



**Fall Board Meeting**  
**CATCA National Office, Ottawa, ON**  
**October 6<sup>th</sup> and 7<sup>th</sup>, 2014**

<b>Present:</b>	<b>Peter Duffey</b>	<b>President</b>
	<b>Doug Best</b>	<b>Executive Vice President</b>
	<b>Gary Roach</b>	<b>Vice President Atlantic</b>
	<b>Eric Vezina</b>	<b>Vice President St-Laurent</b>
	<b>Dave Doerksen</b>	<b>Vice President Central</b>
	<b>James Krause</b>	<b>Vice President Prairie</b>
	<b>Scott Shields</b>	<b>Vice President Pacific</b>
<b>Invited Guests</b>	<b>Ron Smith</b>	<b>Unifor Director of Transportation</b>

*The President called the board meeting to order at 9:00 am.*

### **Air Cadets Scholarship**

Mr. Duffey advises the Board of his recent meetings with The Air Cadet League of Canada personnel. Each year, top cadets selected from across the country attend an advanced aviation training course at Canadore College in North Bay Ontario. Part of the curriculum for the course is an introduction to ATC. After further discussion it was decided to provide a \$1000 scholarship to the cadet who graduates at the top of the class from the ATC portion of the advanced aviation program. The cadet must then go on to apply for, and successfully be accepted into an ATC training program with NAV Canada, or SERCO Goose Bay. If the cadet is successful in their application to become an Air Traffic Controller, the \$1000 scholarship will be used to offset the tuition fees charged.

**Resolution No. 1** Be it resolved that a \$1000 scholarship be offered on an annual basis to the top graduate of The Air Cadet League of Canada ATC course at Canadore College to be used to offset tuition costs into an approved air traffic control course that would lead to employment as an Air Traffic Controller within the Canadian Air Traffic Control Association.

**Moved by: Peter Duffey**

**Seconded by: Doug Best**

### **CARRIED UNANIMOUSLY**

CATCA is proud to support the cadet program and we are also proud to offer this scholarship as an incentive for young men and women to join our profession.

## **Permanent Positions and Staffing Requirements**

Mr. Krause talks about WG IPS temporary position 3 year that was offered for competition. Nobody applied and now they want to hire terms for 18 months. The Board has discussed this issue several times over the past several years. Adherence to the collective agreement will be sought after in this case. The Board further discussed permanent vs. term positions. A list of all term and acting positions that was requested for in the past will be asked for again. It was also noted there may be a similar issue in Dorval Tower.

## **Retiree Dental Program**

Mr. Doerksen and Mr. Best give an update. They will keep the Board updated when Sun Life and Coughlin reply with the requested information.

## **FAM Flights**

Mr. Duffey updates the Board on recent happenings and advises there will be a meeting to discuss the current issues on November 12<sup>th</sup>.

## **Partial Qualifications**

Mr. Duffey discusses the current status of partial qualifications. The Board discussed the National Policy of the association as well as possible violations of the collective agreement. Mr. Duffey will write a letter to NAV Canada and will advise the Board of the response.

## **Training letter and Update**

Mr. Shields explains to the Board that a training letter is being distributed to members undergoing retraining. The Board agrees that it is distasteful and very heavy handed. Scott was able to have one retracted in his region after consultation with the GMIFR. Mr. Duffey will speak with Maggie Martin and ask for this generic letter to be removed for all.

## **Unifor Regional Council**

Mr. Best and Mr. Duffey discussed the usefulness of the regional Unifor meetings for our RVPs and conclude they are not mandatory.

## **Best 6 to 5**

Mr. Duffey explains his discussions with NAV Canada regarding the best 6 to 5 rules surrounding pensions. There are calculation issues involving several members of the association that have recently retired. Peter advises the Board that discussions are ongoing and will update the Board and the membership when the situation is resolved.

## **Changing Leave to TOIL**

It has been reported to a couple of RVPs that vacation or lieu leave is being converted to TOIL after the fact. It was reiterated that this is a violation of the National TOIL Guidelines. The Board will monitor and if further situations arise it will be brought to the National level.

