

March 4, 2013

Bargaining Bulletin #10

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

On March 01, following 2 days of mediation, CATCA and NAV Canada moved to the final and binding arbitration phase to conclude the collective agreement.

Similar to the first phase 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 to receive briefs and final positions on the remaining outstanding issues.

Both parties made extensive presentations to the panel on company finances and pension issues. NAV Canada presented their case on March 01. CATCA followed on March 02.

Mr. Jim Stanford, economist from CAW, Jo-Ann Hannah, Director of Pensions and Benefits with CAW, Gaetane Madou, Actuary with Poulin Actuarial Service and President Greg Myles made extensive and compelling presentations on NAV Canada's finances, our efforts to resolve pension issues and of course the pension issue itself.

The thrust of the presentations we gave was to present the union's alternative views on the company's fortunes and the status, both near term and into the future, of our pension plan. The contract committee unanimously agrees that we presented our case in a logical and compelling way.

All outstanding issues have been presented and explained to the panel and as such Mr. Picher has concluded the formal hearings as of 10 am today, March 04. He and the panel members must determine, given all the information, how to decide the outcome of the collective agreement.

While we have no deadline for publication of the arbitrator's report, we do not expect it to be a long drawn-out time frame.

The committee also wishes to acknowledge the contribution to the panel and the process by our appointee Mr. Rob Allan. His total knowledge of ATC, CATCA and our pension concerns was invaluable and exactly the source of information and opinion that the panel required.



As reported in the previous bulletin, NAV Canada stated that no matter what changes there might be to the pension plan, no changes would take effect before **January 01, 2014.**

On behalf of the Contract Committee,

Greg Myles
President

Doug Best
Executive Vice President