



**September Executive Board Meeting
CATCA National Office, Ottawa, ON
October 13-14, 2021**

Present:	Doug Best	President
	Scott Loder	Executive Vice President
	Nick Von Schoenberg	Vice President Pacific
	Jerry Brodt	Vice President Prairie
	Benoit Vachon	Vice President St-Laurent
	Gordon Howe	Vice President Central
	Ian Thomson	Vice President Atlantic
	Deborah Cooper	Director of LR and General Counsel

October 13, 2021

Meeting called to order at 0909 ET.

Sick Leave LOU Cancellation

President Best had spoken to NAV Canada representatives early in the morning and informed them that the decision to cancel the LOU at this time is inappropriate, and that at the very least, the Company should have started everyone off at zero casual sick days at the effective date of cancellation or wait to cancel the LOU until April 1st, 2022. We will grieve the decision and the remedy CATCA will ask for is as mentioned. The request will be made for an expedited process, but the company must agree to it, even if they do, it could still take between 2-3 months for a resolution.

CATCA – NAV Canada Relations

Discussion turned to the relationship between CATCA and the Company. We see that NAV is employing a “Just in Time” staffing initiative, but that is not ATC, and our position is that it will not work.

NAV Canada is undertaking certain projects that require the help of our members to meet their timelines. The Company may be underestimating the desire of our members to help after the actions they have taken for little over a year now which blatantly and purposefully disregarded the Collective Agreement, or with current issues such as the Sick Leave LOU cancellation, Fatigue rules and staffing initiatives.

Assignments

Workload has been high for all members of the EB, and some initiatives must occur to avoid things from slipping through the cracks. Each RVP will be assigned an area to focus on and become the expert to advise the rest of the EB on how to proceed when it relates to their area of responsibility. This has been done in the past and it works. The RVP and the area of assignment will be as follows:

Nick Von Schoenberg-	Fatigue
Gordon Howe-	Technical
Benoit Vachon-	Seniority Bid
Ian Thomson-	Sick Leave/MOS/LTD
Jerry Brodt-	Staffing
Scott Loder-	DSC Review

NAV BoD Recommendations

Each EB member put forth 3 names as recommendations for the NAV BoD. Discussions on the pros and cons of each submission continued for most of the day and the final list will be decided the following morning.

Other Business

Vaccine Mandate was discussed to determine how CATCA will follow-up and measures we will take:

- We will fight termination; the Federal Government doesn't have it and NAV should not want it as there will be room to make changes in the future if current circumstances dictate such changes.
- Can you file a grievance before we have a live grievance? Unclear, the member may have to be terminated before we can move ahead with filing it, and if we must move ahead with it, it will be a policy grievance.
- We will move ahead with a B&F informing the membership that we are satisfied with the answers received on privacy issues and that they should submit their documentation prior to October 31, 2021 to avoid any LWOP. To provide information on long-term sick leave and the parameters around that.

Forced extensions and non-compliance forms were discussed. How are the forms handled? Who sees them? How do we know they are being filled out?

Family Leave vs 699 Leave:

- Birth of a child no longer has a code in ESS. Coding was being done as family leave which was incorrect. Now being coded as Other Leave including notes in ESS referring to 2604 & leave for birth of a child.

FSAG Volunteer Requests

- CATCA members are being asked to volunteer for FSAG. Members on this group should be directly involved as a National representative or appointed by the EB since

decisions or agreements made by members of this group could have direct, negative consequences to our Collective Agreement. Must be addressed immediately.

Deferrals

- Current deferrals are an issue and the newest letters presented to those with further deferrals are basically a “save-the-date” letter – they are not offers.
- The EB recognizes that these will become an issue with the National Seniority Bid.

Meeting adjourned at 1611ET

October 14, 2021

Meeting called to order at 0905 ET

NAV BoD Recommendations

Discussions continued, and after much debate, the recommendations put forth by each EB member were narrowed down to 4 candidates who will be interviewed by the EB on November 3, 2021:

Convention

Some healthy discussion among the EB about whether CATCA should proceed with a regular, full Convention in May, or postpone to the fall of 2022, as well as what options might be available if unable to hold a full, regular convention ie: Business only or special general meeting. Much of the discussion centered around the impact of COVID on our ability to hold a full Convention and what are some potential financial consequences of cancelling or rescheduling after committing to a May date with the venue. The EB concluded that at this time, we will cautiously proceed with planning to hold a full Convention as we continue to monitor the evolving COVID situation and restrictions. B&F to go out to the membership.

