



**February 2022 Executive Board Meeting
National Office, Ottawa, Ontario
February 22-24, 2022**

Present:

Scott Loder	Executive Vice President
Nick Von Schoenberg	Vice President Pacific
Jerry Brodt (Virtual)	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

February 22, 2022

Meeting called to order at 1010 ET

Approval of Minutes from 2021: The Executive Vice-President presented the draft minutes for the 2021 Executive Board (EB) Meetings. Three changes were proposed and accepted, and the minutes were accepted by the Board.

EB Only Discussion

Convention: Hotel choices were narrowed down to the Chateau Frontenac and the Hotel Concorde, with the clear favourite being the Chateau Frontenac. Once the final attendance decisions are made, information will be relayed to both hotels in order to receive final quotes to host the CATCA Convention 2022.

After a lengthy debate, the following decisions were unanimously decided in order to proceed with Convention planning:

1. Convention will remain as 'Business Only.' There will be no external events planned, i.e., The Companion Program; Off-site event etc.
2. The Hospitality Suite will be open each night
3. The Final Banquet will proceed
4. Attendance will include: Delegates; Official Observers; Level of Service Committee; Bargaining Team Members; Board of Trustees; Retired EB Members since the last Convention; Any Committee Chairs that are not already attending.

5. It is expected that members will bring spouses, and they will be allowed to attend the Hospitality Suite as well as the Final Banquet. Should restrictions come into effect that prevents these gatherings, we will adjust accordingly.

In-Camera Session began at 12:45 pm

In-Camera Session ended at 14:00 pm

DSC Roles and Responsibilities Review: NAV wants to re-hire DSCs to backfill for training, and in positions where DSCs cannot be released because backfill is not available, to re-hire DSCs directly into the ATM Training Specialist roles. This will be unfair to our current members, that will suffer financially due to the difference in ATC levels for the Training Specialist Roles. EVP Scott Loder and RVP Gord Howe are currently working on an LOU to address most of the issues with doing this. However, it will not cover all the negative aspects of allowing this. NAV will have to give something significant in return to attain such a benefit that may come at the cost of CATCA members. We will continue to work on a solution that is beneficial to all CATCA members before signing any agreement.

It was noted that many issues were pointed out on the National HIRA, that NAV realizes they have to fix some of these issues prior to continuing on with even local HIRAs about the reduction of hours to the duty DSC shift.

NTMU: NAV has approached CATCA to indicate that they do not believe the NTMU should be included in the initial implementation of the fatigue rules. This is not surprising as the NTMU is vastly understaffed, and fatigue rules do not work in understaffed locations. The very people these rules are meant to protect are where the rules cannot be implemented.

Management Re-Hires: Currently, there are three managers returning to the operations group with CATCA. Many factors have to be considered when this does happen, such as CATCA Seniority, Pay Grades, and which specialties they will be assigned to. It cannot interfere with current seniority bids and the number of CATCA seats in a specialty. NAV has said they will provide information on where these managers will be placed when it is determined.

LOUs for Current Seniority Bids: Vancouver Terminal has a less senior member that the specialty would like to release earlier than the currently assigned release date. An LOU has been drafted that would allow this action while not altering other deferrals within the specialty nor affecting the seniority bid nationally. A similar but less complex issue has come up in Moncton ACC that will be subject to a similar LOU. The EB doesn't have an objection to these LOUs since they do not affect other members locally or nationally.

Meeting Adjourned: 1625 ET

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February 23, 2022

Meeting called to order: 0835 ET

Convention Preparation: Several meetings will have to occur prior to the Convention for the EB to prepare. By-Law Amendments and Policy Resolutions have to be submitted by March 2, 2022. The Board, as agreed, will meet virtually on March 3 & 4 from 1300-1600 ET both days to review and prepare a full package of proposals back to the membership within 30 days of the beginning of the Convention. Resources at the National Office are tight, especially with the Convention planning having to wait until the last minute to begin. It was suggested that we might need some temporary help to get things completed in a timely fashion. The National Office is currently recruiting a new communications person, which will be helpful with the preparations.

Discussions occurred regarding the training sessions that should occur on the first day of the Convention and the most important topics to be covered. The suggestions were: Different leave types (LWOP/SFL/Maternity/MOS/LTD); Technology; Union Finances; FSAG. Without a doubt, there is a lot of work that has to be done in a short period of time.

Legal Update: Director of Labour Relations and General Counsel updated the EB on new and ongoing grievances and arbitrations, including:

1. Rob Hammond Judicial Review and new Duty of Fair Representation (DFR) against CATCA. New information that has to be reviewed to create a plan going forward;
2. National Leave Policy for YVR ACC. Currently in arbitration waiting on next dates;
3. Shift Optimization grievance for YUL ACC. Arbitration is scheduled for March 29, 2022.
4. Unvaccinated members that have retired under duress – have to discuss the next steps.
5. National Seniority – currently a seized grievance. Discussed several approaches and whether we should leave it in a seized status or not and what are the pros and cons of getting a decision if in favour or against our position.
6. Work of the Bargaining Group. Several issues that are eroding the work of CATCA members are being discussed within this category, such as:
 - a. Determination of Active runway
 - b. Pre-Departure Clearance
 - c. Fast Time & Real-Time Simulation Drivers
 - d. DSC vs TOC work and how NAV Canada is trying to source some of the DSC duties to a different bargaining unit.
7. List of full-time CATCA positions. NAV has failed to produce this list to what CATCA believes appropriately satisfies the Collective Agreement.

