

April 17, 2013

**Currency Training - Award
Highlight #3**

The parties agreed to review the feasibility of implementing a tracking system to accurately record the occurrence of active control work by members who are away from operational duties.

Refresher training

CATCA has raised concerns about availability, content and teaching style for refresher training. NAV Canada is currently renewing their approach nationally and will consult with the union to improve refresher trainings, especially in the smaller towers.

Employees' safety

The parties have agreed to establish a voluntary process that would provide our members who are working alone the ability to communicate directly with the National Monitoring Centre in order to confirm their safe departure from work and arrival home at the end of their work shift.

Organizational change

NAV Canada will continue to work with the Union to find appropriate solutions for employees who encounter competency issues following the introduction of significant organizational change or technological initiatives impacting their existing role.

Emergency leave donation

The parties will form a committee to research the possibility of implementing a program whereby employees would have the ability to donate leave to another employee. This program would be used to assist an employee when a time of medical emergency for them or their immediate family would cause the employee to enter a period of leave without pay.

Employment Security

Aside from the two towers currently slated for closure tower, Edmonton City Center and Buttonville tower, NAV Canada does not anticipate any closures of ATC facilities, amalgamations, or relocations of facilities during the term of this collective agreement

Deferred sick leave payout

Employees who retire and are eligible to have their unused sick leave credits paid off may elect to defer the payment over a 3 year period post retirement.

Letter of Understanding

Many Trials that were already in the collective agreement have been either extended to the duration of the collective agreement or made permanent.

On behalf of the contract committee,

Greg Myles President

Doug Best Executive Vice President