Elections Committee Recommendations

1. Following up from previous meetings and to finalize some outstanding topics, the following Policy Book changes to sections: 6.2 National Executive Elections; and 6.3 Regional Vice President Elections, were recommended by the Elections Committee:
 - a. That the current section 6.2 (g) and 6.3 (g) be redesignated as 6.2 (h) and 6.3 (h); and
 - b. That the following wording replace the current section 6.2 (g) and 6.3 (g):
 - i. The designated campaigning period will be considered the time between announcement of the eligible candidates by the Returning Officer and the day prior to when voting begins. During this time campaign material may be distributed electronically.
- These changes were accepted by the EB**
2. There was some feedback received from the membership with regards to how abstention votes were handled in counting for a successful candidate. After much discussion, the Elections Committee acknowledged and agreed that abstention votes are counted in the overall total votes received but are not counted towards the 50%+1

requirement when determining the successful candidate. Abstentions are recognized and recorded appropriately, but do not count as an eligible vote in determining a winner.

**Note: if 100 votes are cast and 10 are abstentions, the 50%+1 requirement for a candidate to win is now 46 votes and not 51 votes.*

Accepted by the EB

3. Questions were also received from the membership about being forced to rank all candidates, if more than 2 candidates on a ballot. Further investigation into the electronic platform shows that ranking for all candidates is not required and members can rank only those that they want to vote for. The electronic system will run through the run-off vote appropriately to determine a successful candidate, and therefore, it will not be necessary to force the membership to rank all candidates on a ballot on a go forward basis.

Accepted by the EB

4. The question whether a member can sign a nomination form for more than one candidate was brought forward to the Elections Committee. After review of the issue and referring to other documents such as the Unifor Constitution regarding elections, the Elections Committee determined that there is nothing preventing a member from signing a nomination form for more than one candidate.

Accepted by the EB

Grievance Update

Brief update on current grievances provided by General Counsel and LR. Most notably are the Policy grievance for Articles 4, 31, 32, 33 where both sides were to report back to arbitrator Joliffe on progress by December 1, 2021. That date is now moved to end of January. The National Leave Policy grievance has been referred to arbitration. Several individual grievances were discussed, but details will remain private due to confidentiality protocols.

CATCA Next Steps

A myriad of topics was discussed about how CATCA will handle outstanding issues and relations with NAV Canada, which included:

- Mandatory Vaccination documentation to be provided by members will be followed up with a B&F detailing such information. CATCA is satisfied with the privacy issues as addressed by NAV Canada
- Family leave vs Other leave with pay as per Article 26.06
- FSAG - Volunteers being sought by NAV Canada from among the membership without National CATCA involvement. Issues caused by this as members may make decisions that affect the Collective Agreement without knowing. Could affect next Collective Bargaining.
 - What kind of involvement should Transport Canada have in making the rules to address fatigue?
 - Concern that the company is interested in fatigue only on a monetary level vs CATCA actually being concerned about the effect on our members.
 - NAV management already asking members if they would like to use the 8hrs short-change option within the Collective Agreement to make scheduling work

- within their units/specialties. The effects of implementing FSAG rules will require more staff.
- It will be important to ensure all non-compliance situations are documented.
 - Projects to be assigned to each RVP
 - Sick leave
 - Fatigue
 - Staffing
 - Seniority Bid
 - MOS/LTD
 - CATCA will require committees to assist with the work that needs to be done.
 - Town hall required to speak with the membership as a group. Felt that transmit only with questions submitted in advance would be the best format to address as many concerns as possible in an adequate amount of time.
 - Schedule for November 9, 2021
 - Questions to be submitted by November 2, 2021
 - Notice (B&F) to go out on October 25, 2021
 - MOS – issues arising where members that are to go on MOS cannot do so because the RAMO's office is so far behind, it is taking months to get signed off and put on MOS. Members are being put on sick leave until the RAMO okays the medical recommendation. Similar issue where members are ready to return to work but cannot get approval from the RAMO.

Meeting adjourned at 1507 ET