Fatigue Management: It is clear to the EB that NAV's fatigue management plan is not working. What they are doing, they are not doing well, and there's little value in the current plan. It is clear that NAV needs to re-think their initiative and listen more to the input from CATCA. The EB discussed several different ways that this needs to be addressed by making the rules simpler.

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NAV cannot meet the requirements of their own rules and is filling out non-compliance forms on a regular basis, and we are only at the end of February.

DSC Review: It has become evident to management that the desired timelines to complete the tasks as set out in the DSC Review Document were extremely ambitious. Out of all the changes that they were expecting to make, very little has occurred. At this point, only a National HIRA on reducing the duty shift hours has been completed. The timetable for accomplishing their goals has slowed down significantly, and management is even questioning some of the conclusions they had. It was noted that their Report contradicts what they say they want. This is the source of much of the confusion that has been caused among the DSC group and has created doubt about the company's intentions.

Seniority Bid: Some RVPs have not been kept in the communication loop about offers being presented to members and when deferred offers are being made. Discussed better methods to suggest to NAV for future Seniority Bids. The process for the 2022 Bid has some serious flaws that need to be addressed. Also discussed was that there should be some form of penalty for excessive deferrals. Members should not be 'punished' for NAV's lack of a proper staffing strategy.

Meeting adjourned at 1613 ET.

February 24, 2022

Meeting called to order at 0830 ET

Staffing: A continuing trend of contract re-hiring of previous controllers to fill positions that is occurring in all regions. The current count is approximately 19 people in this situation. NAV has said that anyone that took a DIP would not be hired back, but it appears they are reversing their decision on this. It was pointed out that if they want to hire people back, it should be as per 32.01 (b) of the Collective Agreement; any positions taken up by re-hires should be ab-initio seats and not CATCA seats, and scheduling has to be respected as per Article 16.

Too many instances with single-person operations in towers and now within ACCs. NAV has said that a substantial break is 20mins, but the EB feels that breaks for single-person operations should be 30mins minimum. With the foreseeable issues that will occur this summer. NAV needs to define the process nationally, how long, when will the break(s) be, and what is going to be advertised. If a person gets called back from a break, it is not a break; how will that be handled? National Executive to arrange a meeting with NAV counterparts to discuss this. Convention training seminars should include communication to members on how to deal with these situations and what their rights are.

Leave Nothing constructive to report at the moment, especially with the ongoing arbitration. Discussion centred around the National Leave Policy grievance and why the issues with the new

NAV national leave policy are so problematic. The majority of the membership are upset with the new policy, but not to the same extent in all locations. It is also worth noting that local managers are not necessarily in favour of the new policy. There is a disconnect between NAV's national and local management's opinions on the effectiveness of the new policy.

Forced Overtime: Members being forced to extend their shifts or being forced to come in on a day off to work is becoming increasingly noticeable in its frequency. EB to determine members' rights to how much OT can be forced on them and communicate as soon as able.

Care & Nurturing: Many requests within YUL ACC (and other units) for C&N requests of 18+ weeks. Management has already expressed how problematic this will be for them in several specialties and have requested some form of mediation to help alleviate the problem. There was no sympathy amongst the EB to entertain such a request as this is a byproduct of the poor staffing strategy NAV has employed and the introduction of the National Leave Policy. NAV is supposed to staff to accommodate the use of all parts of the Collective Agreement.

Professional Standards Program: The RVPs will be CATCA's representatives, and we will move from there. There is some thought that we should not touch this at the moment as NAV is looking to have a go-between for them and the employees, human shields, more or less. The fear is that this will be treated like other discussions we've had with the company, and only what they want will be taken from the discussion. This is a very good program if used in its entirety, but as with other programs, NAV may just take from it what they like and not use the program as intended. This would not be of benefit to CATCA.

Classification: Two issues coming:

1. The standard will break at the top of the ATC salary scale. Some positions at ATC-7 already – what do you do with a supervisor in such a group.
 - a. Add more levels?
 - b. Changes are needed.
2. Half of the working group members turned over this year.
 - a. The budget was \$0 for this year and almost \$0 for next year
 - b. Briefing times for each new member will be approximately 8hrs/member.

ATCP also has a series of issues. NAV suppressing flying school training may have effects on members' compensation. STI is a value that should be thrown out, and comments about CATCA's continued involvement in classification and whether we should stop participating.

In-Camera Session started at 1400 ET

In-Camera Session ended at 1516 ET

Meeting adjourned at 1516 ET.

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