 2010 Convention Director, and several of the organizing committee members will be making a presentation to the Board which will include the companions program and the evening event schedule. Chris and his group to date have done a great job ensuring that CATCA 2010 will be enjoyable for all in attendance.

We have concluded the Isolated Post Guideline for NCJC. An online (#101/09) was sent out by NAV CANADA on August 4th outlining the changes that will be made to the guideline. We have started the Bilingual Bonus review process and will be having our first meeting on November 2nd outlining input from both sides. For an updated version of all NCJC documents please go to www.NCJC.ca.

As a follow up to my last report on our finances I have met with the Board of Trustees and Board of Directors and I have recommended that we reduce dues for at least two years. We would begin this on a temporary basis starting January 2010 and continue until December 2011. This will allow us time and further experience in setting dues at a level that will not put us in a shortfall position at the same time allowing us to continue business at the current level. The current cost of the reduction will be approximately five hundred thousand dollars per year. This will be offset by two factors: (1) our current reserves are at 100%, and (2) a current account surplus of over one million dollars. Both of these condition will mitigate the possible shortages which may occur due to the temporary reduction measure.

There will be a dues holiday in December as our net result was greater than one twelfth of our dues income for the year.

Over the past year we have had many elections within the union and have encountered some issues. The issues vary and are all troublesome therefore the Elections Committee has been tasked with coming up with solutions to the issues. At first glance some seemed easy to amend but after further review a minor overhaul is underway to correct some issues. The solutions to the problems will be brought forth at convention.

We have encountered some OSH issues over the past year, the biggest of which is training at the local level. The percentage of OSH committee members trained as of August was forty eight percent. This level was unacceptable, so I have been working closely with our representative J.F. Lecours to persuade NAV CANADA to run more training courses. They have agreed to run more courses, and we are encouraging everyone to take advantage of this opportunity. If you have not received information about training please ask the management representative who sits on your local committee for course information. It is not a nice thing to have, it is a requirement!

Thanks again to the membership for your continued commitment and support.

Doug Best

VICE-PRESIDENT REPORTS – FALL 2009

Vice – President, Central
Submitted by Peter Duffey

Wow what a whirlwind 8 months this has been. People always ask me “How do you like the new job?”. It’s great and I wouldn’t trade it for the world. It is however a lot more work than I ever imagined. The learning curve is steep. Issues like MOS, LTD, relocations, pensions, medical issues the list goes on and on. There are so many areas to learn and so much new information that has to be absorbed. I am extremely thankful to Greg Myles and Doug Best, as well as the rest of the RVP’s that make up our team, and Abe Rosner for the help and guidance they have provided me within the past 8 months. I also have to thank all the great staff in National Office, Anita, Miriam and M.C. They are always there to help our team when we need it.

I’ve visited every branch in the region at least twice and in most cases more. I’ve been to Goose Bay, where I will be the week of October 26th for collective bargaining. One thing I have to say, anyone who says this is a thankless job is incorrect. I am shown a lot of appreciation and people often say “thank you” when CATCA steps in and helps solve a problem. That’s probably the most rewarding part of this job, the people. I get the privilege of travelling around the region and meeting all our members.

Allow me to thank each and every member of my region for the outstanding job you perform every day. It is a great honour to represent the men and women of ATC in this region. I am always proud of our professionalism and our dedication to our careers. There aren’t many people that can do what we do, it takes skill, and we do it well.

Unit Updates

YQG Windsor hosted a very successful Red Bull Air Race in June of this year. By doing so, Windsor joined other host cities like Barcelona, Abu Dhabi, and Budapest. Windsor Tower did a great job making sure everything ran smoothly. Windsor also was the subject of an aeronautical review earlier this year. The findings were that the Tower provides an essential service and will remain open. The FAA provided crucial help by stressing the importance YQG plays in the operation of major airports in Detroit.