## **2015 Seniority Bid/Consultation/Deferrals/OASR and Staffing Numbers**

The Board discussed the OASR and staffing numbers issues in depth. Complaints are escalating and it appears there is no end in sight. Mr. Duffey encourages the RVPs to have discussions with their respective GMIFR outlining the issues concerning their seniority bid and deferral discussions. Further discussions will take place between CATCA and the GMIFRs at a scheduled meeting in early December.

## **Relocation LOU 2011-01**

Several issues arising from LOU 2011-01 have come up as of late. The latest being section 4.4.1 (a) of the Relocation Program. Mr. Best will attempt to resolve.

## **Counting Update (Classification)**

Mr. Shields and Mr. Doerksen updated the Board on the latest status of counting. There will be further updates to come in the next three months.

## **Financials**

Mr. Best discussed with the Board the latest update on the investments. All questions were answered. Furthermore, Auditor, Mr. Derrick Murphy from the firm of Raymond Chabot Grant Thornton presented to the Board the 2013-2014 Audited financial statements. All questions were answered.

**Resolution No. 2**                      Be it resolved that the audited financial statements be accepted as presented.

**Moved by: Eric Vézina**

**Seconded by: Scott Shields**

**CARRIED UNANIMOUSLY**

## **Sick Leave**

The Board of Trustees and Mr. Best met on October 3<sup>rd</sup> at the National office. During the meeting Doug updated the Trustees on the status of the Sick Leave Fund. After the initiative earlier in the year, the Fund had an excess balance of \$271,000. He also advised that the dues for the membership for the previous month were \$265,000 therefore enough for a dues holiday. In the report of the Trustees it was recommended that a dues holiday for December be given to the membership. The Board at the recommendation of the Trustees and Doug passed the following resolution.

**Resolution No. 3**                      Be it resolved that the excess funds left in the sick leave fund be given back to the members in the form of a dues holiday in December 2014

**Moved by: Doug Best**

**Seconded by: Eric Vézina**

**CARRIED UNANIMOUSLY**

## **CATCA Dues**

During the same Trustee meeting as stated above, Mr. Best further advised the Trustees that Unifor, under the guidance of National President Jerry Dias, has lobbied the Government to get wording changes to Bill C-525. The changes simplify and alleviate serious restrictions the Government wanted to put on Unions regarding certification and decertification. With this in mind, and with the information provided, the Trustees recommended to the Board that the dues reduction that has been temporary for almost 5 years be made permanent. The Board then put the following resolution forward to reduce dues from 1.75% to 1.5% permanently.

**Resolution No. 4**                      Be it resolved that CATCA's temporary dues reduction to 1.5% be made permanent.

**Moved by: Doug Best**

**Seconded by: Peter Duffey**

**CARRIED UNANIMOUSLY**

## **CATCA Not-For-Profit Status**

In order for CATCA to continue its not-for-profit status and to conform to the new Act, the following resolution was required to be passed at both the AGM and at the CATCA Board meeting. The information will now be forwarded to a special council and filed with the Federal Government.

**Resolution No.5**                      **Be it resolved as a Special Resolution that:**

- 1. The directors of the Corporation are authorized and directed to make an application under section 297 of the NFP Act to the Director appointed under the NFP Act for a Certificate of Continuance of the Corporation.**
- 2. The Articles of Continuance (transition) of the Corporation, which have been submitted to this meeting and are annexed to these minutes as Schedule A, are approved, subject to any revisions that may be required by Corporations Canada.**
- 3. Any one of the officers and directors of the Corporation is authorized to take all such actions and execute and deliver all such documentation, including the annexed Articles of Continuance (transition), the notice of registered office and of directors in the forms fixed by the Director, which are necessary or desirable for the implementation of this resolution.**

**Moved by: James Krause**

**Seconded by: Eric Vézina**

**CARRIED UNANIMOUSLY**

*Meeting adjourned at 14:00*

In Solidarity,

Peter Duffey  
President

Doug Best  
Executive Vice President