

February 28, 2013

Bargaining Bulletin #9

**TO: REGIONAL VICE PRESIDENTS
BRANCHES AND FACILITIES**

Bargaining Update as of February 28, 2013

CATCA and NAV Canada met for two days of mediation with The Mediation /Arbitration Panel in Ottawa on Feb 26 and 27.

The mediation panel, made up of Chairman Michel Picher, CATCA nominee Rob Allan and NAV Canada appointee Brian Burkett met with both sides on a number of occasions and the parties were able to conclude a number of issues successfully that will be included in the final decision.

The parties have also agreed on the list of items that will be referred to the panel for Arbitration. That list is attached.

The arbitration hearings will commence on March 01 with presentations by the company followed by the union presentations on March 02. The following days will be used for explanatory meetings at the discretion of the Arbitrator.

Over the past few weeks we have received a number of questions as to potential changes to our pension plan. We feel it is important to restate that when NAV Canada presented their demand in January they stated that no matter what changes there might be, they would not take effect before **January 01, 2014** and could be later.

On behalf of the Contract Committee,

Greg Myles
President

Doug Best
Executive Vice President

APPENDIX 'A'

OUTSTANDING ITEMS FOR ARBITRATION

- Acting Pay
- Care and Nurturing Leave
- Definition of Normal Pay
- Leave – Annual
- Medical Certificates
- Pension
- Premium – French proficiency
- Premium – evening
- Premium – midnight
- Premium – OJI
- Premium – Weekends
- Salary Increase
- Staffing – Area of Selection
- Staffing – Deployments by Seniority
- TOIL