YXU London has implemented EXCDS at a time when their traffic numbers have grown at a large rate. Chinese students have filled the skies in London and the Tower is enjoying a large increase in yearly traffic stats. In 2008, that increase measured 71% and saw London move to the 10th busiest Tower in Canada.

YKF Problems continue in Waterloo with MCA and it’s poor implementation. It appears the software was thrust upon the unit with little to no lead time and the training was marginal at best. Environmental issues continue to be a problem at YKF with humidity, noise and fumes always being a concern.

YHM Hamilton has just undergone staffing cuts that now see times in the day where there is only one controller on duty. This is an increasing trend country wide and despite CATCA’s objections, NAV Canada believes risk assessment justifies single controller operations. Forcing controllers to work by themselves, and staff cuts in general, are the single biggest morale buster I have seen since taking this job.

YKZ No big issues at Buttonville. The controllers are enjoying their new tower that opened in 2007 and the rumours continue to swirl around Buttonville Airport's closure. YKZ is the next unit to have EXCDS installed in our region.

YTZ Toronto Island has recently been reclassified from an ATC1 to an ATC2 tower. They also received an increase in ATC premium. CYTZ is currently a booming airport. Porter continues to expand their operations and fleet size. One only needs to visit the Island and see the new terminal buildings that are being built to appreciate the rapid expansion taking place. CYTZ has also successfully installed EXCDS.

YOO An LOS study was underway to examine if reducing hours of service in the control tower in Oshawa would be an advantage to Nav Canada. A decision was expected very soon, however, the program that brought about these reviews (The ATS Review) has been put on hold until fall 2010. The tower will remain on it's current hours of operation for the foreseeable future.

YAM Another airport that was being studied by the ATS review was CYAM. In this case however, FSS was being studied for closure which may have led to the tower having increased hours of operations. Again, that review has been suspended until fall 2010 at the earliest.

YYZ ACC For the most part, things are running smoothly in the ACC and the next big issue will be leave consultation. A UMC took place on October 6th to discuss issues in the building. The minutes of that meeting will be published shortly. Because of the closure of the NOC in Ottawa, some of the duties are being reassigned to YYZ TMU. This will lead to a job classification review of the TMU positions.

YYZ Toronto Tower now has a new simulator onsite and trips to NCTI for training may soon be a thing of the past. Unfortunately, the simulator still has issues to work out and it may not be ready in time for the next course. Staffing continues to be an issue in YYZ and courses are constantly being run.

YYR For those of you who may not realise it, the Central Region RVP is responsible for two units in Goose Bay Labrador. The members of Goose Bay Tower and Radar Control Unit are employed by SERCO and represented by CATCA. The collective agreement in Goose Bay expires at the end of this year and the week of October 26 30th, I will be in The Goose to begin negotiations with SERCO. I am looking forward to helping negotiate a collective agreement that will be well received by the members in Goose!

Respectfully Submitted

Peter Duffey Central Region Vice President

Vice – President, Prairie
Submitted by Bryan Healy

It is my privilege, to present my first Vice President report to the Board of Directors of Catca, on behalf of the air traffic controllers in the Prairie Region.

I want to say thank you to the National Executive, the Regional Vice Presidents and the administrative staff at the National Office for their help and support as I begin my tenure as the Prairie Regional Vice President. For the past 3 months I have been relying heavily on these people to answer all sorts of questions for me and without exception they have supported me and have been generous with their insights and sharing their experiences with me. Thank you.

Before I began working in this position, I had met our CAW Staff Rep Abe Rosner on a couple of occasions. Having been able to work with him over the last 3 months I now know why people speak so highly of him. What I think really sets him apart from most is his willingness to take as much time as needed to ensure that you understand the strengths and weaknesses of whatever problem or issue you have presented to him. Thank you Abe.

Thank you to the many people who volunteer as shop stewards on their respective Branch Councils or on the Branch Executives. In the not too distance future, many of these men and women will become the leaders of this Union.

Region Report

Discipline

Since July 1, reported instances of serious discipline either handed out or being brought to the attention of the RVP level in the region are relatively low; though any report that serious discipline is being considered is always a major concern.

Union/Management Relations

Generally speaking, the membership in all the Towers and both ACC's are reporting positive and constructive relationships with local unit management in their respective units. As I have discovered travelling the region and speaking with the membership, Nav Canada has spent roughly the past 2 to 5 years replacing site managers and GMFIR's throughout the region and the replacements have been generally well received in each unit. In many instances I was told that the difference between the new manager and the predecessor was "like the difference between night and day".

Prairie Tower Report

All the Tower Branch Executive members have been very cooperative with me and respond promptly to emails and telephone messages. Thank you.

As individual member issues arise from time to time the Tower Executive members in the Prairie Region do an excellent job of keeping me informed of the issues that arise and just as important, do so on a timely basis.

Most of the members that I spoke to in the Towers reported that they worked enough overtime through the summer.

To acquire a sense of some of the issues that the Towers are reporting here is a random sampling of Tower issues that have been brought to my attention since July 1:

- Springbank Tower: Certain aspects of classification (historical) and the removal of Class C airspace that normally belongs to YYC Terminal.
- Edmonton City Centre: Possible closure of the airport and the effect it will have on the members there.
- Yellowknife Tower: Constantly seeking improvements to the terms and conditions of the Isolated Post Allowance (IPA).
- Fort McMurray Tower: Persistent problems with finding affordable housing. Renting is haphazard at best; the housing market in Fort McMurray is such that rental agreements are broken on a whim with virtually no notice period.
- A few members (spread throughout the region) who have been successful on seniority bids are frustrated by the delays in getting them to their new prospective units.

Prairie ACC Report

I am pleased with the treatment I have received from the Branch Executives in both the YWG and YEG ACC's. They both have given me their full cooperation. The Executive in the YEG ACC have picked up where I left off and have done an excellent job keeping me informed and up to date in what is transpiring in the YEG ACC. The YWG ACC Branch Executive have also extended their full cooperation in helping me get up to speed with issues that arise in YWG and also have given me full access to their insights into what has gone on in the past in that unit. Thank you to the members of both these Executives.

A random sampling of some of the ACC issues that have been brought to my attention since July 1.

- This past summer Care and Nurturing was an issue in both ACC's, limited to specific specialties that were short staffed. It was discovered that in both ACC's, Nav Canada managers knowingly engaged individual members in discussions about modifying the terms and conditions of their care and nurturing requests. In both ACC's these discussions were initially held without the knowledge and approval of the responsible people within CATCA. The Union placed a complaint with Nav Canada about this practice and Nav Canada agreed to cease and desist from conducting these types of discussions. In the Union's view those types of discussions (without our knowledge) violated our collective right as the exclusive bargaining agent for all employees in the bargaining unit.
- Problems with TOIL, in particular the approval process in both the ACC's. Members in both ACC's are reporting TOIL requests that are denied without it would seem in many instances, "a genuine search for alternatives" being conducted by Nav Canada. Neither ACC reports a published TOIL process that management in either unit has communicated to the staff, though both ACC Executives have requested that something be "written down" so that members have a "process" that they know and can follow.
- Members in both ACC's continue to report concerns about CAATS hardware/software functionality, stability etc. YEG is currently preparing for ORD in November minus the participation of the North High, North Low and Shield specialties.

Conclusion

I have been asked many times "how do you feel about your new job"? My response is "for the first couple of months I didn't feel anything, I was too busy". Now I that I have become much more accustomed to the

ebb and flow of the job I have noticed that I actually can find time to enjoy the work and the challenges. I am looking forward to meeting the challenges of the next 3 years and want to again thank the membership of the Prairie Region for giving me this opportunity to serve them.

Respectfully submitted,

Bryan Healy